

KESIAPAN SUMBER DAYA MANUSIA PT. JAMSOSTEK (PERSERO) KANTOR  
CABANG SEMARANG DALAM PELAKSANAAN PROGRAM JAMINAN SOSIAL  
TENAGA KERJA SEKTOR INFORMAL 2007

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Kantor cabang PT. Jamsostek Semarang memiliki 33 tenaga yang terdiri dari 25 (76%) orang tenaga teknis (dokter, perawat, akuntan, account officer, verifikator klaim, farmakolog, dokter gigi, costamer service dan kasir) dan 8 (24%) tenaga nonteknis. Berdasarkan Keputusan Menakertrans RI/KEPMEN/No.24/2006 tentang pelaksanaan Jamsostek sektor informal. Kota Semarang dijadikan kota pilot project pelaksanaan dan PT. Jamsostek (perero) Semarang sebagai Badan Pelaksana. Perlu dilakukan kajian kesiapan SDM PT. Jamsostek Semarang dalam aspek pendidikan, pelatihan, pengetahuan, ketrampilan dan motivasi dalam pelaksanaan program tersebut. Penelitian ini menggunakan metode kualitatif dengan pendekatan crossectional, dan melibatkan 9 informan. Data dikumpulkan dengan menggunakan tehnik wawancara mendalam dengan 7 kepala bidang di PT. Jamsostek Semarang, diskusi kelompok terarah (DKT) dan pendokumentasian. Data diuji dengan metode triangulasi menggunakan informan triangulsi dengan wawancara mendalam bersama Kepala Kantor Cabang PT. Jamsostek Semarang dan Kepala Seksi Persyaratan Kerja Disnakertrans Provinsi Jawa Tengah. Untuk mendukung analisis pendukung dan penghambat pada SDM PT. Jamsostek Semarang dalam pelaksanaan jamsostek sektor informal digunakan teknik field forced analysis. Hasil penelitian menunjukkan kesiapan aspek pendidikan dan pengetahuan pada SDM PT. Jamsostek Semarang sudah sesuai dengan kualifikasi. Juga pada keterampilan dan motivasi sudah dapat melaksanakan jamsostek sektor informal. Kekurangan hanya dapat dilihat dalam pelaksanaan pelatihan yang belum dilakukan terhadap pelaksanaan jamsostek sektor informal. tidak ada pelatihan khusus tentang pelaksanaan jamsostek sektor informal. PT.Jamsostek Semarang menghadapi faktor pendukung yang lebih daripada faktor penghambat. Kesiapan SDM PT. Jamsostek untuk melaksanakan Jamsostek sektor informal telah menunjukkan kesiapan dari segi aspek pendidikan, pengetahuan, ketrampilan dan motivasi. Dalam aspek pelatihan menunjukkan ada kekurangan. Penelitian ini merekomendasikan PT. Jamsostek Semarang diharapkan melakukan koordinasi rutin dan terencana dengan semua stake holder dalam pelaksanaan Jamsostek sektor informal.

**Kata Kunci:** aspek sumber daya manusia, Jamsostek sektor informal, PT. Jamsostek (persero) Kantor Cabang Semarang, 2007

*THE READINESS OF HUMAN RESOURCES AT BRANCH OFFICE OF  
PT.JAMSOSTEK (PERSERO) SEMARANG TO EXECUTE SOSIAL SECURITY  
PROGRAMME FOR EMPLOYEES IN INFORMAL SECTOR 2007*

*Branch office of PT.Jamsostek Semarang has 33 employees or which consists of 25 (76%) technical officers (doctor, nurse, accounting, account officer, claim verifactor, pharmacist, dentist, costumer service officers and banking teller) and 8 (24%) nontechnical officers. According to minister of employment and transmigration regulation NO. 24/2006 Semarang city as a pilot project of social security program to the employees in informal sector and PT. Jamsostek Semarang as an execute body of insurance. The readiness of Human Resources in education, training, knowledge, skill and motivation Human Resources of branch office of PT. Jamsostek (persero) Semarang have to be analyzed for the successful these programme. This was qualitative research with crosssectional approach, involving nine informants. Data were collected through in-depth interview of 7 divisions head of PT. Jamsostek Semarang, focus group discussion and documentary research. The resource triangulation is done by in-depth interview with the head branch office of PT. Jamsostek Semarang and head division of recommended employment of employment and transmigration department of Central Java province. The supporting and barrier factors of the readiness of human resources aspect and the external factor is analyzed with Force Field Analysis Technique. The results showed the readiness of education and knowledge of employees of PT.Jamsostek Semarang were capable based on qualifications. Also in skills and motivation were capable to get a social security programme of employees in informal sector. The problem only special training in social security programme. There were not special training for employees of PT. Jamsostek Semarang to get social security programme in informal sector. PT. Jamsostek Semarang has more the supporting factor than the barrier factors in human resources aspect also in external. The readiness of PT. Jamsostek Semarang to get social security for employees in informal sector was high in qualification of education, knowledge, skill and motivation. But in special training to get social security is low capable. The study recommends that in social security programme for employees in informal sector should be increased by specialized training in social security system. The management team of PT. Jamsostek Semarang is hoped to do the routine and scheduling coordination meeting with stake holders who is involved in social security programme for employees in informal sector.*

*Keyword : human resources aspect, social security programme for employees in informal sector, PT. Jamsostek Semarang, 2007*