

Analisis persepsi pegawai terhadap perubahan biro perencanaan dalam efektivitas pelaksanaan tugas pokok dan fungsi biro perencanaan Badan Narkotika Nasional = Analysis of personnel perceptions of organizational change in effectiveness implementation on duties and function of planning bureau of national narcotics board

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Abstrak

[ABSTRAK

Penelitian ini bertujuan untuk menilai variabel perubahan organisasi Biro Perencanaan dengan menggunakan teori Kreitner dan Kinicki yang mengemukakan elemen target perubahan organisasional yang terdiri dari pengaturan organisasi, pengaturan tujuan, faktor sosial, metode, dan aspek manusia. Selain itu juga akan menilai variabel efektifitas pelaksanaan tugas pokok dan fungsi Biro Perencanaan menggunakan teori efektivitas organisasi yang dikemukakan oleh Gibson et. al (1994:31) untuk indikator jangka pendek. Locus penelitian dilakukan pada Biro Perencanaan di lingkungan Sekretariat Utama (Sestama) Badan Narkotika Nasional. Data primer didapat melalui penyebaran kuesioner kepada personil Biro Perencanaan dan pejabat eselon III dan IV di lingkungan Sekretariat Utama BNN. Hasil penelitian menunjukkan bahwa persepsi responden perubahan organisasi Biro Perencanaan sehubungan dengan efektivitas pelaksanaan tugas pokok dan fungsi Biro Perencanaan belum berjalan baik, dan masih perlu banyak perbaikan yaitu dengan rincian untuk pelaksanaan perubahan organisasi Biro Perencanaan menurut persepsi 56 responden telah mencapai 64% dari kriteria yang ditetapkan yaitu secara kontinum berada pada kategori interval ?kurang - baik?. Sedangkan untuk efektivitas pelaksanaan tugas pokok dan fungsi Biro Perencanaan, menunjukkan bahwa efektivitas pelaksanaan tugas pokok dan fungsi Biro Perencanaan menurut persepsi 56 responden telah mencapai 63% dari kriteria yang ditetapkan yaitu secara kontinum berada pada kategori interval ?kurang - baik?.

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ABSTRACT

This study aims to assess the variables of organizational change by using Kreitner and Kinicki theory that suggests five target elements consisting of organizational settings, goal setting, social factors, methods, and human aspects. Dispite of organizational change will be assess effectiveness of the implementation of the duties and function variables by using Gibson et. al (1994:31) theory for the short term indicator. Locus of research conducted at the Secretariat of Planning Bureau at National Narcotics Board. Primary data obtained through questionnaires to all personnel in Planning Bureau and personnel echelon III and IV in the Main

Secretariat BNN. The results showed that the respondents' perceptions of organizational change Planning Bureau in connection with the effectiveness of the basic tasks and functions of the Bureau of Planning has not been going well, and still needs a lot of improvement is the details for the implementation of organizational changes in the perception of Planning 56 respondents had reached 64% of the criteria set that the continuum is the category of interval "less - well". As for the effectiveness of the implementation of the duties and functions of the Planning Bureau, shows that the effectiveness of the implementation of the duties and functions of the Bureau of Planning as perceived by 56 respondents had reached 63% of the criteria set out in the continuum is the category of interval "less - well".; This study aims to assess the variables of organizational change by using Kreitner and Kinicki theory that suggests five target elements consisting of organizational settings, goal setting, social factors, methods, and human aspects. Despite of organizational change will be assess effectiveness of the implementation of the duties and function variables by using Gibson et. al (1994:31) theory for the short term indicator. Locus of research conducted at the Secretariat of Planning Bureau at National Narcotics Board. Primary data obtained through questionnaires to all personnel in Planning Bureau and personnel echelon III and IV in the Main Secretariat BNN. The results showed that the respondents' perceptions of organizational change Planning Bureau in connection with the effectiveness of the basic tasks and functions of the Bureau of Planning has not been going well, and still needs a lot of improvement is the details for the implementation of organizational changes in the perception of Planning 56 respondents had reached 64% of the criteria set that the continuum is the category of interval "less - well". As for the effectiveness of the implementation of the duties and functions of the Planning Bureau, shows that the effectiveness of the implementation of the duties and functions of the Bureau of Planning as perceived by 56 respondents had reached 63% of the criteria set out in the continuum is the category of interval "less - well"., This study aims to assess the variables of organizational change by using Kreitner and Kinicki theory that suggests five target elements consisting of organizational settings, goal setting, social factors, methods, and human aspects. Despite of organizational change will be assess effectiveness of the implementation of the duties and function variables by using Gibson et. al (1994:31) theory for the short term indicator. Locus of research conducted at the Secretariat of Planning Bureau at National Narcotics Board. Primary data obtained through questionnaires to all personnel in Planning Bureau and personnel echelon III and IV in the Main Secretariat BNN. The results showed that the respondents' perceptions of organizational change Planning Bureau in connection with the effectiveness of the basic tasks and functions of the Bureau of Planning has not been going well, and still needs a lot of improvement is the details for the implementation of organizational changes in the perception of Planning 56 respondents had reached 64% of the criteria set that the continuum is the category of interval "less - well".

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