

Optimalisasi tahapan evaluasi dan pembelajaran dalam penerapan manajemen kinerja pemerintah Kabupaten Bangka Tengah dengan pendekatan soft system methodology = Optimization of evaluation and learning process for performance management : case study at Kabupaten Bangka Tengah with approach of soft system methodology / Henry Fransius Purba

Purba, Henry Fransius, author

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Abstrak

Tesis ini membahas mengenai optimalisasi tahapan evaluasi dan pembelajaran dalam penerapan manajemen kinerja Pemerintah Kabupaten Bangka Tengah. Sifat penelitian ini adalah kualitatif dengan pendekatan Soft System Methodology (SSM). Tujuan penelitian ini adalah untuk mendapatkan suatu usulan/rekomendasi aktivitas yang logis dan diterima secara budaya dalam rangka perbaikan, penyempurnaan dan perubahan situasi problematis yang dialami Kabupaten Bangka Tengah terkait dengan optimalisasi tahapan evaluasi dan pembelajaran dalam penerapan manajemen kinerja. Rekomendasi yang dihasilkan adalah berupa aktivitas logis dalam tahapan evaluasi dan pembelajaran organisasi berupa : (1) Single-Loop Learning, (2) Double-Loop Learning, dan (3) Triple-Loop Learning; This thesis observes the optimization of evaluation and learning process for performance management on Kabupaten Bangka Tengah. The observation is qualitative research using of Soft System Methodology (SSM). The objective of observation is recommend systematic desirable and culturally acceptable activities to fixed, completed, and changed problematic situation on Kabupaten Bangka Tengah according to optimization evaluation and learning process for performance management. The recommendations of this research is logic activity of evaluation and learning process on: (1) Single-Loop Learning, (2) Double-Loop Learning, dan (3) Triple-Loop Learning

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