

ABSTRAK

Sampai sekarang ini Indonesia masih memiliki potensi minyak dan gas bumi yang cukup besar untuk dikembangkan terutama di lepas pantai laut dalam (*offshore deep water*). Sumber daya manusia yang kompeten dan terlibat dalam tahap konsep evaluasi, seleksi, definisi, eksekusi, dan *commissioning & start-up* adalah sukses faktor dalam pembangunan proyek besar di bisnis minyak dan gas bumi.

Eni Indonesia (bagian dari Eni Korporasi dan salah satu kontraktor produksi sharing dengan pemerintah Indonesia) sedang mengembangkan proyek pembangunan fasilitas produksi *offshore deepwater* pertama di Indonesia dan di perkirakan produksi gas dan minyak di awal tahun 2017.

Operation readiness and Assurance (OR&A) adalah program yang menjembatani antara manajemen proyek dan manajemen operasi dalam mewujudkan pengembangan proyek migas berkualitas dan berorientasi terhadap HSE (*Health, Safety and Environment*), *operability dan maintainability* bagi operasional kedepan. Menyiapkan organisasi dan personel yang kompeten dalam pengoperasian dan pemeliharaan fasilitas produksi adalah salah satu kunci sukses OR&A Eni Indonesia

Tujuan penelitian ini adalah menjelaskan dan mengulas tentang *Operation readiness and Assurance (OR&A)* Eni Indonesia dalam menjalankan fungsinya untuk menciptakan desain fasilitas produksi yang berkualitas dan menyiapkan karyawan apprentices sebagai salah satu wujud komitmen perusahaan dalam mengembangkan sumber daya manusia lokal di Kalimantan Timur.

Berdasarkan hasil penelitian, diperlukan kompetensi tim OR&A untuk mengawal setiap proses pengembangan proyek fasilitas produksi agar mendapatkan hasil yang diharapkan oleh perusahaan untuk menciptakan fasilitas produksi yang aman dan berorientasi terhadap operasional kedepan. Untuk mempersiapkan kompetensi karyawan apprentices, melalui evaluasi kebutuhan pekerjaan, gambaran pekerjaan dan celah keahlian yang dimiliki apprentices dapat direncanakan program pelatihan untuk pengembangan kemampuan dari karyawan tersebut. Diharapkan dengan perencanaan program pelatihan ini, akan tercipta teknisi dan operator yang profesional di industri minyak dan gas bumi khususnya operasi di laut dalam di Indonesia.

Kata Kunci : *Operation Readiness & Assurance (OR&A), Qualitative, Competency, Training Matrik*

ABSTRACT

Up to now, Indonesia still has a lot of the potential oil and gas locations that enough to be developed, especially in offshore deepwater. Competency of human resources and engage fully in the step of concept, evaluation, selection, definition, execution, and commissioning & start-up are a success factor in developing a mega project in oil and gas business.

Eni Indonesia (parts of Eni world wide corporation and its sharing production with government of Indonesia) is developing 1st Offshore Deepwater project at Muara Bakau field and its estimated start-up and commissioning of the plant by early of 2017.

Operation readiness and Assurance (OR & A) is a program as bridges between project management and operations management in which there are personal competence from Operation organization who will embedded to the project development organization for quality aspects review which its oriented to the HSE (Health, Safety and Environment), operability and maintainability for future operations need. Setting up the organization of operation team who are competent in the operation and maintenance of offshore production facilities is one of the key success factor for OR & A Program.

The purpose of this study is to describe a business process of OR & A's Program of Eni Indonesia to carry out its functions to deliver quality of project and preparing skill and competency of apprentices employee as one of the company's commitment to develop and built local human resources (East of Kalimantan). The apprentices will be posted as Operator production and Maintenance of operation offshore organization who ready for start-up and commissioning of the plant.

Based on the research results, the necessary competence of OR & A team to follow business proses of OR&A and oversee every step of project development process is key success factor expected by the company to create quality, costly, timely a development offshore facility and its oriented to the operations need future. Meanwhile, to prepare skill and competency of apprentices employee point of view, by evaluation of job requirements and job description of Operator and Technician comparing with apprentices skills, its can be defined training matrix for further development of apprentices program. Hopefully with training matrix program has developed and consistently to follow up as per plan, Eni Indonesia will get professional technicians and operators in Deepwater application in Indonesia.

Keywords: Operation Readiness & Assurance (OR & A), Qualitative, Competency, Training Matrix