

International position evaluation at PT. Schneider Indonesia and PT. Schneider Ometraco, comparison with the other methods of job evaluation

Mohamad Ali Isa Nugroho Budi Santoso, author

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Abstrak

ABSTRAIT

Il y a le temp quand wte organization devient grande. Dans cet moment-la, il y a beacoup des gens en fonctions differents, font beaucoup des choses dans cette organization. Parfois, les structures des positions, les responsabilites de chaque position, les remunerations dans cette organization devient pas tres claire. Les responsabilites de chaque position et les differenciation entre chaque position et les autres devient tres varies et complexes.

Pour connaitre le condition de structure des positions d 'organization, et pour construire un meillure structure des positions et de remuneration dans cette organization, une organisation doit faire une evaluation des positions.

Il y a quelques methods d'evaluation des positions. John M. Ivancevich, dans son livre Human Resource Management (Gestion de Resource Humaines), montre quatre methods d'evaluation:

1. The Rating method
2. Classification method
3. Tite Point system
4. The Factor method

PT. Schneider Indonesia and PT. Schneider Ometraco, membre du Groupe Schneider, ont decide de faire wte projet d'evaluation de position pour toutes les positions dans les organisations. Cette projet-la a commence a octobre jusqu'a Ia fm de decembre. Ils ont invite le consultant du management International qui s'appelle William M. Mercer Indonesia (il ete connu le Corporate Resource Group/CRG) pour faire d'evaluation des positions sur Schneider.

William M Mercer offre son method d'evaluation des position, qu'il s'appelle International Position Evaluation (IPE). William M. Mercer International est ie proprietaire de cette method d' evaluation des positions.

Je m'interesse de montre dans cette mernoire qu-est que ce le method International Position Evaluation (IPE). Je montre le definition de IPE, les fonctions, et les demarches d' evaluation des positions swlout l' evaluation des positions qui a eu a Schneider. Je montre de comparaison entre le method de IPE avec les autres methods d'evaluation des positions mentione avant A Ia fin de cette memoire, je montre les avantages et les inconvenients de chaque method d'evaluation.

ABSTRACT

When an organization was created, perhaps it will consist of only several positions doing several different functions. The creation of the titles or positions and the definition of duties and responsibilities (job description) perhaps was in the hand of one person or several people under the Human Resource function. When the organization was not complicated, it wouldn't be too complicated to construct the job description and to create the positions grading within the organization. When the organization evolves, the needs for the positions doing more and more functions develop along the development of the organization. At this point, the definition of job description, the definition of the roles and responsibilities, and the differentiation of the salary structure become very complicated. There will be time when the organization needs to know its effectiveness and condition.

To check the integrity of the organization and to create a better organization structure, the organization needs to do the evaluation on jobs or positions which exist in the organization. There are some methods on the job evaluation. Four of them are mentioned by John M Ivancevich, in his book "Human Resource Management". The methods mentioned are:

1. The Rating method
2. The Classification method
3. The Point System
4. The Factor method

PT. Schneider Indonesia and PT. Schneider Ometraco, as one of a multinational company operating in Indonesia, feels the urge to do Job/position evaluation within the organization. They have decided to invite an International Management consultant, William M Mercer Indonesia, to be involved in doing the position evaluation. William M Mercer offers its own method of job/position evaluation known as International Position Evaluation to be applied on the job evaluation in Schneider. In doing the evaluation, they will be able to know:

1. Whether its structure is good. The organization may be able to construct better organization structure. The structure will be based on the worth of each position for the organization.
2. The salary structure will be improved by having the salary structure which is based on the position worth for the organization.
3. The roles, responsibilities and the duties of the positions will be clarified. Then the relation between functions will be clear.
4. The Schneider has found out that the position titles in the Organization can be simplified. Therefore it will simplify the works of the Human Resource Management.
5. The career planning will be based on the more good-structured position rankings.

By comparing the International Position Evaluation (IPE) method with the other job evaluation methods mentioned above, the IPE method offers more factors to be considered. So it is obvious that the IPE method is the most sophisticated than the other evaluation methods.