

Kuesioner

Bapak /Ibu terhormat,

Dalam rangka menyelesaikan skripsi sebagai syarat kelulusan saya untuk program Sarjana (S1), maka saya selaku mahasiswa FISIP UI dengan NPM 0606057376 bermaksud menyebarkan kuesioner yang berkaitan dengan sumber daya manusia perihal perencanaan karir perusahaan.

Untuk itu saya meminta kerja sama dari bapak/ibu menjadi salah satu responden. Data bapak/ibu akan dijamin kerahasiaannya dan hanya dipergunakan semata-mata untuk kepentingan ilmiah saja. Jadi, mohon kuesioner ini dijawab sesuai dengan keadaan sebenarnya.

Atas kesediaan Bapak/ Ibu saya ucapkan terima kasih.

Hormat Saya .

Wahid Rasyidi

A. Karakteristik Responden

Berilah Tanda (x) pada jawaban yang anda pilih:

1. Jenis Kelamin:
 - a. Laki-laki
 - b. Wanita
2. Pendidikan formal terakhir Anda :
 - a. lulusan SMU/SMK
 - b. lulusan D3
 - c. lulusan S1
 - d. lulusan S2
3. Status perkawinan:
 - a. Belum Menikah
 - b. Menikah
 - c. Istri / Suami meninggal
4. Berapa lama anda bekerja di perusahaan ini:
 - a. < 3 bulan
 - b. Antara 3-8bulan
 - c. Antara 8- 12 bulan
 - d. > 12 Bulan

I.1 Pertanyaan Terbuka

Isilah titik-titik dibawah ini:

5. Posisi/Jabatan saat ini :.....

B. Perencanaan Karir

Berilah tanda (x) pada jawaban yang paling sesuai menurut Anda:

Keterangan pilihan jawaban:

- SS : Sangat Setuju.
S : Setuju.
R : Ragu-ragu.
TS : Tidak Setuju.
STS : Sangat Tidak Setuju.

NO	PERNYATAAN	SS	S	R	TS	STS
1	Setiap karyawan diberikan informasi mengenai perencanaan karir perusahaan secara jelas dan terbuka.					
2.	Setiap karyawan diberikan kesempatan untuk bisa mengikuti jenjang karir perusahaan.					
3.	Setiap karyawan mendapat kesempatan untuk bisa merasakan alur karir (suatu pekerjaan yang dapat membentuk karir seseorang) di perusahaan.					
4.	Perusahaan selalu memberikan informasi tentang alur karir kepada karyawan.					
5.	Perusahaan perlu menyediakan konselor (seseorang yang mempunyai keahlian dalam melakukan konseling) secara formal bagi karyawannya.					
6.	Konseling karir perlu dilakukan antara atasan dengan bawahannya.					
7.	Adanya kemudahan dalam berkonsultasi antara atasan dengan bawahan yang mempunyai masalah dalam menentukan pilihan karir.					
8.	Perusahaan perlu memiliki mentor untuk membantu karyawan dalam mempersiapkan rencana karirnya dengan baik..					

9.	Mentor adalah seorang yang mempunyai posisi senior di perusahaan yang dapat menjadi semacam narasumber atau penasehat yang dapat memberikan bimbingan atau jawaban atas pertanyaan-pertanyaan yang berkaitan dengan karir karyawan.					
10.	Mentoring dilakukan sebagai pembentuk motivasi kerja karyawan atau bawahannya.					
11.	Mentoring dilakukan untuk menetapkan tujuan pencapaian karir karyawan atau bawahannya.					
12.	Pelaksanaan mentoring antara atasan dan bawahan mengenai suatu pekerjaan sudah berjalan dengan baik.					
13.	Penilaian kerja karyawan oleh atasan dilakukan secara objektif.					
14.	Penilaian kerja karyawan oleh atasan bertujuan untuk menentukan pilihan karir karyawan.					
15.	Penilaian kerja karyawan oleh atasan dilakukan secara periodik/ berkala/ rutin.					
16.	Program pelatihan (training) perlu dilakukan untuk membantu karyawan meningkatkan kemampuan.					
17.	Program pelatihan (training) perlu dilakukan untuk membantu karyawan meningkatkan ketrampilan.					
18.	Program pelatihan (training) harus disesuaikan dengan kebutuhan perusahaan.					

C.Pertanyaan Terbuka dan Saran

Isilah pertanyaan di bawah ini:

1. Bagaimana tanggapan Anda tentang perencanaan karir di perusahaan?

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2. Menurut Anda, Faktor-faktor apa saja yang menghambat kesuksesan perencanaan karir di perusahaan?

