

Evaluasi kinerja pemilik kontrak di dalam pelaksanaan chesm di lapangan sepinggan yakin PT Cico tahun 2014 = Performance evaluation of the contract owner in chesm implementation in sepinggan yakin field PT Cico year of 2014 / Dwi Pamiluto Nugroho

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Abstrak

[CHESM (Contractor of Health Environment and Safety Management) adalah suatu bentuk CSMS (Contractor Safety Management System) dari PT CICO untuk memastikan keselamatan kerja kontraktor yang bekerja di lingkungannya. Tesis ini membahas kinerja pemilik kontrak di CICO pada saat pelaksanaan program CHESM untuk masing masing kontraknya. Penilaian kinerja ditinjau dari aspek kinerja tugas, kinerja kontekstual, kinerja adaptif dan tindakan kontra-produktif. Penelitian ini adalah penelitian kuantitatif. Penelitian ini menggambarkan bagaimana pelaksanaan CHESM oleh tiga pemilik kontrak yang berbeda-beda posisi dan struktur organisasinya di PT CICO. Hasil dari penelitian menyimpulkan bahwa semua pemilik kontrak keahlian yang memadai untuk menjalankan tugasnya, namun kesuksesan kinerjanya sangat tergantung pada dukungan struktur organisasi, pendelegasian tugas yang jelas serta pembatasan jumlah kontrak sesuai dengan kapasitasnya untuk bisa menjalankan semua tanggungjawabnya sebagai pemilik kontrak untuk memastikan keselamatan kerja kontraktor-kontraktornya; CHESM (Contractor of Health Environment and Safety Management) is a PT CICO's CSMS (Contractor Safety Management System) to ensure the safety of their contractors while working in their working areas. This thesis is to review the performance of contract owners in PT CICO when performing CHESM program for their contracts. This performance evaluation is accessed form its task performance, contextual performance, adaptive performance and counter-productive behavior. This research is a quantitative research. This research explain how three contract owners from different position and organization struktur perform their CHESM roles. The research shows that all contract owners have a capability to run their job meeting the company's target, but its performance will be better if they are supported with the organization design, clear delegation procedures among the parties and amount of their contracts is limited based on their capacity to perform totally their task as a contract owner ensuring their contractors safely while working in PT CICO., CHESM (Contractor of Health Environment and Safety Management) is a PT CICO's CSMS (Contractor Safety Management System) to ensure the safety of their contractors while working in their working areas. This thesis is to review the performance of contract owners in PT CICO when performing CHESM program for their contracts. This performance evaluation is accessed form its task performance, contextual performance, adaptive performance and counter-productive behavior. This research is a quantitative research. This research explain how three contract owners from different position and organization struktur perform their CHESM roles. The research shows that all contract owners have a capability to run their job meeting the company's target, but its performance will be better if they are supported with the organization design, clear delegation procedures among the parties and amount of their contracts is limited based on their capacity to perform totally their task as a contract owner ensuring their contractors safely while working in PT CICO.]