

# International position evaluation at PT. Schneider Indonesia and PT. Schneider Ometraco, comparison with the other methods of job evaluation

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## Abstrak

### **<b>ABSTRACT</b><br> <br><br>**

Il y a le temps quand une organisation devient grande. Dans cet moment-là, il y a beaucoup de gens en fonctions différentes, qui font beaucoup de choses dans cette organisation. Parfois, les structures des positions, les responsabilités de chaque position, les rémunérations dans cette organisation deviennent pas très claires. Les responsabilités de chaque position et la différenciation entre chaque position et les autres deviennent très variées et complexes. <br><br>

Pour connaître la condition de structure des positions d'une organisation, et pour construire une meilleure structure des positions et de la rémunération dans cette organisation, une organisation doit faire une évaluation des positions. <br><br>

Il y a quelques méthodes d'évaluation des positions. John M. Ivancevich, dans son livre Human Resource Management (Gestion de Ressources Humaines), montre quatre méthodes d'évaluation: <br><br>

1. The Rating method <br><br>
2. Classification method <br><br>
3. Title Point system <br><br>
4. The Factor method <br><br>

PT. Schneider Indonesia et PT. Schneider Ometraco, membre du Groupe Schneider, ont décidé de faire un projet d'évaluation de position pour toutes les positions dans les organisations. Ce projet-là a commencé à octobre jusqu'à la fin de décembre. Ils ont invité le consultant du management international qui s'appelle William M. Mercer Indonesia (il était connu sous le nom de Corporate Resource Group/CRG) pour faire l'évaluation des positions sur Schneider. <br><br>

William M. Mercer offre sa méthode d'évaluation des positions, qu'il appelle International Position Evaluation (IPE). William M. Mercer International est le propriétaire de cette méthode d'évaluation des positions. <br><br>

Je m'intéresse à montrer dans cette mémoire ce que c'est que la méthode International Position Evaluation (IPE). Je montre la définition de IPE, ses fonctions, et les démarches d'évaluation des positions suivant l'évaluation des positions qui a eu lieu chez Schneider. Je montre la comparaison entre la méthode de IPE avec les autres méthodes d'évaluation des positions mentionnées avant. À la fin de cette mémoire, je montre les avantages et les inconvénients de chaque méthode d'évaluation.

## **<b>ABSTRACT</b><br>**

When an organization was created, perhaps it will consist of only several positions doing several different functions. The creation of the titles or positions and the definition of duties and responsibilities (job description) perhaps was in the hand of one person or several people under the Human Resource function. When the organization was not complicated, it wouldn't be too complicated to construct the job description and to create the positions grading within the organization. When the organization evolves, the needs for the positions doing more and more functions develop along the development of the organization. At this point, the definition of job description, the definition of the roles and responsibilities, and the differentiation of the salary structure become very complicated. There will be time when the organization needs to know its effectiveness and condition. <br><br>

To check the integrity of the organization and to create a better organization structure, the organization needs to do the evaluation on jobs or positions which exist in the organization. There are some methods on the job evaluation. Four of them are mentioned by John M Ivancevich, in his book "Human Resource Management". The methods mentioned are: <br><br>

1. The Rating method <br><br>
2. The Classification method <br><br>
3. The Point System <br><br>
4. The Factor method <br><br>

PT. Schneider Indonesia and PT. Schneider Ometraco, as one of a multinational company operating in Indonesia, feels the urge to do Job/position evaluation within the organization. They have decided to invite an International Manageruent consultant, William M Mercer Indonesia, to be involved in doing the position evaluation. William M Mercer offers its own method of job/position evaluation known as International Position Evaluation to be applied on the job evaluation in Schneider. In doing the evaluation, they will be able to know: <br><br>

1. Whether its structure is good. The organization may be able to construct better organization structure. The structure will be based on the worth of each position for the organization. <br><br>
2. The salary structure will be improved by having the salary structure which is based on the position worth for the organization. <br><br>
3. The roles, responsibilities and the duties of the positions will be clarified. Then the relation between fimctions will be clear. <br><br>
4. The Schneider has found out that the position titles in the OIBaniz.ation can be simplified. Therefore it will simplify the works of the Human Resource Management. <br><br>
5. The career planning will be based on the more good-structured position rankings. <br><br>

By comparing the International Position Evaluation (IPE) method with the other job evaluation methods mentioned above, the IPE method offers more factors to be considered. So it is obvious that the IPE method is the most sophisticated than the other evaluation methods.