MODEL DESIGNING FOR EMPLOYEES DEMAND FULFILLMENT BY USING FULFILLMENT INDEX (FI)

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ABSTRACT

A problem of Indonesia’s educational side is unemployment of its graduates. On industrial side, the problem is low level of employees demand fulfillment. Solution for this problems is alignment policy between educational side and industrial side. By using Fulfillment Index (FI), we can measure employees demand fulfillment.

Fulfillment Index (FI) model designed is based on alignment model or “Model penyelarasan”. Where, in this model there is a relation between supply side that generate employees, and demand side that need employees. Conceptual and mathematical model of Fulfillment Index (FI) is accommodating 4 dimension, that is quality, quantity, location, and time. But, there is a concilement by adding department name in conceptual and mathematic model.

The result of mathematical model indicates that employees demand fulfillment for PT. Semen Gresik (Persero), Tbk. from 2008 untill 2010 are not fulfilled. Employees demand fulfillment of PT. Tustika Nagata is not fulfilled just on 2010. For Netral Jaya, from 2008 untill 2010, its employees demand fulfillment is fulfilled.

Key word : demand, dimension, fulfillment, Fulfillment Index (FI)