

**Rancangan intervensi perencanaan dan pengembangan karier pegawai meningkatkan efektivitas unit SPI PT. KBN = Intervention design career planning and development of employee to improve the effectiveness of unit SPI PT. KBN**

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui penurunan efektivitas pada unit SPI PT KBN. Tipe penelitian action research dengan responden sebanyak 21 pegawai. Alat ukur adalah adaptasi Kepuasan Kerja, Iklim Organisasi dan Pengembangan Karier. Intervensi manajemen SDM berupa perencanaan dan pengembangan pegawai dirancang untuk meningkatkan efektivitas unit SPI. Diharapkan intervensi yang dilakukan mampu meningkatkan efektivitas unit SPI yang secara tidak langsung meningkatkan efektivitas organisasi di PT KBN.

.....This study aims to determine the declining of the effectiveness that occurred on the SPI unit PT KBN. Type of action research studies with respondents were 21 employees. Measuring instruments are adaptations Job Satisfaction, and Organizational Climate Questionnaire. Intervention in the form of human resource management and employee development plan designed to improve the effectiveness of SPI unit. Intervention is expected to improve the effectiveness of SPI unit that does not directly improve organizational effectiveness in PT KBN.