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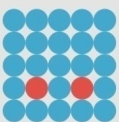
## ABSTRACT

### An Analysis of Determinant Factors in the Selection of the Branch Manager of PT. Bank Bukopin

Rudi Bahtiar

*The purpose of this study was to identify determinant factors in the selection of the Branch Manager of PT. Bank Bukopin. This was a survey research with judgment sampling method where data were collected from 135 respondents, consist of Commissioners, Directors, Head Office Executive Managers, Branch Managers, Business and Operation Managers. Statistical Package for the Social Science (SPSS) was used to analyze the data. The result of the study showed that there were 30 variables to be considered in the selection of the Branch Manager of PT. Bank Bukopin. Furthermore, the variables were grouped into 3 determinant factors, named Knowledge/Skill, Attitude and Track Record. Knowledge/Skill factor consist of 16 variables, Attitude factor consist of 9 variables and Track Record factor consist of 5 variables. The result suggested that PT. Bank Bukopin should improve the existing Job Requirement Guidance of Branch Manager by adding variables resulted from this research and improve the mechanism of selecting Branch Manager by exercising several tests to measure whether the Branch Manager candidate fulfill the requirement. It is also suggested to Bank Bukopin to create the Branch Manager Job Description as an appropriate guidance for the Branch Manager in fulfilling their responsibilities.*

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Program Pascasarjana Manajemen dan Bisnis  
Institut Pertanian Bogor

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