

ABSTRAK

PENGARUH ANALISIS JABATAN BERBASIS KOMPETENSI TERHADAP KINERJA KARYAWAN PT. PERTAMINA GEOTHERMAL ENERGY AREA KAMOJANG

Oleh:

Mira Hartati
NPM. 1417204038

Magister Manajemen
Universitas Widyatama Bandung

Analisis jabatan berbasis kompetensi mendeskripsikan suatu pekerjaan berkaitan dengan kompetensi yang dapat diukur, diobservasi, dan berkaitan dengan perilaku (pengetahuan dan keahlian) karyawan yang menunjukkan kualitas pekerjaan dengan baik dalam meningkatkan kinerja. Dalam penelitian ini penulis mengambil judul “Pengaruh Analisis Jabatan Berbasis Kompetensi Terhadap Kinerja Karyawan PT. Pertamina *Geothermal Energy Area* Kamojang Kabupaten Bandung”. Tujuan penelitian untuk mengetahui kondisi analisis jabatan berbasis kompetensi melalui faktor dominan yang dapat mempengaruhi kinerja karyawan. Metode penelitian menggunakan deskriptif dan verifikatif dengan analisis faktor konfirmatori. Pengumpulan data melalui wawancara, observasi dan penyebaran kuesioner dengan pengambilan sampel (N=n) sebanyak 59 responden.

Hasil analisis dalam penelitian menunjukkan bahwa perusahaan perlu meningkatkan kompetensi *Organizational commitment, Concern For Order, Competency Expertise, Competency Team Leadership, Competency Developing Others* agar dapat meningkatkan standar hasil kerja karyawan dalam jabatan dengan aspek jangka waktu dan mengoptimalkan penggunaan biaya perusahaan, sedangkan terbentuk 6 faktor dominan dalam penelitian yang berpengaruh terhadap kinerja yaitu, persyaratan jabatan melalui kompetensi *Relationship Bulding, Concern for Order, Developing Others* dan persyaratan jabatan melalui standar hasil kerja dan kondisi pekerjaan.

Implikasi manajerial dalam penelitian ini diharapkan perusahaan menerapkan manajemen sumber daya manusia dalam meningkatkan standar hasil kerja dengan pengembangan analisis jabatan berbasis kompetensi, menerapkan faktor kompetensi dalam persyaratan jabatan, meningkatkan kompetensi karyawan. Sedangkan dalam meningkatkan kinerja karyawan membuat pengukuran kinerja dengan mengevaluasi kembali kinerja karyawan, membuat konsep kompetensi dalam meningkatkan kinerja dan menerapkan konsep manajemen biaya di perusahaan.

Berdasarkan hasil uji statistik pengaruh analisis jabatan berbasis kompetensi terhadap kinerja karyawan PT. Pertamina *Geothermal Energy Area* kamojang memiliki korelasi yang sangat kuat dan memiliki hubungan bersifat positif dan signifikan maka hipotesis dapat diterima.

Kata Kunci: Analisis Jabatan, Kompetensi, Kinerja Karyawan

ABSTRACT

EFFECT OF COMPETENCE BASED ANALYSIS TOWARD EMPLOYEE PERFORMANCE PT. PERTAMINA GEOTHERMAL ENERGY AREA KAMOJANG

By:

**Mira Hartati
NPM. 1417204038**

**Magister Management
Widyatama University Bandung**

Job competency-based analysis describes a job related to competencies that can be measured, observed, and related to the behavior (knowledge and expertise) of employees who show good quality work in improving performance. In this study the authors take the title "The Effect of Competency Based Position Analysis on Employee Performance of PT. Pertamina Geothermal Energy Area Kamojang, Bandung Regency ". The research objective is to determine the condition of competency-based position analysis through dominant factors that can affect employee performance. The research method uses descriptive and verification with confirmatory factor analysis. Collecting data through interviews, observation and questionnaire distribution with sampling ($N = n$) as many as 59 respondents.

The results of the analysis in the study show that companies need to increase organizational competency commitment, Concern For Order, Competency Expertise, Competency Team Leadership, Competency Developing Others in order to improve employee work standards in terms of time and optimize the use of company costs, while 6 factors are formed dominant in research that affects performance is, job requirements through Bulding Relationship competence, Concern for Order, Developing Others and job requirements through work performance standards and working conditions.

Managerial implications in this research are expected by companies to apply human resource management in improving work standards by developing competency-based job analysis, applying competency factors in job requirements, increasing employee competency. Whereas in improving employee performance make performance measurements by re-evaluating employee performance, making the concept of competence in improving performance and applying cost management concepts in the company.

Based on the results of statistical tests the influence of competency-based position analysis on the performance of employees of PT. Pertamina Geothermal Energy Area kamojang has a very strong correlation and has a positive and significant relationship then the hypothesis can be accepted.

Keywords: Job Analysis, Competence, Employee Performance