

## Persepsi pegawai tentang penilaian kinerja di Kecamatan Kemayoran Jakarta Pusat= Perception employees about performance appraisal in Kemayoran, Central Jakarta District

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### Abstrak

Penelitian ini membahas tentang persepsi pegawai mengenai penilaian kinerja di Kecamatan Kemayoran. Teori yang dipakai berdasarkan teori Raymond Noe yang terdiri dari 5 (lima) dimensi, yaitu strategic congruence, validity, reliability, acceptability dan specificity. Penelitian ini menggunakan metode kuantitatif dengan desain deskriptif. Teknik pengambilan datanya dengan cara survei dan wawancara.

Hasil dari penelitian menunjukkan bahwa persepsi pegawai tentang penilaian kinerja di Kecamatan Kemayoran cenderung negatif atau tidak baik, hal tersebut terlihat dari hasil penggabungan seluruh dimensi dan di bagi atas dua kategori yaitu baik dan tidak baik. Selain itu, diketahui dari para pegawai yang di wawancara, bahwa masih banyak kendala yang ditemukan dan ketidaksesuaian yang perlu diperbaiki agar mencapai penilaian kinerja yang diinginkan, pegawai yang berkualitas, serta pencapaian tujuan instansi.

*This study discusses the perceptions of employees regarding performance appraisal in Kemayoran district. The theory used by Raymond Noe theory consisting of 5 (five) dimensions, namely strategic congruence, validity, reliability, acceptability and specificity. This study uses quantitative descriptive design. Techniques of data collection by surveys and interviews.*

Results of the study showed that employee perceptions of performance appraisal in Kemayoran district tend to be negative or not good, it is seen from the result of merging all dimensions and in the top two categories, good and bad. In addition, it is known from the employees in the interview, that there are still many problems were found and discrepancies that need fixing in order to achieve the desired performance appraisal, qualified personnel, as well as the achievement of agency goals.