

Kesiapan sumber daya manusia direktorat Jenderal Industri Kecil dan Menengah dalam menghadapi restrukturisasi organisasi di Kementerian Perindustrian = The readiness of the human resources directorate general of small and medium industries in facing organizational restructuring at the ministry of industry / Erlita Khrisinta Dewi

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Abstrak

[Tesis ini membahas kesiapan sumber daya manusia Direktorat Jenderal Industri Kecil dan Menengah dalam menghadapi restrukturisasi organisasi di Kementerian Perindustrian dan upaya-upaya yang dilakukan organisasi untuk mempersiapkan sumber daya manusia Direktorat Jenderal Industri Kecil dan Menengah menghadapi restrukturisasi organisasi. Teori yang digunakan untuk membahas permasalahan penelitian adalah teori kesiapan individu untuk berubah dari Robert Kriegel dan David Brandt serta teori delapan tahap perubahan organisasi dari John Kotter. Penelitian ini adalah penelitian post positivism dengan desain deskriptif. Hasil penelitian menyarankan agar Direktorat Jenderal Industri Kecil dan Menengah memberikan sosialisasi, membangun komunikasi, memberikan pendidikan dan pelatihan, memperkuat peranan tim khusus restrukturisasi organisasi, memperbaiki sistem dokumentasi, promosi, penempatan pegawai, serta penanaman budaya baik yang dapat mendukung upaya perubahan organisasi Direktorat Jenderal Industri Kecil dan Menengah; This thesis discusses about the readiness of the human resources Directorate General of Small and Medium Industries in facing organizational restructuring at the Ministry of Industry and the efforts which organization undertaken to prepare human resources readiness in facing organizational restructuring. Theories used to analyze are the theory of individual change readiness from Robert Kriegel and David Brandt and eight-stage theory of organizational change John Kotter. This study is a post positivism research with descriptive design. This study suggested that Directorate General of Small and Medium Industries provides socialization, build communication, providing education and training, strengthening the role of a special team of organizational restructuring, improving the system documentation, promotion, staffing, and bulid good culture that can support the efforts of the organizational change in Directorate General of Small and Medium Industries, This thesis discusses about the readiness of the human resources Directorate General of Small and Medium Industries in facing organizational restructuring at the Ministry of Industry and the efforts which organization undertaken to prepare human resources readiness in facing organizational restructuring. Theories used to analyze are the theory of individual change readiness from Robert Kriegel and David Brandt and eight-stage theory of organizational change John Kotter. This study is a post positivism research with descriptive design. This study suggested that Directorate General of Small and Medium Industries provides socialization, build communication, providing education and training, strengthening the role of a special team of organizational restructuring, improving the system documentation, promotion, staffing, and bulid good culture that can support the efforts of the organizational change in Directorate General of Small and Medium Industries]