

Proyeksi Suksesor Excellence Branch Manager PT XYZ Menggunakan Survival Model = Projection of Successor Excellence Branch Manager of PT XYZ Using Survival Model

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Abstrak

Penelitian bertujuan untuk mengetahui covariates yang mempengaruhi survival time mulai dari pekerja diterima sebagai pekerja tetap PT XYZ sampai dengan pekerja menjadi excellence branch manager serta proyeksi survival time jabatan sub-branch manager sebagai suksesor excellence branch manager. Cox proportional hazard model dibangun menggunakan 324 data Pekerja branch manager periode 2012 – 2021. Covariates meliputi demografi, kinerja, dan waktu yang dihabiskan pada job family di suatu jabatan. Total 176 data pekerja sub-branch manager digunakan untuk proyeksi kesiapan suksesi excellence branch manager. Covariates yang mempengaruhi survival time yaitu jalur penerimaan sebagai pekerja tetap, masa kerja corporate title officer dan assistant manager pada job family small & medium enterprise, masa kerja pada jabatan sub-branch manager, serta total masa kerja, rata-rata kinerja dan usia pada corporate title manager. Berdasarkan covariates tersebut proyeksi kesiapan perencanaan suksesi pekerja sub-branch manager menjadi excellence branch Manager sebesar 10,23%. Implikasi bagi PT XYZ yaitu membangun jalur karier excellence branch manager dengan memilih pekerja dari jalur penerimaan external management trainee. Selanjutnya pekerja ditempatkan pada job family small & medium enterprise saat corporate title officer dan assistant manager. Ketika pekerja akan promosi menjadi corporate title manager maka dilakukan seleksi untuk memastikan kinerja pekerja lebih dari 3,00 selama menempati corporate title manager.

.....This study aims to determine the covariates that affect survival time, starting from employees accepted as permanent employees of PT XYZ to employees becoming excellence branch managers and projected survival time for sub-branch manager as successor of excellence branch managers. The Cox proportional hazard model was built using 324 branch manager data during 2012 – 2021. Covariates include demographics, performance, and time spent on job families in a position. Total 176 sub-branch manager data are used to project the succession readiness of the excellence branch manager. Covariates that affect survival time are recruitment method, years of worked in corporate title officers and assistant managers in job family of small & medium enterprise, years of worked in sub-branch manager, years of worked in corporate title managers, average performance in corporate title manager, and age. The projected readiness of sub-branch manager to become excellence branch manager is 10,23%. The implication for PT XYZ is to build career path for excellence branch manager by selecting employees from external management trainees. Furthermore, employees are placed in job family of small & medium enterprises as corporate title officer and assistant manager. When an employee is going to be promoted to corporate title manager, selection is made to ensure employees provide performance more than 3.00.