

Koordinasi antara oprations & maintenance excellence section dengan Hukuman resaurces department dalam pelaksanaan manajemen sumber daya manusia di Conocophillis Indonesia Inc. LTD.

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Abstrak

Each organization performs various types of activities in order to achieve their goals. In a situation where 2 (two) parties are aiming the same goal, interdependency between them is more likely to happen. Interdependency should be anticipated by a good coordination to avoid any dysfunctional conflicts. In ConocoPhillips Indonesia, there are 2 (two) groups who are responsible for the Human Resources Management of the Offshore Operations Personnel. There are the Operations & Maintenance Excellence and the Human Resources Department. They cooperate to meet the goals related to the Human Resources Management.

The research questions are; how does the form of coordination between the Operations & Maintenance Excellence and the Human Resources Department, and what are the issues in their coordination process.

Researcher used qualitative and descriptive methods. Data was collected by numerous respondents with in-deep interview method through unstructured interview technique. Researcher also used literature from a lot of sources to complete the research data.

This research found that the coordination between the Operations & Maintenance Excellence and the Human Resources Department utilizes mechanisms, such as: on-line technology, regular and irregular meetings, and by assigning a coordinator, in this case the HR Generalist-Offshore. There are also several issues in the coordination process that need to be sorted out by OME & HRD before they lead to be dysfunctional conflicts.