

ABSTRAK

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Program Studi : Ilmu Pemerintahan

Judul : Penilaian Kinerja Aparatur Sipil Negara di Bidang Kelembagaan,
Bina Usaha Dinas Koperasi dan UMKM Kabupaten Jember.

Penelitian ini bertujuan untuk mendeskripsikan Penilaian Kinerja Aparatur Sipil Negara di Bidang Kelembagaan Bina Usaha Dinas Koperasi dan UMKM Kabupaten Jember dalam rangka meningkatkan performa kinerja para pegawai ASN. Metode penelitian ini menggunakan pendekatan kualitatif. Sumber data diperoleh dari Kepala Sub Bagian Kelembagaan, Pegawai PNS Senior dengan masa kerja 5 tahun, Pegawai PNS Menengah dengan masa kerja 3 tahun dan Pegawai PNS Junior dengan masa kerja 2 tahun. Pengumpulan data melalui wawancara, observasi dan dokumentasi. Analisis menggunakan analisis data model interaktif yang meliputi, *Pengumpulan data, Reduksi Data, Penyajian Data, dan Verifikasi Data*. Penilaian Kinerja Aparatur Sipil Negara di Dinas Koperasi dan UMKM Kabupaten Jember melakukan penilaian melalui Sasaran Kerja Pegawai dan Perilaku Kerja Pegawai. Penilaian Kinerja melalui Sasaran Kerja Pegawai dan Perilaku kerja pegawai adalah suatu perubahan yang baik untuk meningkatkan prestasi kerja pegawai Aparatur Sipil Negara di Dinas Koperasi khusunya di unit kelembagaan. Adapun faktor yang mempengaruhi maupun mendukung sebagai berikut : (1) Orientasi pelayanan, pegawai di unit kelembagaan memiliki orientasi pelayanan dalam kategori baik dan pelaksanaan pelayanan terhadap masyarakat juga sangat baik, (2) kerjasama, di unit kelembagaan memiliki tingkat kerjasama yang tinggi dan sudah sangat baik, (3) disiplin waktu, disiplin waktu di unit kelembagaan dinas koperasi masih lemah, masih saja ada salah satu pegawai yang melanggar sehingga berdampak pada dinas dan kinerja pegawai itu sendiri.

Kata kunci : Penilaian,Kinerja, Aparatur Sipil Negara

ABSTRACT

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Title : Assessment of the Performance of State Civil Apparatus in the Institutional Field of Business Development of the Cooperative and MSME Office of Jember Regency.

This study aims to describe the Performance Assessment of Institutional Civil Service Organizations in Jember District Cooperative and MSME Business Services in order to improve the performance performance of ASN employees. This research method uses a qualitative approach. The data source is obtained from the Head of Institutional Subdivision, Senior Civil Servants Employee with a 5-year working period, Intermediate Civil Servants with a 3-year work period and Junior Civil Servants with a work period of 2 years. Data collection through interviews, observation and documentation. The analysis uses interactive model data analysis which includes, Data collection, Data Reduction, Data Presentation, and Data Verification. The Performance Assessment of the State Civil Apparatus at the Jember Regency Cooperative and MSME Office conducted an assessment through the Employee Work Target and Employee Work Behavior. Performance Assessment through Employee Work Goals and employee work behavior is a good change to improve the work performance of State Civil Apparatus employees at the Cooperative Office especially in institutional units. As for the factors that influence and support the following: (1) Service orientation, employees in institutional units have service orientation in good categories and the implementation of service to the community is also very good, (2) cooperation, in the institutional unit has a high level of cooperation good, (3) time discipline, time discipline in the cooperative service unit is still weak, there is still one employee who violates the impact on the service and performance of the employee itself.

Keywords: Assessment, Performance, State Civil Apparatus