

ABSTRAK

Gea, Herri Andrinata. 2024. Analisis Faktor-Faktor Pemutusan Hubungan Kerja Dalam Pengambilan Kebijakan di Perusahaan PT. Aneka Sarana Jaya Kota Gunungsitoli. Skripsi. Dosen Pembimbing. Eliagus Telaumbanua, S.E., M.M.

Dalam konteks manajemen sumber daya manusia (SDM), kebijakan PHK sering kali menjadi keputusan berat, namun pada kasus tertentu diperlukan ketika masalah disiplin dan kinerja karyawan sudah mencapai tingkat yang serius. PT. Aneka Sarana Jaya menghadapi tantangan dalam hal pelanggaran aturan kerja yang dilakukan oleh karyawan, yang berpotensi menurunkan kinerja perusahaan dan menjadi salah satu alasan utama kebijakan PHK di perusahaan tersebut. Penelitian ini menggunakan jenis penelitian kualitatif dengan pendekatan deskriptif. Pengumpulan data dilakukan dengan metode wawancara dan observasi. Teknik analisis data menggunakan model Miles dan Huberman. Hasil penelitian ini menyimpulkan bahwa kebijakan pemutusan hubungan kerja (PHK) di PT. Aneka Sarana Jaya dipengaruhi oleh faktor utama seperti penurunan kinerja karyawan, restrukturisasi perusahaan, dan krisis ekonomi, dengan penurunan kinerja sebagai alasan dominan terutama bagi karyawan yang tidak memenuhi target kerja. Selain itu, pelanggaran aturan kerja seperti pencurian barang milik perusahaan, ketidakhadiran tanpa alasan jelas, dan kurangnya kerja sama tim juga berkontribusi signifikan terhadap keputusan PHK, karena dinilai merugikan perusahaan. Untuk mengurangi kebijakan PHK, perusahaan dapat menerapkan strategi seperti pelatihan berkelanjutan, peningkatan pengawasan dan sanksi disiplin, serta pendekatan proaktif dalam membangun kerja sama tim, guna menciptakan lingkungan kerja yang lebih harmonis dan produktif. PT. Aneka Sarana Jaya disarankan untuk menerapkan program pengembangan karyawan secara berkala, termasuk pelatihan berbasis kompetensi dan bimbingan kerja, guna meningkatkan keterampilan dan produktivitas karyawan. Selain itu, peningkatan pengawasan serta penegakan disiplin yang tegas dan adil perlu dilakukan untuk mencegah pelanggaran aturan kerja, dengan mengkombinasikan sanksi disiplin dan sistem apresiasi bagi karyawan yang berperilaku baik.

Kata Kunci: Pemutusan Hubungan Kerja, Pengambilan Kebijakan

ABSTRACT

Gea, Herri Andrinata. 2024. *Analysis of Termination Factors in Policy Making at PT. Aneka Sarana Jaya, Gunungsitoli City. Thesis.Supervisor. Eliagus Telaumbanua, S.E, M.M.*

In the context of human resource management (HR), layoff policies are often difficult decisions, but in certain cases they are necessary when employee discipline and performance issues have reached a serious level. PT. Aneka Sarana Jaya faces challenges in terms of violations of work rules by employees, which have the potential to reduce company performance and become one of the main reasons for layoff policies in the company. This study uses a qualitative research type with a descriptive approach. Data collection was carried out using interview and observation methods. Data analysis techniques use the Miles and Huberman model. The results of this study conclude that the termination of employment policy at PT. Aneka Sarana Jaya is influenced by main factors such as declining employee performance, company restructuring, and economic crisis, with declining performance as the dominant reason especially for employees who do not meet work targets. In addition, violations of work rules such as theft of company property, absence without clear reasons, and lack of teamwork also contribute significantly to layoff decisions, because they are considered detrimental to the company. To reduce layoff policies, companies can implement strategies such as ongoing training, increased supervision and disciplinary sanctions, and a proactive approach to building teamwork, in order to create a more harmonious and productive work environment. PT. Aneka Sarana Jaya is advised to implement regular employee development programs, including competency-based training and job guidance, to improve employee skills and productivity. In addition, increased supervision and firm and fair disciplinary enforcement need to be carried out to prevent violations of work rules, by combining disciplinary sanctions and an appreciation system for employees who behave well.

Keywords: *Termination of Employment, Making Decission*