

Analisis Sistem Penilaian Kinerja Pegawai yang Menggunakan Laporan Kinerja Bulanan Pada Direktorat Jenderal Pengembangan Kawasan Transmigrasi Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi = Analisis of Employee Performance Appraisal Systems Using Monthly Performance Reports at the Directorate General of Transmigration Region Development of the Ministry of Village, Development of Disadvantaged Regions, and Transmigration

Marissa Fitriana Nastiti, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920533020&lokasi=lokal>

Abstrak

Skripsi ini membahas mengenai analisis penerapan sistem penilaian kinerja pegawai yang menggunakan Laporan Kinerja Bulanan (LKB) di Direktorat Jenderal Pengembangan Kawasan Transmigrasi Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi. LKB telah diterapkan di Direktorat Jenderal Pengembangan Kawasan Transmigrasi KDPDTT selama 2 tahun belakangan ini disamping Sasaran Kerja Pegawai (SKP). Skripsi ini mengangkat dua pertanyaan penelitian yaitu bagaimana penerapan penilaian kinerja pegawai yang menggunakan LKB di Direktorat Jenderal Pengembangan Kawasan Transmigrasi KDPDTT dan hambatan apa saja yang dihadapi dalam penerapan sistem penilaian ini. Penelitian ini menggunakan pendekatan post-positivist dengan teknik analisis data kualitatif melalui wawancara mendalam dan studi kepustakaan. Penelitian ini menggunakan teori sistem penilaian kinerja oleh S.W. Gilliland dan J. C Langdon sebagai acuan pengukuran dalam perolehan informasi penelitian. Hasil penelitian ini menunjukkan bahwa penerapan LKB di Direktorat Jenderal Pengembangan Kawasan Transmigrasi belum berjalan dengan maksimal. Hal tersebut disebabkan oleh beberapa hambatan, diantaranya belum adanya peraturan tersendiri yang mengatur tentang pelaksanaan Laporan Kinerja Bulanan dan masih adanya bias-bias penilaian.

.....This thesis discusses about the analysis of employee performance appraisal systems implementation that using the Monthly Performance Report (LKB) at the Directorate General of Transmigration Region Development of the Ministry of Village, Development of Disadvantaged Regions, and Transmigration. LKB has been implemented at the Directorate General of Transmigration Region Development for the past 2 years in addition to the Employee Work Target (SKP). This thesis raises two research questions, namely how to apply the performance appraisal of employees that using LKB at the Directorate General of Transmigration Region Development and what obstacles are faced in the implementation of this assessment system. This study uses a post-positivist approach with qualitative data analysis techniques through in-depth interviews and literature studies. This study uses the theory of performance appraisal systems by S.W. Gilliland and J. C Langdon as reference measurements in the acquisition of research information. The results of this study indicate that the application of LKB at the Directorate General of Transmigration Region Development has not run optimally. This is caused by several obstacles, including the absence of separate regulations governing the implementation of the Monthly Performance Report and the existence of assessment biases.