

PROFIL SUMBER DAYA MANUSIA WATER BOOM LIPPO CIKARANG
PROFILE OF HUMAN CAPITAL IN WATER BOOM LIPPO CIKARANG

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ABSTRACT

The research was conducted on April until June 2016 in Water Boom Lippo Cikarang, West Java. This research was addressed to know the profile of Human Capital in Water Boom Lippo Cikarang. It is viewed by the age, gender, work period, the classification of work division, and education grade of the employees. The population that used in this research are 140 people. They are all of human capital in Water Boom Lippo Cikarang. It is consist of manager and employees. There are 140 people who become a sample of this research. Furthermore, the technique which used in this research is Nonprobability Sampling with a total sampling (census). There are some steps on taking sample: first, write down the profile of human capital in Water Boom Lippo Cikarang, include age, gender, work period, the classification of work division, and education grade of the employees.

The method which used in this research is a survey with the ex post facto technique against the profile of human capital in Water Boom Lippo Cikarang. It was viewed by age, gender, work period, the classification of work division, and education grade of the employees.

Based on the research, it was found that the average of human capital who involved in Water Boom Lippo Cikarang are 20 years – 25 years (28 people) or 20% of 140 employees, 25 years – 30 years (56 people) or 40% of 140 employees, 30 years – 35 years (25 people) or 18% of 140 employees, 35 years – 40 years (15 people) or 11% of 140 employees, 40 years – 45 years

(11 people) or 8% of 140 employees and 45years – 50 years (5 people) or 3% of 140 employees. Based on the result, the age of human capital in Water Boom Lippo Cikarang is good because they are in productive age.

The human capital who involved in Water Boom Lippo Cikarang are 105 men (75%) and 35 women (25%) from 140 employees. Based on the result, the gender of human capital in Water Boom Lippo Cikarang is good because the employees are dominated by men. They could be relied in outdoor activities.

Based on education grade of human capital in Water Boom Lippo Cikarang, there are 9 people at junior high school (SMP) or 6% of 140 employees, 133 people at senior high school (SMA) or 81% of 140 employees, 8 people at diploma (D3) or 6% of 140 employees, and 10 people at bachelor (S1) or 7% of 140 employees. Base on the result, the education grade of human capital in Water Boom Lippo Cikarang is slightly low because it is dominated with the senior high school graduate (SMA) and slightly from bachelor graduate.

Based on classification of division work of human capital in Water Boom Lippo Cikarang, there are 6 people at Sales & Marketing Department or 4% of 140 employees, 7 people at Finance & Accounting or 5% of 140, 10 people at FB & Outlet or 7% of 140 employees and employees and 117 people at GA-HRD or 84% of 140 employees. Base on the result, classification of division work of human capital in Water Boom Lippo Cikarang is good because the subsystem of divisions have been divided based on the company needs.

Based on the period of work of human capital in Water Boom Lippo Cikarang, there are 25 people on 0 – 1 year of work period (18%), 91 people on 2 years – 3 years of work period (65%), 15 people on 4 years – 5 years of work period (11%), 4 people on 6 years – 10 years of work period (3%), 3 people on 11 years – 15 years of work period (2%) and a person on 16 years – 20 years of work period (1%) of 140 employees. Base on the result, work period

of human capital in Water Boom Lippo Cikarang is less because the work period dominated by 2 years – 3 years work period. The longer the employees work, the more quality of its work.

Keyword: Water Boom Lippo Cikarang, Profile Of Human Capital.