

ABSTRAK

ANALISIS EFISIENSI DAN EFEKTIVITAS KINERJA KOMITE PROGRAM 5S.

**Studi Kasus Pada PT. Multibreeder Adirama Indonesia Tbk, Bogor,
Jawa Barat**

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2002**

Penelitian ini bertujuan untuk menganalisis tingkat efisiensi dan efektivitas kinerja komite program 5S di PT. Multibreeder Adirama Indonesia Tbk, Bogor, Jawa Barat tahun 2002.

Penelitian ini dilaksanakan pada bulan Juni sampai bulan Juli 2002. Data dikumpulkan dengan teknik wawancara, observasi dan kuesioner. Teknik analisis data yang digunakan adalah teknik Penilaian Acuan Patokan tipe II yang selanjutnya dimasukkan dalam rumus efisiensi dan efektivitas dengan membandingkan hasil penilaian komite maupun penilaian karyawan yang efisien atau efektif dengan jumlah responden.

Berdasarkan hasil analisis data dan pembahasan diperoleh kesimpulan bahwa kinerja komite program 5S PT. Multibreeder Adirama Indonesia Tbk, Bogor, Jawa Barat, dilihat dari aspek efisiensi berskor 71 yang berarti kinerja komite sudah baik dengan tingkat efisiensi sebesar 91.3% dan aspek efektivitas berskor 75 yang berarti kinerja komite sudah baik dengan tingkat efektivitas sebesar 82.6%. Sedangkan menurut karyawan yang telah mengikuti pelatihan 5S, efisiensi yang dicapai oleh komite berskor 71 yang berarti kinerja komite sudah baik dengan tingkat efisiensi sebesar 100% dan efektivitas berskor 65 yang berarti kinerja komite cukup baik dengan tingkat efektivitas sebesar 87.5%.

Perbedaan penilaian tersebut di atas disebabkan oleh kurangnya komunikasi antara komite dan karyawan, program kerja yang dibuat oleh komite kurang disosialisasikan, dan masih kurangnya komunikasi antar anggota komite sendiri.

ABSTRACT

AN ANALYSIS OF THE EFFICIENCY AND THE EFFECTIVENESS OF WORK PERFORMANCE OF 5S PROGRAM COMMITTEE A Case Study at “PT. Multibreeder Adirama Indonesia Tbk”, Bogor, West Java

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This research was aimed to analyse the efficiency and the effectiveness level of the work performance of 5S program committee on “PT. Multibreeder Adirama Indonesia Tbk”, Bogor, West Java, 2002.

The research was conducted from June to July 2002. The data was gathered using interviews, observation, and questionnaire techniques. “Penilaian Acuan Patokan” type II was used to analyse the data then, it was put into efficiency and effectiveness formula, by comparing the committee’s and the staff’s evaluation result, which was efficient or effective, with a number of respondents.

Based on the data analysis, it could be concluded that the work performance of 5S program committee of “PT. Multibreeder Adirama Indonesia Tbk”, Bogor, West Java, seen from the efficiency aspect was on the score of 71, it meant that the committee’s work performance were good already with the efficiency level on 91.3%, and the effectiveness was on the score of 75, it meant that the committee’s work performance were good already with the effectiveness level on 82.6%. Meanwhile, according to the staff who had followed the 5S training, the committee’s efficiency was on the score of 71, it meant that the committee’s work performance were good already with the efficiency level on 100% and the effectiveness was on the score of 65, it meant that the committee’s work performance were good enough with the effectiveness level on 87.5%.

Those different evaluation results were mainly caused by the insufficient communication between the committee and staff, the work program made by the committee was not well socialized, and there was not enough communication among the members of the committee.