

Manajemen perubahan dalam strategic human resource management (SHRM) di Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi (KemenPAN-RB) Republik Indonesia = Change management of strategic human resource management (SHRM) in Ministry of Administrative and Beureucratic Reform Republic of Indonesia

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Abstrak

Penelitian ini fokus pada manajemen perubahan dalam Strategic Human Resource Management (SHRM) di Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Republik Indonesia (KemenPAN-RB). Hal ini dilatarbelakangi oleh adanya gagasan perubahan manajemen SDM kearah SHRM yang belum dapat diimplementasikan, dan berbagai masalah dalam aspek manajemen SDM di KemenPAN-RB.

Penelitian ini menggunakan pendekatan postpositivis dengan metode kualitatif. Hasil penelitian menunjukkan manajemen SDM di KemenPAN-RB masih Parsial Human Resource Management dalam mengelola SDMnya, karena aspek manajemen SDM masih belum terintegrasi satu sama lain yang menyebabkan berbagai permasalahan dalam aspek manajemen kompetensi, rekrutmen dan seleksi, pengembangan SDM, penilaian kinerja, perencanaan karir dan sistem remunerasi. Gagasan perubahan ke arah SHRM belum dapat diimplementasikan karena berbagai faktor pengaruh. Faktor-faktor yang mempengaruhi menurut hasil analisis penulis dari berbagai hasil wawancara adalah faktor Mindset, Organisasional, Kepemimpinan, Sharing Knowledge, Infrastruktur, dan Kompetensi SDM.

.....This study focuses on change management of Strategic Human Resource Management (SHRM) in the Ministry of Administrative and Bureaucratic Reform of the Republic of Indonesia (KemenPAN-RB). Considering on idea of change HR management towards SHRM which could not be implemented, and various issues related to human resource management in KemenPAN-RB. This study uses a qualitative method with postpositivis approach. The results showe the human resource management in KemenPAN-RB still Partial Human Resource Management in managing human resources, because of human resource management are still not integrated which causes various problems in aspects of competency management, recruitment and selection, human resource development, performance appraisal, career management and total reward system. The idea of change towards SHRM could not be implemented due to various influence factors. There are some factors influenced implementing of SHRM according to the result of author analysis taken from various interviews has been conducted those are Mindset factor, Organizational, Leadership, Sharing Knowledge, Infrastructure and HR Competency.