

ABSTRAK

PT Bio Farma (Persero) selalu melakukan pengembangan dalam pengelolaan sumber daya manusia (SDM) khusus nya pada Divisi IT, akan tetapi hal tersebut belum menjamin bahwa perusahaan sudah tepat dalam menerapkan standar yang utama seperti dalam proses perekrutan, pelatihan, pengembangan karir sampai masa akhir jabatan pada PT Bio Farma (Persero). Penelitian ini bertujuan untuk mengetahui bagaimana PT Bio Farma (Persero) dalam mengelola sumber daya manusia dan seberapa matang pengelolaan sumber daya manusia pada PT Bio Farma (Persero). Dalam penelitian ini, metode yang digunakan dalam pengumpulan data yaitu metode wawancara dengan 3 orang karyawan PT Bio Farma (Persero) dan kuisisioner yang langsung disebar ke 7 responden. Untuk mengetahui seberapa matang pengelolaan sumber daya manusia, digunakan perhitungan *capability level* sesuai dengan hasil analisa dan bukti-bukti yang didapatkan. Hasil dari penelitian ini menunjukkan bahwa pengelolaan sumber daya manusia pada PT Bio Farma (Persero) sudah berjalan baik, akan tetapi masih membutuhkan perbaikan untuk meningkatkan *rating capability level* atau memenuhi proses-proses yang belum tercapai.

Kata kunci: PT Bio Farma (Persero), Audit Manajemen Sumber Daya Manusia, Cobit 5, APO07 Manage Human Resource.

ABSTRACT

PT Bio Farma (Persero) always develops its human resources management in the IT Division, but it does not guarantee that the company is right in applying the main standards such as in the recruitment process, training, career development until pension at PT Bio Farma (Persero). This study aims to determine how PT Bio Farma (Persero) in managing human resources and how mature management of human resources at PT Bio Farma (Persero). In this study, the method used in data collection is the method of interviews with 3 employees of PT Bio Farma (Persero) and questionnaires are directly spread to 7 respondents. To find out how mature the management of human resources, used calculation of capability level in accordance with the results of analysis and evidence obtained. The results of this study indicate that the management of human resources at PT Bio Farma (Persero) has been running well, but still needs improvement to improve the rating capability level or meet the processes that have not been achieved.

Keywords: PT Bio Farma (Persero), Human Resource Management Audit, Cobit 5, APO07 Manage Human Resource.

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