

Mengembangkan kompetensi sumber daya manusia melalui penerapan individual development plan (business coaching pada PT Isra Presisi Indonesia) = Enhancing human resource competence through implementation of individual development plan (business coaching upon PT Isra Presisi Indonesia) / Ramadhanti Aprinda Wardhani

Ramadhanti Aprinda Wardhani, author

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Abstrak

**ABSTRAK**

Penulisan karya akhir ini merupakan business coaching terhadap PT Isra, UKM manufaktur yang bergerak dibidang otomotif dan merupakan binaan Yayasan Darma Bakti Astra YDBA . PT Isra menghasilkan produk berupa cetakan dan komponen suku cadang kendaraan bermotor. Saat ini, PT Isra merupakan UKM Pra Mandiri YDBA dan target PT Isra adalah menjadi UKM Mandiri serta memperluas bisnis dengan produk stamping mass production. Dari analisis gap diketahui masalah PT Isra terkait SDM adalah kurangnya kompetensi yang dimiliki oleh karyawan sehingga dapat menghambat proses produksi. Rekomendasi yang diberikan adalah pengembangan SDM yang terarah melalui perancangan Individual Development Plan IDP . Melalui menerapkan IDP, perusahaan dapat mengetahui gap kompetensi karyawan, minat karier karyawan dan merencanakan pengembangan yang dibutuhkan oleh karyawan untuk menyiapkan SDM unggul yang dapat mendukung target dan bisnis perusahaan ke depan.

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**ABSTRACT**

The purpose of this thesis is to formulate the implementation research of business coaching upon PT Isra Presisi Indonesia, a manufacturing SME that runs in the automotive industry and is member of Yayasan Darma Bakti Astra YDBA . PT Isra manufactures dies, mold and precision parts for vehicular spare parts. Presently, PT Isra is classified as Pre Independent SME and is striving to be classified as Independent SME through business expansion by developing mass production stamping products. It is discovered by means of gap analysis that PT Isra is lacking in its human resource competency, prevents it from attaining smooth and flawless production process. The recommended strategy to resolve the issue is directed human resource growth through Individual Development Plan IDP . Through IDP implementation, the company can ascertain employees rsquo potential competence gap, carrier growth interest, and prepare development plan that is required to produce superior human resource in order to achieve future business plan and targets.