

Dampak kebijakan diversity terhadap program pengembangan karyawan perempuan di total E&P Indon SIE = Impact of diversity policy on woman employee development in total E&P Indon SIE

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Abstrak

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Keberhasilan program diversity tidak hanya berkenaan dengan perekrutan tenaga kerja yang beragam latar belakang tapi juga soal bagaimana mengembangkan

mereka. Melalui metode penelitian kualitatif dengan 11 informan (manajerial/non manajerial dan fungsi HR), tesis ini berusaha untuk melakukan evaluasi dampak

kebijakan diversity terhadap pengembangan karyawan perempuan di TEPI. TEPI hanyalah mengambil konsep besar diversity dalam pengembangan karyawannya namun hasilnya telah memberikan dampak positif berupa bertambahnya jumlah karyawan perempuan, dan berlakunya equal treatment sehingga perempuan dapat melakukan cross function career dan mencapai posisi tinggi di perusahaan.

Pengembangan karyawan TEPI tidak didasarkan pada gender melainkan pada kompetensi. Kedua kelompok informan, karyawan dan fungsi HR, sepakat bahwa diversity tidak diwujudkan menjadi sistem kuota dan bahwa perempuan harusnya dipromosikan karena dia mempunyai performa yang baik terlepas dari kenyataannya dia adalah perempuan.

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ABSTRACT

The success of diversity program is not only about recruiting and hiring diverse workforce but also developing them. Using qualitative research with 11

informants (managerial/non managerial level and HR management), this study attempts to evaluate the impact of diversity policy in woman employee development. It is found that only main concepts of diversity be taken into

account but it has given the positive impacts through increasing number of women employees, and equal treatment so that they can do cross function career and

reach for the top because TEPI's employee development is not designed by gender but on the competency basis. Both employees and HR management agree that diversity should not be translated into quota system and that a woman is

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