

ABSTRAK

DIMENSI KOMPETENSI INTI PADA LINI BISNIS KONSTRUKSI PT ADHI KARYA

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Lini bisnis konstruksi ADHI diharapkan untuk bisa mendukung kemampuan ADHI di tingkat korporat mencapai kinerja lebih baik dari waktu ke waktu. . Dimensi kompetensi inti ini diambil dari model yang diajukan oleh Ljungquist (2008). Penelitian ini merupakan penelitian deskriptif kualitatif. Data yang digunakan di dalam penelitian ini ada dua, yaitu data primer dan sekunder. Teknik pengumpulan data yang digunakan dalam penelitian ini wawancara. Terkait dimensi kompetensi, ADHI memiliki kompetensi penting yang ada dalam organisasi yang meliputi *Leading & Deciding, Supporting & Cooperating, Interacting & Presenting, Analysis & Interpreting, Creating & Conceptualizing, Organizing & Executing, Adapting & Coping, Enterprising & Performing*. Terkait dengan dimensi kapabilitas, ADHI memiliki fungsi korporat, informasi manajemen, riset dan pengembangan, operasi, pemasaran dan desain produk, *sales* dan *distribution*. Terkait, dengan sumber daya perusahaan, baik *tangible* maupun *intangible* ADHI memiliki sumber daya fisik, keuangan, teknologi, sumber daya organisasi, aset manusia, merek dan citra perusahaan, membangun relasi, dan budaya organisasi dan insentif.

Kata kunci: *kompetensi, sumber daya, dan kapabilitas*

ABSTRACT

CORE COMPETENCE DIMENSIONS IN CONSTRUCTION BUSINESS LINE PT ADHI KARYA

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ADHI's construction business line is expected to be able to support ADHI's ability at the corporate level to achieve better performance over time. This study aims to describe and to identify core competencies with their dimensions including competencies, resources and capabilities in the construction business line. The analysis of core competencies in this study was developed to understand the dimensions of core competencies needed by the construction business line in completing infrastructure projects. This dimension of core competency is taken from the model proposed by Ljungquist (2008). This research was a qualitative descriptive study. There were two data used in this study, namely primary and secondary data. Data collection technique used in this study was interviews. Analysis of this data shows that ADHI's construction business line has core competencies. Related to the competence, ADHI has the important competence including Leading & Deciding, Supporting & Cooperating, nteracting & Presenting, Analysis & Interpreting, Creating & Conceptualizing, Organizing & Executing, Adapting & Coping, Enterprising & Performing. Related to capability dimension, ADHI has corporate function, management information, research and development, operation, marketing & product design, & sales & distribution. Related to corporate resources, both tangible and intangible, ADHI has physical infrastructure, finance, technology, organizational resources, human capital, branding, corporate image, relationship management, organizational culture and incentive.

Keywords: core competence, competence, resources, and capabilities