ABSTRACT

LASTI LEVIANTI, *"The Role of Human Resource Audit to Improve Employees' Effectiveness In PT.Surya Citra Televisi", under the guidance* Prof.Dr.Hj. Umi Narimawati, Dra. SE., M.Si.

Human resource audit is a systematic examination and assessment, objective and documented on the organizational functions that are affected by human resource (HR) management with the aim of ensuring the fulfillment of the principle of appropriateness, effectiveness and efficiency of refineries and human resources to support the achievement of functional goals and objectives of the organization as a whole better for the medium term, and long term objectives of this study is to determine how HR audits role in improving the effectiveness of employees at PT. Surya Citra Televisi.

The method used in this research is descriptive and verification method with quantitative approach. The unit of analysis in this study is an employees of internal audit, cost monitoring, and financial division in PT. Surya Citra Televisi. Data collection methods used were saturated sample of 30 respondents. To determine the role of audit in improving the effectiveness of HR employees performed the statistical analysis. The statistical test used is the Pearson correlation coefficient, simple linear regression, coefficient of determination, hypothesis test using t test, with the help of software SPSS 15.0 for windows.

The results are qualitatively stated that an audit performed in human resources. SCTV is already good even though its design is still not optimal. So also with the work effectiveness of employees can be said to be good, but the working relationship should be increased again towards the better. While a result of the research level has been quantitatively obtained a strong and positive relationship of .758, and the amount of audit resources in improving the effectiveness of employment of 57.5% and the balance of 42.5% is explained by other variables outside audit of human resources, such as corporate management, strategy companies, and so forth.

Keywords: Human Resouce Audit, Effectiveness of Employees