

Policy implementation on the supervision of employees duty at civil service office in Cipolok Jaya, Serang city, Banten province/ Yusniah Anggraini

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Abstrak

ABSTRACT

One of the important management functions in government is supervision. However, supervisory issues are complex and complicated, not as easy as what is being theorized when applied, including its application to government agencies. Related to this, this study aims to find out the implementation of supervisory policy implementation of employee duties as well as to identify the supporting factors and obstacles at the District Office in Cipocok Jaya, Serang City. The method used in this research is a qualitative descriptive method, with the employees in the district office environment as the informants. The data collection technique used is the interview technique, and the instrument is in the form of interview guidelines. The data analysis technique is an inductive data analysis. The results of the field findings indicate that at the early stages of the preparation, the progress report is lacking with the search for new data, most of the contents of the progress report have not really met the criteria or have the proper value, the supervision of the work phenomenon is not really followed by the leadership, the daily, weekly, and the quarterly reports of the execution of employees duty are rarely implemented, evaluations conducted by the leadership so far prioritize the achievement of the number or target set (quantity standards), and the measurement of the quality of employment results is only based on estimation only. Thus, the implementation of supervisory policy on the implementation of employees duty at the Cipocok Jaya District Office is still not satisfactory