

Analisis kesesuaian kompetensi pegawai eselon IV berdasarkan job specification di Sekretariat Jenderal Kementerian Pertanian = Employee competency level echelon IV secretariat general of the Ministry of Agriculture of the Republic of Indonesia / Nurhayati Rospita Sari

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Abstrak

ABSTRAK

Penelitian ini mengkaji masalah kompetensi. Bertitik tolak dari penelitian terdahulu dan beragam journal, maka ditengarai, job specification menjadi landasan bagi kompetensi. Dalam konteks ini, kompetensi selaras dengan job specification. Namun dalam kenyataannya tidaklah demikian.

Paradigma dan Pendekatan penelitian ini adalah positivistic quantitative. Jenis dan sifat penelitian ini adalah explanative correlational dan associative. Populasi sasaran sebanyak 94 pegawai, dan teknik penarikan sampel yang digunakan adalah non probability-purposive sampling dengan menggunakan total sampling, maka sampel sasarannya juga sebanyak 94 responden. Sumber data penelitian ini meliputi primary secondary data. Sedangkan metode pengumpulan data meliputi: metode observasi, metode dokumentasi, metode kuesioner dan metode survey.

Dilakukan pre test untuk keperluan uji kualitas data yang hanya meliputi uji instrument penelitian. Mengingat penelitian tidak menggunakan regression analysis model. Pada uji instrument penelitian, khususnya uji validitas digunakan uji KMO sedangkan uji reliabilitas digunakan cronbach's alpha dan untuk metode analisis data digunakan univariate analysis dan importance performance analysis.

Dari hasil penelitian menunjukkan bahwa tingkat kesesuaian antara aktualitas atau kenyataan dengan harapan atau kepentingan kompetensi adalah tinggi. Kendati demikian, ada beberapa dimensi kompetensi yang harus diupayakan peningkatannya yaitu skill dan attitude. Karena, dari hasil temuan di lapangan menunjukkan bahwa a. information seeking; b. team work and cooperation; dan c. technical / profesional / managerial expertise tergolong rendah tingkat kompetensinya. Jadi kurang selaras dengan job specification.

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ABSTRACT

This study examines the issue of competence. Pointed start from previous research and a variety of journals, it is suspected, job specification as the basis for competence. In this context, competencies aligned with the job specification. But in reality it is not. Paradigm and positivistic research approach is quantitative. The type and nature of the study was correlational and associative explanative. Target population as much as 94 employees, and the techniques sample collecting is non-probability purposive sampling using total sampling, the target sample as well as 94 respondents. Data sources include

primary secondary research data. While the methods of data collection include : observation, documentation methods, methods of questionnaires and survey methods. Pre-test conducted for the purpose of testing the quality of the test data that only includes the research instrument. Given, the study did not use regression analysis models. In the test the research instrument, particularly the validity test is used while the KMO test reliability test used Cronbach's alpha. As for the method of data analysis, used univariate analysis and the importance performance analysis.

The results showed that the level of concordance between factual or reality with expectations or interests of competence is high. Nevertheless, there are several dimensions that should be pursued competency increase the skill and attitude. Because of the findings in the field showed that : a. information seeking, b. teamwork and cooperation, and c. technical/professional/managerial expertise. Thirdly it is low competence level. Less in tune with the job specification.