

## TABLE OF CONTENTS

	<u>Page</u>
<b>CHAPTER I      INTRODUCTION .....</b>	<b>1</b>
1.1. Background .....	1
1.2. Problems .....	3
1.3. Objective .....	5
1.4. Hypothesis .....	6
1.5. Research and Approach Methods .....	6
1.6. Advantage of the Research .....	7
1.7. Arrangement of the Writing .....	8
<b>CHAPTER II     THEORITICAL FRAMEWORK .....</b>	<b>11</b>
2.1. Meaning, Role and Functions of Personnel Management .....	11
2.1.1. Meaning and Objective of Education and Training .....	11
2.1.2. The Role of Personnel Management ...	12
2.2. The Meaning And Objectives of Education And Training .....	13
2.2.1. Meaning of Education and Training .....	13
2.2.2. Objective of Education and Training .....	15
2.3. The General Principle Of Education And Training .....	16
2.4. Method Of Education And Training .....	18
2.5. The Meaning Of Efficiency .....	21
2.6. The Role Of Education And Training On The Increment Of Efficiency Of Manpower .....	23
<b>CHAPTER III    ENERGY INDEPENDENCE IN OIL &amp; GAS INDUSTRY ....</b>	<b>25</b>
3.1. Energy Independence .....	25
3.2. Natural Resources And Human Resources ....	29

3.3. Efforts Toward Energy Independence .....	36
3.4. Oil & Gas Industry .....	42
3.4.1. Professional Manpower .....	42
3.4.2. Education Development And Training .....	44
3.4. Indonesianization .....	46
<b>CHAPTER IV MANAGEMENT STRATEGY AND HUMAN RESOURCES .....</b>	<b>49</b>
4.1. Qualitative Work Ethos .....	49
4.2. Management Strategy In Human Resources ...	52
4.2.1. Constraints Faced by Human Resources .....	54
4.2.2. Development Efforts .....	56
4.3. Work Ethos In Pertamina Human Resources ..	57
4.3.1. Main Ideas and Policy .....	57
4.3.2. Strategy in Enhancing Work Ethos ..	61
<b>CHAPTER V ANALYSIS WORK ETHOS IN ENERGY INDEPENDENCE ....</b>	<b>64</b>
5.1. Condition Of Work Ethos In Energy Independnence .....	64
5.1.1. Conditions Encountered At Present..	64
5.1.2. Conditions In Energy Independence..	66
5.2. Environment Influence .....	69
5.2.1. Technological Factors .....	71
5.2.2. Regional And National Influences...	73
5.3. Opportunity And Constraint .....	74
<b>CHAPTER VI. SUMMARY AND RECOMMENDATION .....</b>	<b>77</b>
6.1. Summary .....	77
6.2. Recommendation .....	80
<b>LITERATURE .....</b>	<b>84</b>
<b>AUTOBIOGRAPHY .....</b>	<b>87</b>
<b>APPENDIX .....</b>	<b>88</b>