

CHAPTER V

Based on the literature review, interview, question list and observations, an evaluation will be made.

I. Organization structure

There are two problems in the organization structure. First, there should be one chef who is going to organize the four cooks, so, there is only one flow from the kitchen to the Restaurant Manager. Second, it is about the position of the part timer staffs, because some times he is stand under the kitchen department and some times under the service department. There is unclear structure for the part timer staffs. For Anak Depok Restaurant, it is better if desert is under the kitchen department, because while he is waiting the order for the desert, he can work as a cook helper in the kitchen under the supervision of senior cooks.

II. Position Chef

Anak Depok kitchen needs a head chef who is going to lead, organize, manage and responsible for the daily kitchen operation. So, The Restaurant Manager can be focused in service department and the kitchen department can stand and operate by them selves under the supervision the head chef

The chef in the kitchen, the chef can control and manage the kitchen operation and management daily. The chef can bring the kitchen team to some conditions that the employees do not work for them selves but as a team- work with high integrity and special characters from Anak Depok restaurant which is different from the other restaurant.

The chef must be a working cook, but not focusing all the time to cook, only to a la carte menu, so he can more be focus in leadership, controller and in management task.

III. Menu

Anak Depok produces delicious food because Anak Depok has good cooks who can cook Indonesian food very well, but, Anak Depok should be kept stable with the taste of food. There for Anak Depok need a chef who can control the stability of the taste day by day. Anak Depok Restaurant should try to make some special menu of the week of the month, to give the varieties tastes to the guests. Garnish of the dishes is also one important thing that Anak Depok should improve.

IV. Attributes of employee

To create a smoothly kitchen operation, Anak Depok must add their employee in the kitchen. Anak Depok need one head chef and also a cook to cover the short of staff, so the staffs do not have to work extra or over day by day, and than they can be more focused and concentrate about their **tasks**.

V. Preparation, Operation and Closing time

By having chef and enough staff in the kitchen, it could improve the general **daily** operation, because the chef can lead and supervise the kitchen team to work focusly and concentrate in their section with clear role **of** work and job descriptions.

There should be a clear role to senior cooks to do the last check before they **go** home, and if the trainee should do the last check, it should be under the supervision **of** the senior cooks.

VI. Work Climate

The company, The Restaurant Manager and the Chef should create a good and positive work climate in the kitchen stay away from pressures and stress full, not only care about the money, but also the condition of the kitchen.

The company should create a vision as a direction to the employee; so, they **work** to reach some goals, **not for** nothing.

The Chef must guarantee and supervise the kitchen team while they work to reach the company goals. The Chef should keep team members to do their role of work and carry out the job descriptions in the right way, and create a positive work climate with a job satisfaction.

VII. Team Performance appraisal

The company, the Restaurant Manager and the Chef should make an evaluation periodically to search and to **know** what the problems are and how to fix it as soon as possible.