

Agile Human Resource Management Pada Jakarta Smart City = Agile Human Resource Management in Jakarta Smart City

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920523513&lokasi=lokal>

Abstrak

Fenomena VUCA merupakan suatu tantangan baru bagi sektor pemerintah. Untuk menghadapi tantangan tersebut diperlukan manajemen organisasi baru yang disebut sebagai konsep agile, pada sektor pemerintah disebut dengan agile government. Untuk dapat menerapkan konsep tersebut, organisasi sektor pemerintah memerlukan beberapa pendekatan pendukung, salah satunya yaitu agile human resource management. Jakarta Smart City merupakan salah satu organisasi sektor pemerintah yang bergerak dalam pengembang smart city kota Jakarta yang menerapkan konsep agile. Jakarta Smart City terdiri dari 17 pegawai ASN dan 200 Tenaga Ahli, juga memiliki status sebagai Badan Layanan Umum Daerah (BLUD) membuat Jakarta Smart City fleksibel dalam melakukan manajemen sumber daya manusia, oleh karena itu peneliti tertarik melihat praktik agile human resource management pada Jakarta Smart City. Penelitian ini menggunakan teori agile human resource management dari Ranasinghe & Sangaradeniya (2021) yang memiliki enam dimensi yaitu agile recruitment, agile performance management, agile coaching, agile compensation, agile learning and development, dan agile career paths and succession management untuk menganalisis manajemen sumber daya manusia di Jakarta Smart City. Penelitian ini menggunakan pendekatan post-positivist dengan pengumpulan data melalui wawancara mendalam dan studi kepustakaan. Hasil dari penelitian ini menunjukkan bahwa manajemen sumber daya manusia di Jakarta Smart City sudah menerapkan 5 dimensi dan belum menerapkan satu dimensi. Lima dimensi yang berhasil diterapkan yaitu agile recruitment, agile performance management, agile coaching, agile learning and development, dan agile career paths and succession management. Satu dimensi yang dinyatakan belum siap yaitu dimensi agile compensation.

.....The VUCA phenomenon is a new challenge for the government sector. To face these challenges, new organizational management is needed which is referred to as the agile concept, In the government sector it is called agile government. To be able to apply the concept, government sector organizations need several supporting approaches, one of which is agile human resource management. Jakarta Smart City is one of the government sector organizations engaged in developing smart cities in Jakarta that applies agile concepts. Jakarta Smart City consists of 17 civil servants and 200 experts, also has the status of a Regional Public Service Agency (BLUD) making Jakarta Smart City flexible in conducting human resource management, therefore researchers are interested in seeing agile human resource management practices in Jakarta Smart City. This research uses the agile human resource management theory from Ranasinghe & Sangaradeniya (2021) which has six dimensions, namely agile recruitment, agile performance management, agile coaching, agile compensation, agile learning and development, and agile career paths and succession management to analyze human resource management in Jakarta Smart City. This study used a post-positivist approach with data collection through in-depth interviews and literature studies. The results of this study show that human resource management in Jakarta Smart City has implemented 5 dimensions and has not implemented one dimension. The five dimensions that have been successfully applied are agile recruitment, agile performance

management, agile coaching, agile learning and development, and agile career paths and succession management. One dimension that is declared not ready is the agile compensation dimension.