

## ABSTRACT

This thesis evaluates the effectiveness of management development programme of PT Pupuk Kalimantan Timur (PKT), the largest fertiliser company located in East Kalimantan Indonesia. Due to this purpose, applied research was done where data was collected by using mail-questionnaires and interviews. Respondents were managers participated in position-related management trainings, a compulsory training programme for every manager related to their career plan. From the interviews, the management explained that PKT had already developed an integrated management development strategy, goals and action plan. PKT had attempted to integrate the organisational development with its manager's self-development. The problems arose in the implementation as stated in the findings and comments of the respondents in the questionnaires. Inconsistency and subjectivity in reward and punishment, lack of support and poor two-way communication were some of them. This area needs improvements to achieve a more effective management development. Such improvements should take forms of higher commitment and support from the top management to implement the programme and higher involvement of the managers in the programme design and implementation.

