

### 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

# Msdm Malayu Hasibuan Slibforyou

**JR Anderson**



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