

University of Indonesia
Faculty of Politics and Social Sciences
Post-Graduate Program
Study Program of Administrative Science
Major in Administrative Science and Business Policies

ABSTRACT

Daniel Yuwono
NPM : 6905030286

THE EFFECT OF HUMAN RESOURCE MANAGEMENT ON EMPLOYEES' PERFORMANCE AT FAMILY BUSINESS COMPANY, PT. KI

Xvii + 116 pages + 30 tables + 6 figures + 2 appendices
References : 66 books + lecture materials

In the business world, it is not rarely that a large corporation is commenced from a well-managed and professional family business. However, and also some family businesses went to bankrupt.

According to The Jakarta Consulting Group, 88 percents of national private companies are owned by family businesses. The prominent characteristics from family business is that its ownership, power and company's management is under founders of family businesses, and its interests are only to its families. On other side, its business development is highly related on human resources management of their company particularly in its operational functions that relates to selection and recruitment, training and development, compensation and appreciation for employees that based on their achievements to job termination. Employee is company's largest assets to managing its human resources that based on achievement and performance.

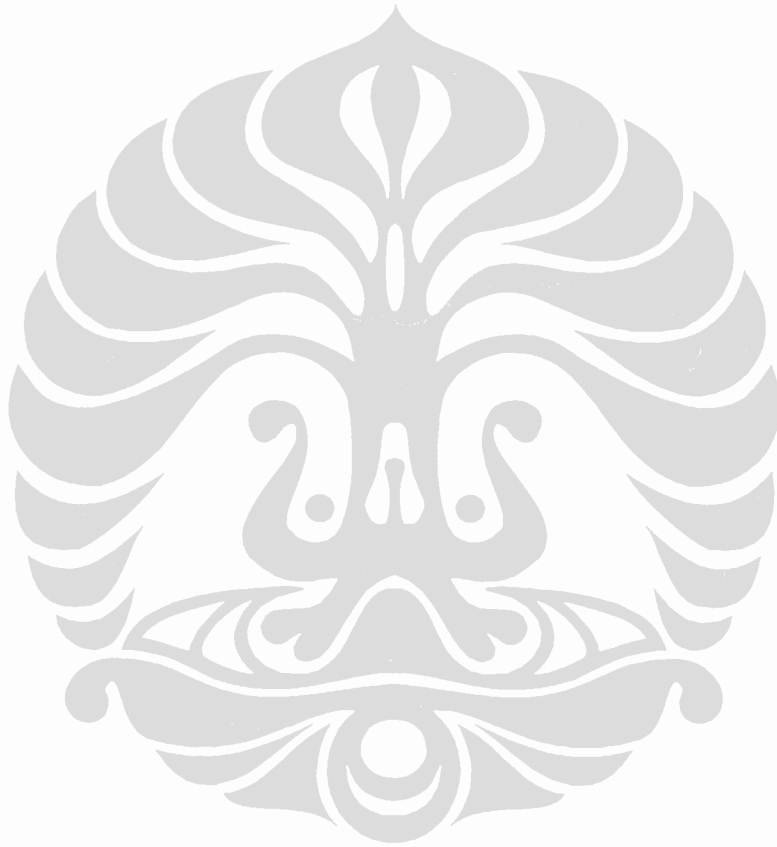
Objective of this study is to find on what extent the implementation of human resource department and its effects to employees' performance in family business company, PT. KI. In details, objective of this study is to find what is the implementation of human resource management in recruitment, employee training, performance, compensation and their career in family business company. And used method in this study is descriptive and verification methods with using study instruments in form of questionnaire by Likert scale. Used data analysis is multiple-linear regression.

The results of this study showed that each questionnaire item on study variable which has no correlate to family is inclined to replied 1 to 3, and those that has correlation to family showed highly affirmative, it can be seen from their replies that ranged between 5 to 6 in scale.

