

Pengaruh penerapan pendekatan teori klasik organisasi pada perusahaan Toyota di Jepang terhadap Kasus Kenichi Uchino = The influence of the application of classical organization theory approach to the organization of the Japanese Toyota Company in Kenichi Uchino case

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Abstrak

Jurnal ini membahas tentang pengaruh penerapan pendekatan teori klasik organisasi pada perusahaan Toyota Jepang terhadap kasus meninggalnya Kenichi Uchino yang diakibatkan oleh kelelahan karena terlalu banyak bekerja. Penulis menggunakan pendekatan teori klasik organisasi untuk melihat karakteristik organisasi perusahaan Toyota, teori harapan dan motivasi untuk melihat apa yang memotivasi diri Kenichi Uchino dalam bekerja, dan juga model gaya kepemimpinan managerial grid untuk melihat gaya kepemimpinan apa yang diterapkan atasan Kenichi Uchino.

Penulis menyimpulkan bahwa karakteristik pendekatan teori klasik organisasi memang terdapat dalam perusahaan Toyota, kemudian keluargalah yang memotivasi Kenichi Uchino dalam bekerja, dan terakhir atasan Kenichi Uchino menerapkan gaya kepemimpinan yang lebih memprioritaskan pekerjaan dibanding pekerja itu sendiri.

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This paper discusses about the influence of the application of classical organization theory approach to the organization of the Japanese Toyota company against Kenichi Uchino death cases caused by fatigue due to overwork. The theory I used are classical organization theory approach to look at the characteristics of the organization of Toyota, expectation theory and motivation to see what motivated Kenichi Uchino in his works, and managerial grid leadership model to find out what leadership model that applied by Kenichi Uchino's supervisor.

I concluded that the characteristics of the organization's approach to the classical theory is contained in the company Toyota, and the family was the one that motivated Kenichi Uchino in his work, and the last supervisor of Kenichi Uchino applied a style of leadership that was a higher priority in the work than the worker themselves.