

Faktor-faktor yang berhubungan dengan prestasi kinerja pustakawan: studi kasus pelaksanaan jabatan fungsional pada Perpustakaan Perguruan Tinggi Negeri di Daerah Istimewa Yogyakarta = Factors relating to librarian's work performance : a case study on the implementation of functional job at the government's own higher education libraries in the Special Region of Yogyakarta

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#### Abstrak

Tujuan penelitian ini untuk mengetahui hubungan antara faktor jabatan, pendidikan, masa kerja, sikap dan prestasi kerja pustakawan dalam rangka pelaksanaan jabatan fungsional pada perpustakaan perguruan tinggi negeri di Daerah Istimewa Yogyakarta. Penelitian dilaksanakan pada tahun 1993 di 5 perpustakaan dengan menggunakan teknik pendekatan populasi. Populasi terdiri 106 pustakawan meliputi semua jenjang jabatan. Dalam pengumpulan data digunakan angket/kuesioner; untuk menguji validitas dan reliabilitas angket digunakan uji validitas logis dan uji reliabilitas dengan Rumus Alpha.

Hasil pengujian menunjukkan bahwa angket secara logis valid, koefisien reliabilitas prestasi kerja cukup (0,708340), dan koefisien reliabilitas sikap tinggi (0,843726). Untuk menganalisis data digunakan teknik analisis korelasi Chi-kuadrat dengan taraf signifikansi 5%.

Dari hasil penelitian dapat disimpulkan, bahwa hubungan antara jabatan dan prestasi kerja tidak signifikan karena  $X^2$  lebih kecil daripada nilai kritis ( $3.71 < 5.99$ ); hubungan antara pendidikan dan prestasi kerja signifikan karena  $X^2$  lebih besar daripada nilai kritis ( $10,54 > 5,99$ ); hubungan antara masa kerja dan prestasi kerja tidak signifikan karena  $X^2$  lebih kecil daripada nilai kritis ( $3,56 < 5,99$ ); dan hubungan antara sikap dan prestasi kerja tidak signifikan karena  $X^2$  lebih kecil daripada nilai kritis ( $1,41 < 5,99$ ).

Selain itu terungkap pula bahwa prestasi kerja pustakawan pada umumnya cenderung rendah karena beberapa faktor antara lain kemampuan profesional kurang memadai, kebiasaan yang tidak menguntungkan, perbedaan persepsi tentang konsep pengelompokan tugas pokok pustakawan berdasarkan jenjang jabatan, pekerjaan kurang memberi tantangan, kebutuhan pemakai jasa layanan perpustakaan masih terbatas, dan sebagainya.

.....The objective of this study is to discover the relations between position, education, work period, attitude and librarian's work performance in the implementation of functional job at 5 government's own higher education libraries in the Special Region of Yogyakarta. The study has been carried out at 5 libraries, in 1993. In this study, population approach technique is used; consisting of 106 librarians, cover all over positions. In collecting the data, questionnaires method is used. In testing the questionnaires to determine the validity and reliability, the logic validity and Alpha Formulae is used.

The result shows, that questionnaires is logically valid, coefficient reliability of work performance is enough (0.708340), and coefficient reliability of attitude is high (0.843726). In analyzing the data, Chi-square correlation analysis technique is used, with 5% significance level.

It is concluded from this study, that the relation between position and work performance is not significant, because  $X^2$  value is smaller than the critical value ( $3.71 < 5.99$ ); the relation between education and work performance is significant, because  $X^2$  value is bigger than the critical value ( $10.54 > 5.99$ ); the relation

between work period and work performance is not significant, because X<sup>2</sup> is smaller than the critical value ( $3.56 < 5.99$ ); and the relation between attitude and work performance is not significant, because X<sup>2</sup> value is smaller than the critical value ( $1.41 < 5.99$ ).

This study shows, that in general, librarian's work performance tends to be low, due to several factors are inadequacy of professional qualification, in advantageous tradition, difference in perception among the librarians about the concept of librarian main duty grouping, the profession is unchallenging enough, limited user needs, etc.