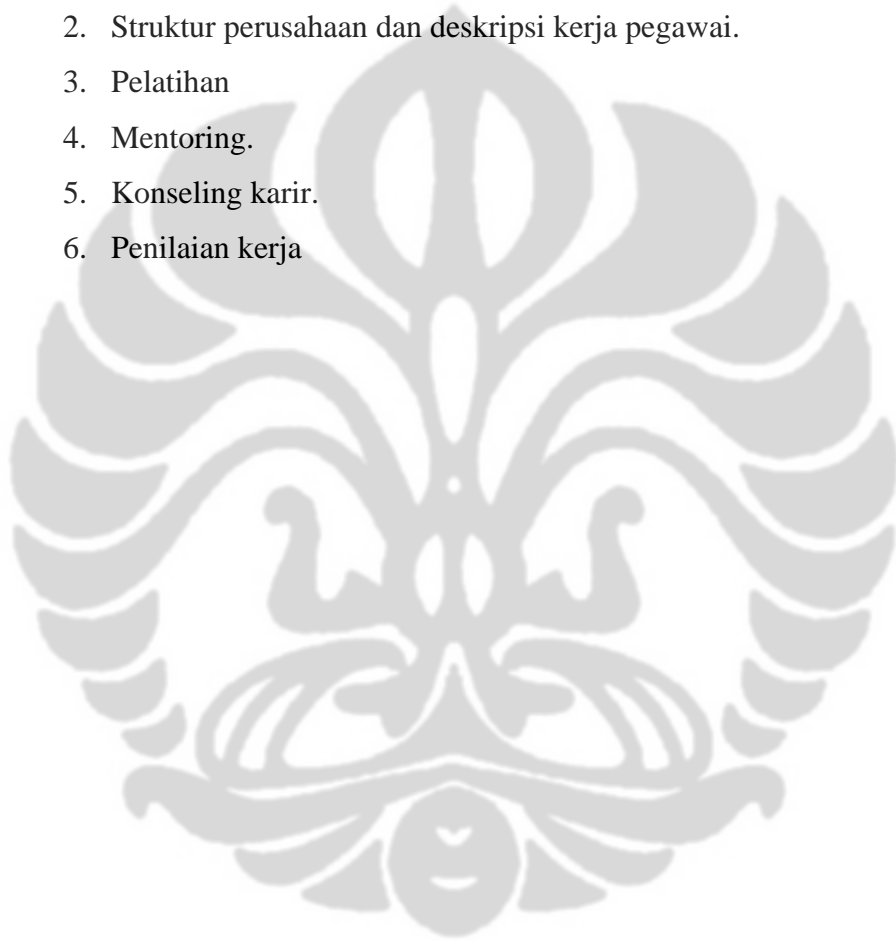
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3. Apa saran Anda agar pelaksanaan dari perencanaan karir perusahaan dapat berjalan baik?

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Pedoman wawancara

1. Pelayanan Informasi
 - a. Informasi karir di perusahaan secara umum.
 - b. Informasi program pengembangan dan pelatihan
 - c. Informasi jenjang karir
2. Struktur perusahaan dan deskripsi kerja pegawai.
3. Pelatihan
4. Mentoring.
5. Konseling karir.
6. Penilaian kerja





Granton Marketing Pty Ltd, working with our clients throughout the world to promote

- Restaurants
- Cinemas
- Fitness Centers
- Fast Food Outlets
- Home Delivery Pizza
- Spa / Resorts
- Medical / Dental
- Hotels / Bars
- Retails Outlets
- Golf Courses
- Car Repairers
- Dry Cleaners
- Beauty Salons
- Billiard Centers
- Theme Parks
- 10 Pin Bowling Centers
- Customer Aquisitions / Application Services



PT. GRANTON MARKETING

- originated in Canada in 1985
- was launched in Asia in 1997
- opened first office in indonesia in 2006
- has over 50 approved distribution offices throughout Asia.
- speaks to over 100,000 people in Asia every week on behalf of our clients
- is unique in that there is NO charge to clients

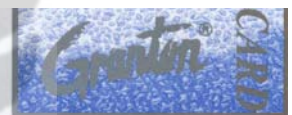
THE FUTURE IS BEING PAVED TO REDUCE YOUR ADVERTISING COST

Granton Marketing is a Worldwid Organisation with associated offices in

Indonesia	Sweden
Malaysia	Canada
Philippines	Amerika
Singapore	Argentina
Thailand	Meksiko
Belgium	Puerto Rico
Spain	Australia
England	New Zealand
Spain	South Africa

Granton Marketing Offers You Free...

