

Penyusunan Job Description dan Job Specification berbasis Kompetensi untuk Meningkatkan Workplace Well-Being (Suatu Studi Kasus pada Operation Budget Section Head di PT.X) = The Preparation of Job Description and Competency-Based Job Specification to Improve Workplace Well-Being (A Case Study on Operation Budget Section Head at PT. X)

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Abstrak

ABSTRAK

Dalam era persaingan bebas ini, perusahaan harus memperhatikan kebutuhan dan harapan dari karyawannya. Apabila harapan dan kebutuhan tersebut terpenuhi maka akan memunculkan perasaan sejahtera (workplace well-being) dalam diri karyawan. Tujuan dari penelitian ini adalah untuk meningkatkan workplace well-being yang dirasakan karyawan melalui intervensi penyusunan job description dan job specification berbasis kompetensi. Penelitian ini adalah studi kasus pada Operation Budget Section Head di PT.X. Alat ukur yang digunakan merupakan modifikasi workplace well-being index yang disusun oleh Page. Dari hasil uji reliabilitas didapatkan hasil bahwa reabilitas alat ukur ini memiliki alpha cronbach sebesar 0,851. Kriteria yang digunakan adalah apabila subjek memiliki skor dibawah atau sama dengan 52 maka memiliki workplace well-being yang rendah, sedangkan apabila subjek memiliki skor diatas 52 maka memiliki workplace well-being yang tinggi. Berdasarkan data pre-test yang telah dilakukan memiliki workplace well-being yang rendah dengan skor sebesar 42. Rendahnya workplace well-being yang dirasakan oleh subjek dikarenakan faktor intrinsik seperti amount of responsibilities at work, meaningfulness of work, independence at work, dan use of abilities and knowledge at work. Sedangkan melalui intervensi penyusunan job description dan job specification berbasis kompetensi yang diberikan kepada subjek, subjek mempersepsikan workplace well-being yang tinggi dengan skor hasil post-test sebesar 53 dan faktor intrinsik mengalami peningkatan.

ABSTRACT

In this era of free competition, companies must consider the needs and expectations of their employees. If the expectations and needs are met, they will bring up the feelings of workplace well-being to the employees. The purpose of this research is to improve employee workplace well-being through the preparation job description and competency-based job specification intervention. This research is case study on Budget Operations Section Head at PT.X. The measurement tools used is a modification of workplace well-being index by Page. The reliability test results showed that this measurement tools' reliability has an alpha cronbach 0.851. Subject will has low workplace well-being if the subject has a score below or equal to 52, whereas if subject has score over 52 will has high workplace well-being. Based on pre-test data that have been done, the score of workplace well-being is 42. The meaning of this result is the subject has a low workplace well-being. The low of workplace well-being felt by the subject due to Intrinsic factors such as the amount of responsibilities at work, meaningfulness of work, independence at work, and use of abilities and knowledge at work. Meanwhile, after given an intervention of preparation of job description and competency based job specification, the result obtained is post-test score of 53 which means that the subject

perceives the workplace well-being higher with the existence of of such intervention and intrinsic factor increased.