

ABSTRAK

ANALISIS PENERAPAN PRINSIP *GOOD CORPORATE GOVERNANCE* PADA PENGELOLAAN SUMBER DAYA MANUSIA

(Studi Kasus di PT. Mandiri Jogja Internasional)

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2020

Penelitian ini bertujuan untuk menganalisis penerapan prinsip *good corporate governance* pada pengelolaan sumber daya manusia di PT. Mandiri Jogja Internasional yang bergerak pada bidang industri kerajinan kulit. Hasil penelitian ini dapat digunakan sebagai masukan dan bahan pertimbangan untuk membuat keputusan pada pengelolaan sumber daya manusia.

Penelitian ini adalah deskriptif kualitatif. Data dikumpulkan melalui kuisisioner dan wawancara kepada HRD dan karyawan. Penyebaran kuisisioner dilakukan untuk mengetahui bagaimana penerapan prinsip *good corporate governance* pada pengelolaan sumber daya manusia. Proses wawancara dilakukan untuk mendapatkan bukti penerapan prinsip *good corporate governance* beserta manfaat yang diperoleh setelah menerapkan prinsip *good corporate governance* pada pengelolaan sumber daya manusia.

Hasil penelitian menyatakan bahwa menurut responden, perusahaan menerapkan prinsip *good corporate governance* pada pengelolaan sumber daya manusia. Hanya masih terdapat perbedaan pendapat antara HRD dan karyawan untuk prinsip independensi. Perusahaan mendapatkan manfaat setelah menerapkan prinsip *good corporate governance* pada pengelolaan sumber daya manusia.

Kata kunci: *good corporate governance*, sumber daya manusia, industri kerajinan kulit

ABSTRACT

**IMPLEMENTATION OF
GOOD CORPORATE GOVERNANCE PRINCIPLES
ON HUMAN RESOURCE MANAGEMENT**

(Case Study at PT. Mandiri Jogja Internasional)

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This research aims to analyze the implementation of good corporate governance principles on the human resource management at PT. Mandiri Jogja Internasional, a company engaged in the leather craft industry. The results of this research can be used as a contribution and consideration for making decisions on the human resource management.

This research is a qualitative descriptive research. Data was collected through questionnaire and interview to Human Resource Department and employees. Distribution of questionnaires is carried out to get data related the good corporate governance principles applying to human resource management. The interview process provides evidence of implementing the good corporate governance principles and its benefits as a result of applying the good corporate governance principles on the human resource management department.

This research revealed that according to the respondents, the company had applied the good corporate governance principles on the human resource management. Nevertheless, there was disagreement perspective between human resource department and employees regarding the independent principle. Furthermore, the company get some benefits after applying the good corporate governance principles on human resource management.

Keywords: good corporate governance, human resources, leather craft industry