ABSTRACT

This case study aims to understand the implementation of job analysis and do job analysis correctly and objectively, real, transparent, also comprehensive and complete on all job information in order to prepare the Akamigas organization toward STEM “Akamigas”. This materials case study is consisted by the results of job analysis; they are job description and the job specification. In addition, this case study also illustrates the constraints which are faced in the implementation of the results of job analysis.

This study is a qualitative research, where the data collection is done through observation, interviews, and documentation study, also obtains information through the Forum Group Discussion (FGD) with intent to obtain the results of objective interpretation, so it is able to explore more about the Job Analysis Implementation in order to prepare the organization Akamigas toward STEM "Akamigas". The results of data collection were analyzed by qualitative methods using descriptive paradigm. Phenomenological approach which is reinforced by ethnography to find insight that is used to describe a deep understanding on the implementation of the analysis by the existing positions.

The findings of this study indicate; generally, the results of job analysis that ideal has not been achieved, although the employees and leaders understand the significance of job analysis. There are some errors in the implementation of job analysis, including process, implementation, evaluation position, individual assessment, development training, job competency, lack of human resources at this time, lack of communication that caused the problem. Furthermore, analyzing all job information toward organization of STEM “Akamigas” through a study that is systematically and regularly collecting all the information and facts that relate to a position. The results of study indicate; (1) There are job descriptions which have not been included in old job analysis. (2) There is a change in the organizational structure of college that affect change in the echelon, number of positions available and nomenclature changes of organizational units.

Keywords: qualitative, implementation, Job Analysis Results

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