This study is succeeded to prove that Selection and Recruitment, Educational and Training and Compensation give effect to the employees' performance of PT. KI. Average score for each variable on Selection and Recruitment, Educational and Training and Compensation is low or not significant, consequently, to its performance. Finding in this study is Selection and Recruitment variables are the most influencing to employees' performance. This writing shall surely open practitioners' and/or academicians' eyes that the sphere of business world is not

parallel to its proper business theories and codes. There are still many divergences due to opportunities and weaknesses are still exists in business application observation as well as its regulations.

Keywords : Family Company, Human Resource Management, Selection and Recruitment, Educational and Training, Compensation and Performance.



ABSTRAK

Daniel Yuwono
NPM : 6905030286

IMPLEMENTASI MANAJEMEN SDM dan PENGARUHNYA TERHADAP KINERJA Di PERUSAHAAN BISNIS KELUARGA PT. KI

XVII + 116 halaman + 30 tabel + 6 gambar + 2 lampiran
Referensi: 66 buku + bahan kuliah

Dalam dunia bisnis tidak jarang perusahaan besar awalnya bermula dari perusahaan keluarga yang dapat dikelola secara baik dan profesional. Akan tetapi tidak jarang pula perusahaan keluarga yang kandas di tengah jalan.

Menurut The Jakarta Consulting Group, 88 persen perusahaan swasta nasional berada di tangan keluarga. Ciri yang menonjol dari perusahaan keluarga adalah terpusatnya kepemilikan, kekuasaan, manajemen perusahaan di tangan keluarga pendiri, serta peruntukan perusahaan bagi keluarga semata-mata. Di sisi lain, pertumbuhan usaha berhubungan erat dengan pengelolaan Manajemen SDM perusahaan, termasuk di dalamnya fungsi operasionalnya yang menyangkut seleksi dan perekrutan, pelatihan dan pengembangan, pemberian kompensasi dan penghargaan bagi karyawan berdasarkan pencapaian prestasinya sampai dengan pemutusan hubungan kerja. Karyawan merupakan asset terbesar perusahaan dalam pengelolaan SDM berdasarkan kinerja dan prestasi.

Penelitian ini bertujuan untuk mengetahui sejauh mana Implementasi Manajemen SDM dan Pengaruhnya terhadap Kinerja di perusahaan bisnis keluarga PT. KI. Adapun secara rinci tujuan penelitian ini adalah untuk mengetahui bagaimana pelaksanaan MSDM dalam proses rekrutmen, pelatihan karyawan, kinerja serta kompensasi dan karir di perusahaan bisnis keluarga. Sedangkan metode yang dipergunakan adalah metode deskriptif dan verifikatif dengan menggunakan instrumen penelitian berupa kuesioner dengan skala Likert. Analisis data yang dipakai adalah regresi linear berganda.

Hasil penelitian menunjukkan bahwa setiap item pertanyaan pada variable penelitian yang tidak memiliki hubungan keluarga cenderung menjawab antara 1 sampai dengan 3, sedangkan yang memiliki hubungan keluarga menunjukkan pernyataan sangat setuju, terlihat jawaban mereka berkisar antara 5 sampai dengan 6 skala.

Penelitian ini berhasil membuktikan bahwa Seleksi dan Rekrutmen, Pendidikan dan Pelatihan dan Kompensasi berpengaruh terhadap Kinerja karyawan PT. KI. Rata-rata skor dari setiap variable Seleksi dan Rekrutmen, Pendidikan dan Pelatihan dan Kompensasi adalah rendah, maka Kinerjanya pun juga rendah. Temuan dalam penelitian ini adalah variable Seleksi dan Rekrutmen yang paling berpengaruh terhadap kinerja karyawan. Penulisan ini hendaknya

dapat membuka mata bagi para praktisi maupun akademisi bahwa kehidupan di dunia usaha tidak berjalan sesuai dengan teori-teori maupun kaidah bisnis yang seharusnya. Masih banyak penyimpangan-penyimpangan yang dilakukan karena masih adanya peluang maupun kelemahan dalam pengawasan aplikasi bisnis maupun regulasinya.

Kata Kunci : Perusahaan Keluarga, SDM, Seleksi dan Rekrutmen, Pendidikan dan Pelatihan, Kompensasi dan Kinerja.

