

ABSTRACT

Lu'lu'il Maknun. 2015, THESIS. Tittle: SDM Development Effectiveness Promotion and Mutation (Study of employer for BMT of Mashlahah Sidogiri).

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Key word : SDM Development, Promotion, Mutation

Human Energy Source is the most important asset in a factory. Because of Human Energy Source (SDM) is a determining factor and as activator in the factory. In development of SDM is able to pass the promotion or mutation for employer. If the elaboration of SDM is done well, the result will be optimal. The base of mutation and promotion involve the function of employer development. It because has purpose to increase the efficiency and effectiveness of work in the factory. This research has purpose to know about how does the realization of promotion and position mutation in BMT of Mashlahah Sidogiri. It is also to know about how does the effectiveness of promotion and position mutation done by BMT of Mashlahah Sidogiri.

This research uses qualitative descriptive of research, it describe and explain the certain of social phenomena. It uses accumulation data of method with interview, observation, and documentation.

The result of research mentions that: 1) Realization of promotion and position mutation in BMT of Mashlahah Sidogiri is carrying out well. It because the decision of promotion and mutation is not suggestion of employer but the decision from administration council's meeting. It has purpose to avoid the objectivities substance. 2) Effectiveness of promotion and position mutation done by BMT of Mashlahah Sidogiri is good also. It gives a result that is able to be observed of employer condition of BMT that is average for the education background of *salafy* (Boarding School). It results SDM is competent and professional while increasing the knowledge, ability, and skill. It gives also chance for employer to study and develop the ability.