

IMPLEMENTATION OF POLRI PERFORMANCE MANAGEMENT SYSTEM AS PERFORMANCE EQUIPMENT PERSONNEL POLDA DIY PERFORMANCE

Study on Personal Staff Personnel of DIY Regional Police (2017)¹

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ABSTRACT

Performance Management System (SMK) is a system used to identify and measure the performance of civil servants in the Police to align with the vision and mission of the organization. It is a performance appraisal system for civil servants in the Police. Performance Management System in its implementation is still far from expected, many other factors that influence the principles in the performance appraisal, such as the sense of shame and likes or dislikes of employees who assessed.

The purpose of this Internship report to find out the picture of the achievement results of personnel performance of Polda DIY Spripim Work Unit is measured by comparing the performance factors with performance standards in 2016. The research was conducted on the work unit of Spripim Polda DIY with 24 respondents (total sampling), secondary data collection technique and using quantitative descriptive analysis.

The results of research achievement of personnel performance Spripim Polda DIY in the period from January to June and the period of July-December 2016 as a whole with good category, but there is still an indication that the implementation of performance appraisal with Performance Management System still not in accordance with the principles of performance appraisal arranged in Regulation of the National Police Chief Number 16 of 2011, the assessment of the performance of Polri personnel should fulfill the principles in the assessment of objective, transparent, accountable, proportionate and fair.

Keywords : performance management system, performance achievement, performance factor, performance standard

¹ Maintained In Closed Session Examiner Post Graduate Of Technology University Yogyakarta
In Final Assignment Of Master's Degree Program Of Management

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IMPLEMENTASI SISTEM MANAJEMEN KINERJA POLRI SEBAGAI UPAYA PENINGKATAN KINERJA PERSONEL POLDA DIY

Studi pada Personel Staf Pribadi Pimpinan Polda DIY (2017)¹

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ABSTRAK

Sistem Manajemen Kinerja (SMK) adalah sistem yang digunakan untuk mengidentifikasi dan mengukur kinerja pegawai negeri pada Polri agar selaras dengan visi dan misi organisasi. Merupakan sistem penilaian kinerja pegawai negeri pada Polri. Sistem Manajemen Kinerja dalam pelaksanaannya masih jauh dari yang diharapkan, banyak hal faktor-faktor lain yang mempengaruhi prinsip-prinsip dalam penilaian kinerja, seperti rasa sungkan dan rasa suka atau tidak suka terhadap pegawai yang dinilai

Tujuan laporan internship ini untuk mengetahui gambaran hasil pencapaian kinerja personel Satuan Kerja Spripim Polda DIY diukur dengan cara membandingkan antara faktor kinerja dengan standar kinerja pada tahun 2016. Penelitian dilakukan pada satuan kerja Spripim Polda DIY dengan 24 responden (total sampling), teknik pengumpulan data sekunder dan menggunakan analisis deskriptif kuantitatif.

Hasil penelitian pencapaian kinerja personel Spripim Polda DIY pada periode Januari-Juni dan periode Juli-Desember tahun 2016 secara keseluruhan dengan kategori baik, tetapi masih terdapat indikasi bahwa pelaksanaan penilaian kinerja dengan Sistem Manajemen Kinerja masih belum sesuai dengan prinsip-prinsip penilaian kinerja yang diatur dalam Peraturan Kapolri Nomor 16 tahun 2011, penilaian kinerja personel Polri seharusnya memenuhi prinsip dalam penilaian yaitu objektif, transparan, akuntabel, proporsional dan adil.

Kata kunci : sistem manajemen kinerja, pencapaian kinerja, faktor kinerja, standar kinerja

¹ Dipertahankan Di Hadapan Sidang Tertutup Penguji Program Pasca Sarjana Universitas Teknologi Yogyakarta Dalam Rangka Ujian Tugas Akhir Program Studi S2 Magister Manajemen

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