

Persepsi pegawai terhadap DP3 sebagai tolok ukur efektivitas penilaian kinerja pegawai pada Sekretariat Jendral Departemen Hukum dan Ham RI = Perception of employee on DP3 as effectiveness management to employees' performance score at secretarial general department law and human rights RI

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Abstrak

Measurement of employees' performance is needed to determine how far work target has been reached. By good measurement, an organization can identified strength and weakness of an employee. A civil servant is the motor of development and progress of government institution. A civil servant mentioned in this research works at Secretariat General Department of Law and Human Rights, RI.

Evaluation of civil servants' performance is called List of Work Implementation Evaluation (DP3). When the implementation is good, it will influence motivation and improve employees' performance. Employees' perception on DP3 shown that it has not done effectively as it cannot be used as a motivating and improving factors to employees' performance.

This thesis will examine and study the employees' perception to the implementation of DP3 at Secretariat General Department of Law and Human Rights. As a comparison, this thesis also includes the implementation of performance evaluation system at a private company.

Based on the result reached in this research, a conclusion can be reached that the implementation of DP3 is stilt not effective. This is caused by: low level of knowledge in evaluation technique owned by evaluators in determining score, no sufficient data to support evaluation and there is no feed back from this evaluation result. Hence, in order to reach high effectiveness in conducting DP3, several recommendations for improvement are posed at the end of this thesis.