

Analisis Kesesuaian Kinerja Organisasi Sekretariat Jenderal DPR RI ditinjau dari Perspektif 7s McKinsey dan Citra Lembaga (Studi Tahun 2019-2023) = Analysis of the Suitability of the Organizational Performance of the Secretariat General of the Indonesian House of Representatives Reviewed from the Perspective of 7s McKinsey and Institutional Image (Study Year 2019-2023)

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Abstrak

Citra lembaga DPR RI sebagai lembaga yang merepresentasikan rakyat harus didukung perangkat kinerja yang mendukung secara baik. Sekretariat Jenderal (Setjen) DPR RI sebagai supporting system sangatlah strategis untuk meningkatkan pelayanan secara profesional untuk mendukung tercapainya citra DPR RI yang positif. Namun pada kurun waktu tahun 2019-2023, citra DPR RI di mata publik selalu berada di posisi buruk. Penelitian ini merupakan penelitian post-positivis dengan metode kualitatif untuk menganalisis kesesuaian kinerja organisasi Setjen DPR RI dan citra lembaga. Peneliti melakukan analisa dengan menggunakan kerangka McKinsey (Peters & Waterman, 2004) dan Citra Pemerintah (Pratama, 2017). Penelitian ini menunjukkan hasil kinerja Setjen DPR RI mendapatkan nilai 3,05 (Baik). Kesesuaian kinerja tersebut dilihat pada aspek structure, sudah ada pembagian tugas, fungsi dan tanggungjawab yang tertuang di persekjen serta adanya mekanisme koordinasi yang kolaboratif; aspek style, kepemimpinan yang bersifat demokratis; aspek staff dan skill, Setjen DPR RI telah didukung oleh jumlah pegawai yang memadai dan memiliki keahlian. Akan tetapi, pada aspek strategy, masih belum terdapat target outcome yang jelas dan terukur dalam peningkatan citra lembaga; aspek system belum terdapat pedoman pelaksanaan peran peningkatan citra lembaga; dan terakhir aspek shared values dimana masih belum optimal dalam pelaksanaan internalisasi dan sosialisasi nilai dasar ASN Setjen DPR RI.

.....The image of the Indonesian House of Representatives as an institution that represents the people must be supported by a good supporting performance device. The Secretariat General (Setjen) of the Indonesian House of Representatives as a supporting system is very strategic to improve professional services to support the achievement of a positive image of the Indonesian House of Representatives. However, in the period 2019-2023, the image of the Indonesian House of Representatives in the eyes of the public has always been in a bad position. This study is a post-positivist study with a qualitative method to analyze the suitability of the organizational performance of the Indonesian House of Representatives and the image of the institution. The researcher conducted the analysis using the McKinsey framework (Peters & Waterman, 2004) and the Government Image (Pratama, 2017). This study shows that the performance results of the DPR RI Secretariat General received a score of 3.05 (Good). The suitability of the performance is seen in the structure aspect, there is already a division of tasks, functions and responsibilities stated in the secretary general and there is a collaborative coordination mechanism; style aspect, democratic leadership; staff and skill aspect, the DPR RI Secretariat General has been supported by an adequate number of employees and has expertise. However, in the strategy aspect, there is still no clear and measurable outcome target in improving the image of the institution; in the system aspect, there are no guidelines for implementing the

role of improving the image of the institution; and finally the shared values aspect where the implementation of internalization and socialization of the basic values of the DPR RI Secretariat General ASN is still not optimal.