

ABSTRAK

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GAMBARAN PROJECT PENELITIAN “PROFIL SUMBER DAYA MANUSIA (SDM) DAN PRESTASI KERJA” DI PT. FONTAINE FULBRIGHT INDONESIA

Selama melaksanakan Kerja Profesi (KP) di PT. Fontaine Fulbright Indonesia, Praktikan bekerja di bawah pengawasan dan bimbingan dari Pembimbing Kerja, yaitu Richard Nitihardja selaku project manager. Dalam pelaksanaan KP, Praktikan berkesempatan untuk berpartisipasi dalam pelaksanaan kegiatan project di dua unit usaha PT. Fontaine Fulbright Indonesia, yaitu FonBright Indonesia dan FonBright Education, Family, and Consulting. Pada unit usaha FonBright Indonesia, Praktikan berkesempatan untuk terlibat dalam kegiatan project di departemen Psychometric and Research, Assessment Center and Psychological Test dan Internship Management Program, seperti melakukan proses penelitian, membuat rekapitulasi daftar kehadiran, membuat sertifikat dan melakukan administrasi tes. Sedangkan pada unit usaha FonBright Education, Family, and Consulting, Praktikan berkesempatan untuk berpartisipasi dalam kegiatan project, seperti tes minat dan bakat untuk siswa SMK dan pemeriksaan psikologis untuk siswa SD, seperti melakukan administrasi tes, skoring tes dan observasi terhadap perilaku siswa.

Aktivitas dan tanggung jawab departemen Psychometric and Research fokus pada perancangan dan pemanfaatan alat tes psikologi untuk kebutuhan klien. Assessment Center and Psychological Test fokus pada pelaksanaan assessment untuk kebutuhan proses rekrutmen, seleksi, promosi dan analisis potensi. Internship Management Program fokus pada pelaksanaan internship khusus siswa SMK. Aktivitas dan tanggung jawab FonBright Education, Family, and Consulting fokus pada pelaksanaan tes minat dan bakat siswa serta workshop.

Kata Kunci: Psychometric and Research, Assessment Center and Psychological Test, Internship Management Program, FonBright Education, Family, and Consulting.

ABSTRACT

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OVERVIEW OF RESEARCH PROJECT “HUMAN RESOURCES PROFILE AND WORK ACHIEVEMENT” AT PT. FONTAINE FULBRIGHT INDONESIA

During the internship program in PT. Fontaine Fulbright Indonesia, the author works under the supervision and guidance of the Project Manager, Richard Nitihardja. In the internship program, the author had the opportunity to participate in the project activities of two business units in PT. Fontaine Fulbright Indonesia: FonBright Indonesia and FonBright Education, Family, and Consulting. In FonBright Indonesia, the author had the opportunity to participate in project activities of Psychometric and Research Department, Assessment Center and Psychological Test Department and Internship Management Program Department, such as conducting research process, making recapitulation of attendance list and certificates, and conducting test administration, whereas in FonBright Education, Family, and Consulting, the author had the opportunity to participate in vocational interest and aptitude test project for vocational high school students and psychological testing project for elementary school students, such as conducting test administration, scoring, and observation of students' behavior.

Activities and responsibilities of Psychometric and Research Department focus on designing and utilization of psychological test for clients' needs. Assessment Center and Psychological Test Departemen focus on assessment for recruitment, selection, promotion and potential analysis. Internship Management Program Department focus on conducting of internship for vocational high school students. Activities and responsibilities of FonBright Education, Family, and Consulting focus on conducting of vocational interest test, aptitude test and workshop.

Key Words: Psychometric and Research, Assessment Center and Psychological Test, Internship Management Program, FonBright Education, Family, and Consulting.