

Implementasi Diversity, Equity, & Inclusion pada Pegawai Disabilitas (Studi Kasus Pada PT X) = Implementation Of Diversity, Equity, & Inclusion Towards Employees with Disabilities (Case Study at PT X)

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Abstrak

Untuk mewujudkan lingkungan kerja yang setara dan inklusif bagi pegawai disabilitas, perusahaan-perusahaan di Indonesia mulai mengadopsi konsep *diversity, equity, dan inclusion*. Penelitian ini bertujuan untuk menganalisis bagaimana implementasi dan peran *diversity, equity, dan inclusion* pada pegawai disabilitas di PT X yang merupakan salah satu perusahaan *consumer goods* di Indonesia. Pendekatan yang dilakukan dalam penelitian ini adalah pendekatan kualitatif. Data pada penelitian ini dikumpulkan dari wawancara mendalam dengan beberapa narasumber yaitu pegawai disabilitas PT X, pegawai bukan disabilitas PT X, Staf DEI PT X, Staf Khusus Direktorat Bina Penempatan Tenaga Kerja Dalam Negeri, Komisioner Komisi Nasional Disabilitas, dan Perwakilan Perkumpulan Penyandang Disabilitas Indonesia. Hasil penelitian menunjukkan bahwa implementasi *diversity* di PT X sudah berjalan dengan baik, tetapi masih perlu perbaikan pada aspek *equity dan inclusion*.

.....To achieve an equal and inclusive work environment for employees with disabilities, companies in Indonesia have begun to adopt the concepts of diversity, equity and inclusion. This research aims to find out how the implementation and role of diversity, equity, and inclusion in employees with disabilities at PT X, which is one of the consumer goods companies in Indonesia. The approach taken in this research is a qualitative approach. The data in this study were collected from interviews with disabled employees of PT X, non-disabled employees of PT X, DEI Staff of PT X, Special Staff of the Directorate of Domestic Labor Placement, Commissioners of the National Commission on Disability, and Representatives of the Indonesian Disabled Association. The results show that the implementation of diversity, equity, and inclusion at PT X has gone well, but there is still a need to increase initiatives in the aspects of equity and inclusion.