ANALISIS KINERJA KARYAWAN DIVISI MILL DAN BOILER PT. GULA PUTIH MATARAM

Intisari

Tujuan penelitian ini adalah untuk mengetahui pemahaman karyawan Divisi Mill dan Boiler PT GPM terhadap faktor-faktor yang mempengaruhi kinerja. Jumlah responden dalam penelitian ini adalah sebanyak 52 dan diambil secara purposif berdasarkan jabatan yang ada di Divisi Mill dan Boiler. Penilaian responden terhadap: Jobdis-SOP, kinerja, hubungan kerja,KPI, dan aspek teknis menggunakan Skala Likert 5 (lima) tingkat. Untuk membandingkan rerata pemahaman karyawan terhadap faktor penentu kinerja digunakan uji statistik LSD (Least Significant Difference). Hasil penelitian menunjukkan bahwa penilaian kinerja karyawan di Divisi Mill dan Boiler berbeda menurut tingkat jabatan yang ada di divisi tersebut, yaitu (i) chief dan officer, (ii) mill supervisor, (iii) mill mechanic supervisor, dan (iv) cane handling supervisor. Kinerja chief dan officer di Divisi Mill dan Boiler dapat dikategorikan baik dengan capaian 73,50%. Kinerja mill supervisor termasuk kategori baik dengan rerata capaian 78,87%. Kinerja chief, officer, dan mill supervisor terkait erat dengan masih rendahnya capaian pol baggasse. Kinerja mill mechanic supervisor dan cane handling supervisor masing-masing capaiannya 100%. Untuk meningkatkan kinerja karyawan di Divisi Mill dan Boiler perusahaan perlu meningkatkan pemahaman karyawan terhadap Jobdis dan SOP serta pemahaman karyawan terhadap hubungan kerja dalam perusahaan. Peningkatan pemahaman karyawan terhadap Jobdis dan SOP serta hubungan kerja dalam perusahaan perlu dikaitkan dengan upaya untuk mencapai pol baggasse yang ditetapkan perusahaan.

Kata kunci: job description, SOP, KPI, kinerja

EMPLOYEE PERFORMANCE ANALYSIS DIVISION MILL AND BOILER PT. GULA PUTIH MATARAM

Abstract

The purpose of this study was to determine the employees' understanding Division Mill and Boiler PT GPM on the factors that influence performance. The number of respondents in this study is as much as 52 and taken purposively based on existing positions in the Division Mill and Boiler. Assessment of respondents to: job description-SOP, performance, labor relations, KPI, and technical aspects of using the Likert Scale 5 levels. To compare the mean employees' understanding of the determinants of performance used statistical test LSD (Least Significant Difference). The results showed that the performance appraisal of employees in the Division of Mill and boilers differ according to the level of existing positions in the division, namely (i) chief and officer, (ii) mill supervisors, (iii) mill mechanic supervisor, and (iv) handling cane supervisor. Performance of Chief and Officer in the Division Mill and Boiler categorized well determined by the achievement of 73.50 percent. Performance of Mill supervisor in the Division Mill and Boiler categorized well determined by the average achievement of 78.87 percent. Performance chief, officer, and the mill supervisor is closely related to the low achievement of pol bagasse. Performance of mill mechanic and cane handling supervisor each of the achievements of 100 percent. To improve the performance of employees in the Division of Mill and Boiler. Company need to increase employee's understanding of the SOP and employee's understanding of the relation within the employees and the company.

Key words: job description, SOP, KPI, performance