

Analisis Penerapan Respectful Workplace Policy Berdasarkan Teori Quality of Work Life Sebagai Perwujudan Terciptanya Lingkungan Kerja yang Aman di PT Pertamina Hulu Mahakam Kalimantan Timur = An Analysis of the Implementation of the Respectful Workplace Policy Based on the Quality of Work Life Theory in Fostering a Safe Work Environment at PT Pertamina Hulu Mahakam, East Kalimantan

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Abstrak

Penelitian ini mengkaji terkait perwujudan Respectful Workplace Policy di PT Pertamina Hulu Mahakam untuk menciptakan lingkungan kerja yang aman menggunakan teori Quality of Work Life sebagai teori utama. Teori Quality of Work Life memiliki delapan dimensi, yaitu adequate and fair compensation, safety and healthy working conditions, development of human capacities, growth and security, social integration, constitutionalism, the total life space, dan social relevance. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan data mixed method melalui survei dan wawancara mendalam. Responden dalam penelitian ini berjumlah 145 orang yang didapatkan dengan menyebarkan kuesioner secara daring kepada karyawan PT Pertamina Hulu Mahakam. Analisis data dilakukan menggunakan metode pemusatan modus dan hasil penelitian menunjukkan bahwa dari delapan dimensi yang ada, dimensi Development of Human Capacities mendapatkan nilai terbaik dalam mewujudkan kualitas kehidupan kerja yang baik di PT Pertamina Hulu Mahakam. Temuan menunjukkan bahwa, dalam dimensi tersebut terdapat sistem People Review yang memungkinkan PT Pertamina Hulu Mahakam untuk melakukan pengelolaan sumber daya manusia melalui adanya evaluasi kinerja tahunan terhadap pekerjanya, yang didalamnya berisi penentuan Key Performance Index (KPI), Individual Goal Setting, AKHLAK Behaviour Survey, 360 Peer Review, dan rencana pelaksanaan pelatihan. Di lain sisi, dimensi Adequate and Fair Compensation menjadi dimensi dengan nilai baik terendah di mana terdapat beberapa pekerja, terutama para pekerja kontrak, yang merasa bahwa terdapat perbedaan dan dalam menerima upah dan tunjangan apabila dibandingkan dengan pekerja permanen. Respectful Workplace Policy di PT Pertamina Hulu Mahakam berdasarkan teori Quality of Work Life sudah dilaksanakan dengan baik, meskipun terdapat sejumlah catatan yang dapat menjadi perbaikan pada beberapa dimensi yang ada, antara lain perlunya pengkajian ulang sistem kerja sama dengan jasa penyedia pekerja kontrak agar sistem penggajian dapat terlaksana dengan lebih baik.

.....This research explores the implementation of the Respectful Workplace Policy at PT Pertamina Hulu Mahakam in its efforts to establish a safe and supportive work environment, utilizing the Quality of Work Life theory as its primary analytical framework. The theory outlines eight core dimensions: adequate and fair compensation, safe and healthy working conditions, development of human capacities, growth and security, social integration, constitutionalism, the total life space, and social relevance. This study utilizes a quantitative approach supported by a mixed-methods data collection strategy that incorporates both surveys and in-depth interviews. The data were obtained from 145 respondents through an online questionnaire distributed to employees of PT Pertamina Hulu Mahakam. The data were analyzed using the mode as a measure of central tendency. The results indicate that among the eight dimensions, the Development of Human Capacities received the highest evaluation, reflecting the company's commitment to fostering quality

work life. This is evident in the implementation of the People Review system, which supports human resource management through annual performance evaluations that include Key Performance Indicators (KPI), Individual Goal Setting, the AKHLAK Behaviour Survey, 360 Peer Reviews, and training plans. On the other hand, the Adequate and Fair Compensation dimension received the lowest score among the positively rated dimensions due to concerns regarding disparities in wages and benefits between contract and permanent staff. Overall, the Respectful Workplace Policy at PT Pertamina Hulu Mahakam has been implemented effectively based on the Quality of Work Life theory, although several areas for improvement remain, such as reassessment of the collaboration system with contracted labour service providers is necessary to enhance the implementation of a more equitable payroll system.