

Abstract

A successful organization consists of many things and one of the significant keys to success is human capital. Whichever organization can select good employees and develop their competency and maintain their heart to be loyal and show commitment to the organization, has more power to compete with competitors and survive in the market.

The main objective of this study was to examine the impact of OD interventions on recruitment and selection process, technical competency, and perspective of readiness to change.

The 65 respondents of the research were managements and employees from ABC Pests Management Company. Observation, interviewing, and distributing questionnaire were the methods that were used to gather relevant data from the company. All data was analyzed and interpreted for the results by using a Frequency Descriptive Statistics and Paired Sample T Test.

The results of the study show that there is a significant difference on recruitment and selection process, technical competency, and perspective of readiness to change before and after ODI.

Performance of Human Resource in terms of recruitment and selection process was developed and able to support the organization's needs. In technical competency, the technical staffs fell more confidence in self-competency based on standard competency that set by the management and able to work individually. For the last area is perspective of readiness to change, the perspective of most employees about the readiness to change was improved. They are ready to grow and deal with change within the company.