

RINGKASAN

Nathalia Audhie, 111141003, Analisis Survei Kesehatan Organisasi Dan Saran Intervensi Terhadap 14 Bagian Di Kantor Direksi PT. NF, Tesis, Program Studi Magister Profesi Psikologi, Fakultas Psikologi Universitas Airlangga, Surabaya, 2014.

XIV + 177, 10 lampiran.

Penelitian ini bertujuan untuk menyediakan saran intervensi dari persoalan kesehatan organisasi yang sedang terjadi di PT. NF. Penelitian ini dimulai dengan menyurvei kesehatan organisasi (adaptasi dari Will Phillips dalam Bass, 1998) seluruh karyawan (164 orang) pada 14 bagian di kantor direksi PT. NF. Seluruh diagnosis yang terkait dengan dimensi kesehatan organisasi tersebut dideskripsikan sebagai hasil penelitian survei cross-sectional design dengan metode analisis data berdasarkan panduan norma statistik Phillips (Bass, 1998).

Hasil survei dideskripsikan memiliki skor statistik mulai -23 sampai 66 yang bermakna sakit/kurang sehat (skor norma <60) sampai dari tidak sakit/sehat (skor norma 60-80). Selanjutnya seluruh deskripsi hasil survei tersebut dikritisi melalui sinkronisasi terhadap data arsip perusahaan dan klarifikasi pada beberapa karyawan untuk memastikan ketepatan persoalan-persoalan yang sedang terjadi di perusahaan.

Deskripsi penelitian ini menunjukkan bahwa setiap dimensi memiliki indikator yang berbeda-beda untuk menentukan relevansi intervensi bagi peningkatan kesehatan dimensi tertentu. Ini dikarenakan implikasi intervensi suatu dimensi dapat menyebabkan menurunnya kesehatan dimensi lainnya. Saran intervensi untuk setiap persoalan dimensi yang perlu dipertimbangkan oleh perusahaan, yaitu persoalan strategic position membutuhkan intervensi action learning programme, persoalan purpose membutuhkan intervensi presentation, persoalan alignment membutuhkan intervensi the team alignment, persoalan stretch membutuhkan intervensi delegation, persoalan control and flexibility membutuhkan intervensi time management, persoalan profit and growth membutuhkan intervensi choosing to invest in people, persoalan individual and organizational membutuhkan intervensi team development.

Kata Kunci: Kesehatan organisasi, intervensi (treatment).

Daftar Pustaka, 20 (1998-2014)

SUMMARY

Nathalia Audhie, 111141003, Organizational Health Survey Analyzes and Intervention Suggestions to 14 Divisions within Head Office of PT. NF, Thesis, Master of Professional Psychology, majoring in Industrial and Organizational, Faculty of Psychology, Airlangga University, Surabaya, 2014.

XIV + 177, 10 attachments.

This research was conducted to provide intervention suggestions for health organizational problems which currently happening in PT. NF. The research was started by surveying organizational health (adapted from Will Phillips in Bass, 1998) of all employees (164 personnels) working for the 14 divisions within head office of PT. NF. The whole diagnosis relating to the seven organizational health dimensions is describe as a result of cross-sectional design with data analyzing method according to Phillips (Bass, 1998) statistical norms guide.

The survey result is describe of having statistical score from -23 to 66 which translates to sick/unhealthy (norm score <60) until not sick/healthy (norm score 60-80). Next all the survey result description will be criticized through synchronization with the company's data archive and with the clarification from some of the employees to ensure the accuracy of the problems that is happening in the company.

This research description shows that every dimensions has different indicators to determine the relevance of intervention to an increase in a certain dimensional health. This is because the implication of a dimensional intervention could cause a decrease in other dimensional health. Intervention suggestion to every dimensional problem which the company should consider is: for problem with strategic position dimension requires action learning program, for problem with purpose requires presentation intervention, for problem with allignment requires team allignment intervention, for problem with stretch requires delegation intervention, for problem with control and flexibility requires time management intervention, for problem with profit and growth requires choosing to invest in people intervention, for problem with individual and organizational requires team development intervention.

Key words: Organizational health, intervention (treatment).

Bibliography, 20 (1998-2014)