

3 Metode Pendekatan MSDM Menurut Hasibuan (2017:16)

1. Pendekatan Mekanis

- Ciri:

a. Mengganti peranan tenaga kerja dengan tenaga mesin untuk melakukan sesuatu pekerjaan

- Kelebihan:

a. Pekerja semakin terampil dan efektivitas suatu pekerjaan akan semakin lebih besar

b. Pekerjaan akan terasa lebih mudah karena adanya system mekanisasi

- Kekurangan:

a. Membosankan para pekerja

b. Mematikan kreativitas para pekerja

c. Kebanggaan mereka dalam bekerja semakin berkurang

d. Banyak pekerja yang kehilangan pekerjaannya

e. Ketidakpastian pekerjaan karena adanya system mekanisasi

2. Pendekatan Paternalis

- Ciri:

a. Manajer sebagai orangtua atau pelindung karyawan

b. Terdapat Hubungan yang baik antara manajer dan karyawan

- Kelebihan:

a. Pegawai mendapatkan berbagai macam fasilitas

b. Pegawai diperlakukan secara baik dan bijaksana

- Kekurangan:

a. Semua pekerjaan bergantung pada manajer atau pemimpin

b. Produktivitas karyawan dalam pekerjaan semakin menurun

c. Karyawan terlalu dimanja sehingga menjadi malas

3. Pendekatan Sistem Sosial

- Ciri:

a. Mengutamakan komunikasi serta sosialisasi yang baik antara karyawan dan manajer

- Kelebihan:

a. Terdapat kerjasama yang harmonis antar sesama karyawan dan manajer

b. Partisipasi karyawan dan loyalitas karyawan yang tinggi

c. Timbulnya kesadaran dan tanggung jawab sebagai karyawan

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**Thirumalaisamy P.
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