

## Analisis sistem penilaian kinerja pegawai pada sekretariat jenderal kementerian hukum dan hak asasi manusia = Analysis on performance appraisal system at secretariat general of ministry of law and human rights

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### Abstrak

Penelitian ini berfokus pada sistem penilaian kinerja pegawai yang dilakukan pada Sekretariat Jenderal Kementerian Hukum dan Hak Asasi Manusia. Penelitian ini termasuk penelitian kualitatif dan kuantitatif dengan metode deskriptif. Penelitian ini menggunakan teori tentang manajemen kinerja dan penilaian kinerja pegawai. Responden penelitian ini terdiri dari 181 responden pegawai dan pejabat yang ada di lingkungan Sekretariat Jenderal Kementerian Hukum dan Hak Asasi Manusia. Pengumpulan data dilakukan melalui kuisioner dan wawancara, sedangkan analisis dilakukan dengan mengacu pada teori yang digunakan.

Dari hasil penelitian dapat disimpulkan bahwa Sekretariat Jenderal Kementerian Hukum dan Hak Asasi Manusia belum menerapkan sistem penilaian kinerja pegawai yang sesuai dengan kebutuhan organisasi. Hasil penelitian ini menyarankan bahwa Sekretariat Jenderal Kementerian Hukum dan Hak Asasi Manusia perlu menerapkan sistem penilaian kinerja pegawai berdasarkan sistem performance appraisal yang diantaranya diperlukan penyusunan analisis jabatan, perlu menyusun standar kerja pegawai negeri sipil, perlu mengatur jarak waktu antar tahapan penilaian kinerja pegawai yang jelas serta biaya yang dibutuhkan dalam melakukan pekerjaan dan perlu melakukan penelitian lanjutan untuk menguji sistem penilaian kinerja pegawai yang akan diterapkan.

.....This research is focused on performance appraisal system conducted at Secretariat General of Ministry of law and Human Rights. This research covers qualitative and quantitative through descriptive methods. This research uses performance management and performance appraisal theories, of 181 respondents including staffs and officers working under the Secretariat general of Ministry of Law and Human Rights. Data gethering is done through questioneries and depth interviews, meanwhile the analysis is conducted by referring to the existing theories.

From this research,it is concluded that Secretariat General of Ministry of Law and Human Rights has not set the performance appraisal system up yet in accordance to the need of the organization. The result of this reserch at the end advices that The Secretariat General of Ministry of Law and Human Rights is in the urgent need to immediately set up performanace analysis based on performance appraisal, which mainly covers position analysis, the standard civil servant code of conduct, it is needed to arrange the clear period of time span in beetwen performance appraisals, as well as the costs needed in operating such tasks and also to re-test the ongoing performance appraisal system.