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Pengaruh orientasi organisasi terhadap peran baru divisi SDM persepsian :: Studi komparatif pada organisasi pemerintah dan organisasi bisnis

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ABSTRACT

Growth and global competitions that happened at the moment have stimulate the change in organization, both at organization business sector and also government. One of assets that able to support and needed by organization in reaching a competitive advantage is a human resources (HR) factor. Ulrich (1996) give the new paradigm in role of HR division , namely: *Multiple-Role Model for Human Resources Management*, a paradigm where role done by HR division have the character of multi role, not only one role that focused on HR. New paradigm human resource claim division of SDM in organizations should be character as 1) strategic partner 2) administrative expert 3) employee champion and 4) change agent.

Based on orientation of purpose, organizations can be differentiated by: 1) government organizations that cost oriented and business organizations that profit oriented. With represent both types of the organization at Ministry of Transportations as government organization and of PT. Angkasa Pura I as business organization, writer try to compare the impact of organization's orientation for new role of human resources division perceptions at both organizations. This research use t-test method, to see how difference of orientation at both organizations to impact level of employees perception about new role of human resources division.

From results of this research we can get a conclusion that there is impact the different orientation of organization to level of employee perceptions about new role human resources division at government and business organization, where at business organization level of employee perceptions about the new role of human resource divisions higher than government organization

Keyword: Organizations, New Role of Human Resources (*Multiple Role Model for Human Resources Management*)