- * MASSIVE EXPOSURE**
Using one-on-one advertising in the form of "Human Commercials", Granton Marketing promotes your establishment exclusively to homes and businesses in your local area.
- * INCREASED CUSTOMER BASE**
Granton Marketing increases local awareness of your establishment, thus introducing NEW customers and enticing past customers to return. Granton Marketing actively promotes customer loyalty by encouraging repeat visits.
- * DEDICATED SALES FORCES**
Dedicated to marketing you exclusively, a fully trained team will promote and sell your Grantoncards.
- * INCREASED SALES**
Increased customer leads to increased sales, cash flow and profits for your business.
- * TOTAL COMMUNICATION**
Granton Marketing provides a full support service with regional account managers and a FREEPHONE CUSTOMER SERVICE LINE.
- * TO SUMMARISE...**
The Grantoncard is a unique advertising strategy that gives you maximum exposure and impact, whilst maintaining market exclusivity.



WHAT OUR CLIENTS HAVE TO SAY...

"It has not only provided increased revenue at a time when sales has previously decreased, but it has also provided greater community awareness of our store and products."
Gary Fields (Pemilik Toko) Baskin Robbins, Loganholme, QLD

"The Advertising exposure that TGI Friday's has gained from GRANTON promotion has indeed increased market awareness. It particularly brought us a lot of first time customers"
Lisa Ronquillo, Marketing Manager, TGI Friday's Philippines.

"Not only has The Grantoncard brought in a large amount of customers but it has also reactivated a lot of old members."
Geoff Inglis, Video Ezy, NSW.

"I am impressed with the huge traffic of potential prospects that TGI Granton Indonesia brought in to all four Fitness First clubs in Jkt and our membership sales had a significant increase through effective Granton direct marketing advertising campaign"
Mr. Corne Van Dyk, National Sales Manager, Indonesia/Singapore Fitness First

"Within the first two days we were convinced they were professional and well managed, a wonderful endorsement for product. Our business has more than doubled its turnover, give ourselves and our staff motivation, renewed enthusiasm and a feel of great stability for the future."
David dan Christine Walsh, Aussie Dial a Pizza Nambour, QLD

"Since we've been cooperating with Granton Marketing, it's been great. Especially for Inul Vista Sarinah. Because of it, we've made lot relationships with others, also they have been very helpful for create a higher omzet rate for Inul Vista. We've increased our omzet more 130%. We hope this joint venture will keep going with another promotion in the future"
Inul Vista Sarinah

"The objectives were to enhance value perception and encourage multiple visits hence building sales. The promotion was effective, the city restaurants experienced immediate sales increase."
Alex Lee, Operations Consultant, MCDonalds Restaurants.

"Great Promotion! It's contributed good numbers in our business."
Robert Escoba, Direktur, IZZI Pizza

"We have been most impressed with the professional and eth approach of your company. The offers have been well received & have made a significant contribution to our membership numbers & overall business."
Bud Gray, General Manager, Movieland, WA

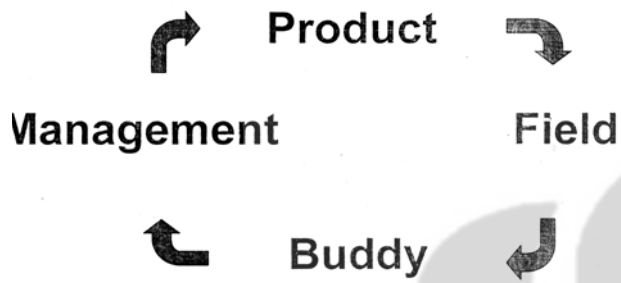
"The total professionalism and co-operation given to me by Granton Team has been excellent and I would highly recommend any small business operator who wishes to develop a higher customer flow and increase turnover."
Peter Tunell, Franchisee, Silvio's Pizza Plus, NSW

"Introduction of the Grantoncard has enabled us to invite patrons to the Hotel who would have formerly chosen not to come. To their surprise, they have rediscovered the New Excelsior Hotel via the Grantoncard."
Vivian Dock, Manager, Excelsior Hotel Travlers of Victoria Group.

"The concept has been well received by the public. The implementation has been simple from an operational point of view. The res has been outstanding and can certainly be recommended for intending participant."

Pre-Project

4 Items for Executive



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