

Pengaruh penerapan labor code of conduct (LCOC) terhadap efektivitas sistem pelatihan kerja di PT Pratama Abadi Industri (PT PAI)

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Abstrak

Meskipun tanggung jawab sosial di bidang ketenagakerjaan (Labor Practices Corporate Responsibility) masih merupakan hal yang baru khususnya di Indonesia, namun perkembangannya sangat pesat terutama di bidang industri produksi pakaian dan perlengkapan olah raga. Melalui Penerapan Labor Code of Conduct (LCOC) yang menyertai model usaha kemitraan dengan pemilik merek internasional ternama dibidang pakaian dan perlengkapan olah raga, pelaku industri pabrikan lokal dibidang ini harus pula mengarahkan fokusnya dengan pandangan bahwa bertanggung jawab secara sosial dibidang ketenagakerjaan sudah sama pentingnya dengan memproduksi barang berkualitas bagus, penyelesaian pesanan tepat waktu dan biaya produksi bersaing sesuai permintaan konsumen. Saat ini, sebagai bagian dari performa bisnisnya secara keseluruhan, tingkat kinerja proses internal pengelolaan sumber daya manusia (Human Resources Management) pelaku industri lokal dibidang ini juga diukur dan dinilai oleh konsumennya melalui penerapan LCOC.

Penelitian ini bertujuan untuk melihat sejauh mana pengaruh penerapan LCOC yang berisi ukuran-ukuran tentang praktek dasar ketenagakerjaan terhadap manajemen sumber daya manusia (MSDM) disuatu organisasi. Dengan pertimbangan bahwa pengaruh sistemik penerapan LCOC lebih banyak berfokus kepada pembangunan kapasitas pelaku organisasi atau human component disuatu perusahaan maka sistem internal fungsi pelatihan kerja yang akan ditinjau secara khusus dalam penelitian ini.

Secara umum kerangka konseptual pengaruh LCOC terhadap fungsi pelatihan kerja mengacu kepada teori ketergantungan suatu organisasi terhadap lingkungannya dalam hal ini produsen terhadap konsumennya, maka konsepsi-konsepsi Teori Organisasi dan Manajemen Perubahan (Change Management) serta konsepsi-konsepsi umum Pengelolaan/Manajemen Sumber Daya Manusia (MSDM) merupakan kerangka konseptual pokok yang melandasi penelitian ini. Kemudian konsep-konsep dan kerangka praktis mengenai LCOC itu sendiri dan teori teori tentang Pelatihan Kerja dibahas dan dianalisa keterkaitannya sebagai variabel-variabel utama penelitian.

Lebih jauh penelitian juga mencoba menganalisa hubungan antara perubahan-perubahan yang terjadi akibat korelasi dua variabel (LCOC dan Pelatihan Kerja) terdahulu guna melihat pengaruhnya lebih lanjut terhadap pencapaian akhir perusahaan. Melalui proses observasi dan analisa data terhadap objek penelitian yaitu PT Pratama Abadi Industri (PT. PAI), sebuah pabrik sepatu lokal modal asing yang memproduksi sepatu olah raga merek internasional berlokasi di Tangerang.

Secara umum hasil penelitian menunjukkan terdapatnya pengaruh yang cukup signifikan antara penerapan LCOC dan sistem pelatihan kerja di PT PAI. Hasil analisa lebih jauh untuk melihat korelasi penerapan

LCOC melalui perubahan pendekatan sistem pelatihan kerja di PT PAI menunjukkan adanya hubungan yang erat atas kontribusi penerapan LCOC terhadap pencapaian perusahaan secara umum. Hasil penelitian juga menunjukkan bahwa penerapan LCOC disuatu organisasi dapat pula dilihat pengaruhnya atas fungsi fungsi lain dari proses pengelolaan SDM, namun keterbatasan penelitian belum memungkinkan untuk dapat mengukur hal-hal tersebut secara lebih metodologis.

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Although social responsibility in the field of employment relation or Labor Practices Social Responsibility is a new subject particularly in Indonesia, it has been rapidly developed especially in sportswear industry. Trough Labor Code of Conduct (LCOC) implementation along with the business model of partnering with the internationally recognized sportswear product proprietor, the local business player of sportswear manufacturer has to also switch their focus to see that social responsibility in the employment relation is as important as producing a good quality and an on time delivery as well as competitive price or production cost as per their buyer expectation. Nowadays, as part of its overall business performance, the level of the way the industry player in this area managing their people (Human Resources Mangement) has also measured by their customer through LCOC implementation.

The objective of this research is to see how far the influence of the LCOC implementation that is containing standards of basic employment practices towards human resources management in an organization. Considering that the systemic influence of the LCOC stress a lot in capacity building of an organization actor or the human component of a company, the internal function of workplace training influenced by LCOC will be particularly reviewed in this research.

In general the conceptual framework on the influence of LCOC toward the workplace training referred to the dependency of an organization to its environment in these instances is the dependency of a producer to its consumer, therefore the Organization Theory and Change Management as well as general idea of Human Resources Management are the main concept as the fundamental of the research. Additionally the concepts and practices of LCOC itself and theory pertaining workplace training is reviewed and their relationship is analyzed as the research variable.

Furthermore the research process will also attempt to analyze the relationship between changes happened as the implication of the two earlier variable to see their further influence toward the company?s goal. Through observation process and data analysis of the research object e.g. PT Pratama Abadi Industri (PT. PAI) a local foreign investment shoes manufacturer producing for an international branded sport shoes (sneaker) located at Tangerang.

In general the research result indicate the existence of a significant influence from LCOC implementation and workplace training system at PT PAI. More in depth analysis to see the correlation of LCOC implementation through the change of workplace training approach indicate a close relationship of the LCOC implementation towards the company?s goals in general. The research result also indicate that the influence of the LCOC implementation in an organization can be seen as well to other functions of human resources management process, while the research limitation has not allowed to measure in a more methodological manners of this issues.