Perpustakaan Universitas Indonesia >> UI - Tesis (Membership)

Penilaian kinerja pegawai negeri sipil di pemerintahan Kota Yogjakarta

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Abstrak

More than two decades government applied the Assessment List of the
Performance Implementation (abbreviated, DP3: Daftar Penilaian Pelaksanaan Pekerjaan) to assess the work achievement of the civil servant which is appointed through Government Regulation No.10 in 1979. As long as its implementation, the assessment instrument of the work achievement for the civil servant not yet changed
or revised neither the substance aspect nor the mechanism of its procedure. In its development when the paradigm of public administrative experienced the change lately DP3 is gazed not relevant to used as the implement of achievement assessor
on human resources of the government profession. The implementation of DP3 does not give the significant impact for the management of the civil servant that caused DP3 could not become the objective implement that could be relied on by each
government profession to receive the benefit from being carried out of the achievement of the work assessment. DP3 until now is only the bundle yearly that its function only to satisfy the administrative requirement. Until now the utilization of DP3 only for the need of the mutation, the promotion and the salary increase
periodically, in fact the assessment function of the work achievement of the civil servant management necessarily could be widened in order to increase the achievement of the government profession and the organization.
Municipal Government of Yogyakarta really cared on the increase efforts in the work achievement and gaze that DP3 has been inappropriate with the requirement for the individual and the organization. Therefore Municipal Government of Yogyakarta compiled the assessment instrument of the work achievement that being enrich of the DP3 implement for considering the work achievement and management. This instrument is the Score Implement of the Work Achievement (abbreviated, APKP: Alat Penilaian Kinerja Pegawai) that its substance same with DP3 especially being linked with elements of the assessment. However from the aspect of the mechanism and the procedure, this assessment is very difference with
DP3. This could become added value for APKP compared with DP3, which APKP could become alternative for the achievement assessment on the government profession which could more be relied on than DP3.
Municipal Government of Yogyakarta at this time use DP3 and APKP to carried out the implement of work achievement. DP3 is still carried out because this normative implement juridical became the assessment implement of the work achievement in the civil servant
management system. Whereas APKP is enrich of DP3, since the results of the APKP assessment converted through DP3.
This research use the qualitative approach that meant to explore the
differences and problems dealt with the implementation of the assessment instrument of DP3 and APKP from the perspective of the procedure and the assessment mechanism and also the follow-up of the

assessment in order to increase the work achievement. The two assessment implements had several equalities and the difference in accordance with the characteristics and factors that formed the background of the compilation of this assessment implement. The equality between DP3 and APKP are the element of the assessment that used, the assessment ray that caused such as hallo effect, and the follow-up produced by these assessment implements that not yet clear for the government profession. Whereas the difference are the determination of the professional who will carried out this achievement, if DP3 is only considered by the superior then in APKP the assessment could be carried out by the management, the staff, the workmate and other to become the assessor. Moreover the assessment period of APKP twice in a year whereas DP3 is yearly, APKP used in the wider scope that consider the work achievement such as the passing in the course, the passing in the task and studying permission, and also the other aspect where this does not met in DP3.

DP3 and APKP are two assessment implements of the work achievement that important to continue to be carried out together. DP3 fill the normative juridical aspect in the civil servant system whereas APKP is guided to receive the clearer work achievement at glance. Nevertheless in fact DP3 already to be replaced with the other assessment implement of the work achievement that matched the development and the latest requirement on the importance on the implement of the achievement assessment. Whereas APKP must be the implement of the assessment on work achievement that compiled by Municipal Government of Yogyakarta continue to be developed especially in explication elements of the assessment that necessarily could reflect the work achievement. The study and development of APKP must be carried out in a comprehensive and deep manner towards all the aspects that were related to the assessment of the civil servant achievement so this implement could give the real contribution for its management in Municipal Government of Yogyakarta