ANALYSIS SOPHISTICATED LEVEL OF HUMANWARE THROUGH TECHNOMETRIC APPROACH IN PG CANDI BARU – SIDOARJO

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ABSTRACT

Humanware represent technological component which have the form of ability of human resource, covering knowledge, skill, policy, creativity, achievement in exploiting natural resources and available technology. Humanware at sugar industry have very important role, because humanware expected can make innovation and improvement in sugar mill performance. But, field of humanware at sugar industry oftentimes less is getting of development touch, so that from year to year sugar mill cannot improve its performance have never innovation done by its employees. The objective of this research is to indentify sophisticated level criteria and determine sophisticated level of humanware at installation and manufacturing department of PG Candi Baru, Sidoarjo.

Determine sophisticated criteria of humanware conducted by using method of Delphi, then weight to each criteria use analyticak hierarchy process (AHP) and determination of sophisticated level of humanware conducted with technometric approach. Result of this research indicates that becoming sophisticated level criteria of humanware are creativity, heve achievement orientation, cooperate corporation, orientation of efficiency, time orientation, professionalism, integrity and result orientation. Sophisticated level of humanware at manufacturing is higer with index 0,926 compared to part of installation, with index 0,880. This depicts that humanware at manufacturing department better than humanware at installation department pursuant to criterions.

Key words: humanware, sophisticated humanware criteria, sophisticated level of humanware, PG Candi Baru, technometric approach.