



UNIVERSITY OF INDONESIA
FACULTY OF SOCIAL AND POLITICAL SCIENCES
DEPARTMENT OF ADMINISTRATIVE SCIENCE
UNDERGRADUATE EKSTENSION PROGRAM

ABSTRACT

Bethania Angeliza Puspita S (0905230115), *Implementation Policy Program of Early Pension By Own Request (Case Study at PT Telkom)*, xiv+93 pages+4 graphs +2 schemes+1 table +42 sources (1963-2007)

In order to supported optimalization work and the company progress from adjustment facet sum up and the human resource quality, considering finance burden ever greater longer. Emerge company idea to restructured officer assessed cannot keep abreast of communications service technology, because application of internal process and system of SDM become pursued otherwise own skill which is last for operating its system and technology. This program naturally through retired program early, quickened pension program tender. Pension early opened to entire of all officer that exist in Telkom, so that by dozens the officer fulfilling interest required of PT Telkom, join this program. Retired program Policy implementation early which is carried out by PT Telkom have to the zero in on, competitor don't be retired early potential officer. Program expected do not generate bad perception and conflict in it's execution later on.

Especial target from retired program early is to improve company performance, so that this program represent effective steps which on the market PT Telkom, besides to increase interest of human resource owned, also to give a good points for old officer serve. While intention of this writing is to analyse implementation policy of early pension program in PT Telkom

Method of Research of this research used descriptive type because aim to to depict mechanism of implementation policy of early pension program collecting at regulation of existing institution with fact exist in field, using technique of data through study of literature and interview, technique analyse data used approach qualitative, side of company as party of maker at one blow the policy executor, early pension program which made by PT Telkom formulated to overcome problem faced by company, by using Theory of George Edwards III which clasificate of communications variable, source among other things the staff, authority, behavioral, structure of bureaucracy to analyse implementation policy early pension program in PT Telkom, Informan of Research amount to eight people, this research took place at PT Telkom in Jalan Merdeka Selatan, Jakarta Center, at Department of Human Resources and Development, instrument used guidance of interview assisted by a tape recorder voice, while limitation of

research because minim sum up informan and height of mobility of informan in collecting primary data.

Pension early emerge as phenomenon which happening in BUMN to depress company expense which big progressively, because technological condition in this time IT Based so that the officer required longer will progressively a few, correct burden to be economized by expenditure the human resource burden, officer which cannot follow technology have to immediately clipped. Early pension program by PT Telkom assessed to succeed in execution, although when socialization counted too shorten, but because entire of all party (staf) in management PT Telkom partake to participate to embolden this program, under authority from senior operational of manager, so that entire all report hit this program enter and collected under Directorate Human Capital management & General Affairs. The Restructuring will affect direct to organization chart, so that sum up officer will on the wane, but the work load owned remain to so that PT Telkom step recruit fresh graduate with cheaper payment.

Recommendation which can be given for problems to early pension program implementation early effective ambulatory in order to and the zero in on, company better urge direct the officer with ugly performance and lengthen this retired early policy socialization time in order to the competitor planning more matured and the company even also not harmed.

