

Analisis pengaruh kompetensi manajerial terhadap kinerja unit organisasi : studi kasus di Kementerian Keuangan = Analyzing the effect of managerial competencies towards organizational unit performance : a case study in the Ministry of Finance

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Abstrak

.....Penelitian ini berjudul Analisis Pengaruh Kompetensi Manajerial terhadap Kinerja Unit Organisasi: Studi Kasus di Kementerian Keuangan. Data-data yang digunakan dalam penelitian ini berupa data sekunder yang merupakan catatan hasil penilaian kompetensi manajerial dan penilaian kinerja para pejabat struktural di Kementerian Keuangan yang tersimpan dalam sistem basis data. Metode pengambilan sampel menggunakan metode non probability sampling yang berarti semua anggota populasi dimungkinkan untuk menjadi sampel penelitian. Namun demikian dengan mempertimbangkan kelengkapan catatan penilaian baik kompetensi manajerial maupun kinerjanya, maka dari 791 data pejabat struktural yang memiliki peta strategi organisasi di Kementerian Keuangan, hanya diambil 348 data pejabat struktural yang dijadikan sampel penelitian. rumusan permasalahan dalam penelitian ini adalah bagaimana tingkat kompetensi manajerial pejabat struktural di Kementerian Keuangan, bagaimana tingkat kinerja organisasi di Kementerian Keuangan, dan bagaimana pengaruh kompetensi manajerial terhadap kinerja unit organisasi di Kementerian Keuangan. Hasil penelitian menunjukkan bahwa pejabat struktural di kementerian Keuangan rata-rata memiliki nilai kompetensi manajerial yang baik. Kinerja unit organisasi di Kementerian keuangan rata-rata memiliki nilai baik. Dari hasil analisis terhadap data yang ada ditunjukkan bahwa kompetensi manajerial yang terdiri dari tujuh dimensi kompetensi : visioning, decisive judgement, championing change, planning and organizing, driving for result, relationship management, dan developing others secara bersama-sama berpengaruh secara signifikan terhadap kinerja organisasi baik pada level pejabat eselon II, III, maupun IV. Dilihat dari pengaruhnya secara individu, hanya dimensi visioning, planning and organizing, dan relationship management yang berpengaruh signifikan terhadap kinerja unit organisasi. Perbaikan dan penyempurnaan program pengelolaan kinerja dan peningkatan kompetensi manajerial para pejabat strukturalnya masih perlu untuk terus diupayakan.

.....This study entitled Analyzing the Effect of Managerial Competencies towards Organizational Performance: A Case Study in the Ministry of Finance. It uses data in the form of secondary data records regarding the results of managerial competency and structural officials performance assessment in the Ministry of Finance stored in a database system. The sampling method used in this study is

non-probability sampling method, meaning that all members of the population, which in this case is all of the Ministry of Finance employees, to be sampled for research. However, by taking into consideration regarding the degree of integrity in the Ministry of Finance managerial and performance assessment records, only 312 data is taken from 791 data of structural officials having organizational strategic map as a research sample. In this study, the problems analyzed consist of the level of managerial performance of structural officials, the level of organizational performance and the influence of managerial competence on organizational performance in the Ministry of Finance. It will show that almost all of the structural officials in the ministry of Finance have achieved good managerial competence grade and a very good grade in organizational performance. Analysis showed that the seven dimensions of competencies used in assessing managerial competence which consist of: visioning, decisive judgment, championing change, planning and organizing, driving for result, relationship management, and developing others, altogether have a significant effect on officials organizational performance in the II, III and IV echelon. Further look it will show that, based on echelons-to-dimensions, the largest influence affecting II echelons organizational performance are planning and organizing, while III and IV echelon affected largely only by visioning. On that findings it can be inferred that improvement regarding the performance management program and a betterment in setting the managerial competencies dimensions is still needed.