

Analisis pelaksanaan manajemen sumber daya manusia berdasarkan persepsi divisi hrd non hrd support dan operasi studi kasus pada organisasi xyz = Analysis of implementation on human resource management based on perception from hrd non hrd support and operations divisions study case at xyz organization

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Abstrak

ABSTRACT

Penelitian ini bertujuan untuk mengetahui penilaian pelaksanaan manajemen Sumber Daya Manusia pada Organisasi XYZ berdasarkan empat faktor utama model yang dikembangkan oleh David Ulrich (1997) didalam buku Human Resource Champions, yaitu sebagai Strategic Partner, Administrative Expert, Employee Champion dan Change Agent. Data penelitian ini diambil dari 83 responden yang merupakan karyawan pada Organisasi XYZ yang bergerak di bidang kemanusiaan di Jakarta. Analisis data menggunakan t-test dan one way ANOVA. Hasil penelitian menunjukkan bahwa ada perbedaan yang signifikan menurut divisi HRD, Non-HRD Support, dan Operasi terhadap pelaksanaan manajemen Sumber Daya Manusia pada Organisasi XYZ.

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ABSTRACT

This study aims to analyze the implementation of Human Resource Management at XYZ organization based on four role function model developed by David Ulrich (1997) in his book, Human Resource Champions. The four role functions are Strategic Partner, Administrative Expert, Employee Champion and Change Agent. The research data was taken from 83 respondents who are employees at XYZ Organization engaged in humanitarian work in Jakarta. Data analysis was conducted using t-test and one way ANOVA. The results showed that there were significant differences according to the HR, Non-HR Support, and Operations divisions on the implementation of Human Resource Management at XYZ Organization.