

Analisis perbedaan persepsi pelaksana dan pejabat atas pelaksanaan penilaian kinerja di Sekretariat Jenderal Kementerian Keuangan = Analysis of perceptions differences between staff and officer on performance appraisal in the general secretariat of the Ministry of Finance

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Abstrak

Penilaian kinerja merupakan bagian penting dari proses personalia pegawai dan organisasi. Beberapa penelitian mengungkapkan ada perbedaan tingkat kepuasan sistem penilaian kinerja yang berkaitan dengan peran seseorang. Penelitian ini bertujuan untuk mengetahui apakah sistem, proses, dan hasil dari penilaian kinerja pegawai dianggap adil dan memuaskan oleh para pegawai di lingkungan Setjen Kemenkeu dan apakah ada perbedaan persepsi mengenai hal tersebut antara pelaksana dan pejabat. Penelitian ini dilakukan dengan cara menyebarkan kuesioner kepada 197 responden. Hasil penelitian menunjukkan bahwa pelaksanaan penilaian kinerja pegawai sudah cukup dianggap adil dan memuaskan dan terdapat perbedaan persepsi antara pelaksana dan pejabat atas penilaian kinerja pegawai.

.....Performance appraisal is an important part of the employee personnel process and organization. Some studies revealed no differences in the level of satisfaction of the performance appraisal system with regard to the role of a person. This study aims to determine whether the systems, processes, and outcomes of employee performance appraisal fair and considered satisfactory by the staff of the Secretariat General of the Ministry of Finance and whether there is any perceptions differences between staff and officer. The research was conducted by distributing questionnaires to 197 respondents. The results showed that the implementation of employee performance appraisal is fair and considered quite satisfactory and there is a difference in perception between staff and officer on performance appraisal.