

ANALISIS KEKUATAN SDM PADA PT PLN (PERSERO) ULP WONOSARI

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Abstrak

Penelitian ini bertujuan untuk menganalisis sistem kekuatan SDM pada PT PLN (Persero) Wonosari berdasarkan persepsi karyawan. Penelitian ini merupakan penelitian kuantitatif dengan data primer yang diperoleh melalui kuesioner yang disebarluaskan kepada karyawan. Teknik sampel yang digunakan dalam penelitian ini berjumlah 45 karyawan. Berdasarkan indikator pembeda memiliki rata-rata hitung sebesar 3,190 yang termasuk kategori cukup setuju. Berdasarkan indikator konsistensi memiliki rata-rata hitung sebesar 3,673 yang termasuk kategori setuju. Berdasarkan indikator konsensual memiliki rata-rata hitung sebesar 3,095 yang termasuk kategori cukup setuju. Secara keseluruhan variabel pengukuran kekuatan MSDM memiliki rata-rata hitung sebesar 3,319 yang termasuk kategori cukup setuju.

Kata Kunci: *Pengukuran Kekuatan SDM, Pembeda, Konsistensi, Konsensual*



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HR STRENGTH ANALYSIS AT PT PLN (PERSERO) ULP WONOSARI

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Abstract

This study aims to analyze the HR strength system at PT PLN (Persero) Wonosari based on employee perceptions. This research is a quantitative research with primary data obtained through questionnaires distributed to employees. The sample technique used in this study amounted to 45 employees. Based on the differentiating indicators, it has an average count of 3.190 which is in the quite agree category. Based on the consistency indicator, it has an average count of 3.673 which is included in the agree category. Based on consensual indicators, it has an average count of 3.095 which is in the quite agree category. Overall, the HRM strength measurement variable has a calculated average of 3.319 which is in the quite agree category.

Keywords: *HR Strength Measurement, Differentiation, Consistency, Consensual*