Efektivitas Penilaian Kinerja (Studi Kasus pada Pegawai Negeri Sipil di Kelompok Program dan Evaluasi Pusat Penyuluhan Pertanian Badan Penyuluhan dan Pengembangan Sumber Daya Manusia Pertanian Kementerian Pertanian RI

Oleh Alham Fataka Mulkika

Abstrak

Dunia saat ini sedang mengalami masa globalisasi. Perusahaan dituntut mencari pekerja yang ahli untuk meningkatkan kinerja perusahaan tidak terkecuali Pemerintah Indonesia. Melalui Undang-Undang No. 5 Tahun 2014, pemerintah mengangkat Aparatur Sipil Negara (ASN) yang terbagi dua yaitu Pegawai Negeri Sipil (PNS) dan Pegawai Pemerintah dengan Perjanjian Kerja (PPPK). Dalam Undang-Undang No. 46 Tahun 2011, kinerja para ASN dinilai menggunakan Sasaran Kerja Pegawai (SKP). Penelitian ini bertujuan untuk menganalisis efektivitas penilaian kinerja di Kelompok Program dan Evaluasi Pusat Penyuluhan Pertanian Badan Penyuluhan dan Pengembangan Sumber Daya Manusia Pertanian Kementerian Pertanian RI. Metode penelitian yang digunakan yaitu kualitatif dengan informan berjumlah tujuh orang. Hasil dari penelitian ini menunjukkan bahwa proses penilaian kinerja di Kelompok Program dan Evaluasi sudah berjalan efektif mengingat lima indikator yaitu Penilai itu Sendiri, Keterkaitan, Kepekaan, Kepraktisan, dan Dapat Diterima menunjukkan indikator tersebut efektif sedangkan indikator keterandalan menunjukkan tidak efektif.

Kata Kunci : efektivitas penilaian kinerja, penilaian kinerja, kinerja pegawai negeri sipil, sasaran kerja pegawai.

Performance Appraisal Effectivity (Case Study of Government Employee at Program and Evaluation Division Agricultural Center of Counseling Agency for Agricultural Extension and Human Resource Development Ministry of Agriculture of the Republic of Indonesia.

By Alham Fataka Mulkika

Abstract

The world is now entering the globalization era. Company is forced to look for skilled workers that increasing the company's performance including Indonesian government. Through constitution no. 5 year 2014, the government employ state civil apparatus (ASN) which is divided by two namely government employee (PNS) and government employee with work agreement (PPPK). In constitution no. 46 year 2011, ASN work performance appraised by using employee work goals (SKP). This research goal is to analyze the effectivity of work performance appraisal in Performance Appraisal Effectivity (Case Study of Government Employee at Program and Evaluation Division Agricultural Center of Counseling Agency for Agricultural Extension and Human Resource Development Ministry of Agriculture of the Republic of Indonesia. Method used in this research is qualitative with 7 participants. The result shows that the work performance appraisal process in Program and Evaluation Group is working effectively given that 5 indicators which is the appraisal itself, linkages, sensitivity, practically, acceptable is effective and 1 indicator which is reliability is show ineffective.

Keyword : *work performance appraisal effectiveness, work performance appraisal, government employee's work performance, employee work goals*