

Tunjangan kinerja berdasarkan peraturan menteri kelautan dan perikanan nomor 30/Permen-Kp 2013 bagi pegawai Kementerian Kelautan dan Perikanan ditinjau dari asas akuntabilitas = Performance awarding supporting based on regulation of marine and fishery number 30 permen kp 2013 for employees ministry of marine affairs and fisheries in terms of accountability principle

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Abstrak

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Reformasi dalam tata kelola penyelenggaraan pemerintah kita kenal dengan istilah reformasi birokrasi. Beberapa permasalahan yang dihadapi adalah perbedaan pemahaman terhadap peraturan dan manajemen sumber daya manusia aparatur belum dilaksanakan secara optimal untuk meningkatkan profesionalisme, kinerja pegawai dan organisasi. Tunjangan kinerja merupakan cara yang digunakan untuk meningkatkan profesionalisme kinerja pegawai sebagai bentuk penghargaan terhadap prestasi kerja Aparatur Sipil Negara dalam rangka pelaksanaan reformasi birokrasi. Tesis ini berupaya untuk mengetahui kesesuaian PERMEN KP Nomor 30/PERMEN-KP/2013 dalam hal penilaian dan pemberian tunjangan kinerja sebagaimana Undang-Undang Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara mengaturnya dalam Manajemen Aparatur Sipil Negara (ASN) serta menganalisis dampak pemberian tunjangan kinerja dapat mempengaruhi peningkatan kinerja pegawai Inspektorat Jenderal (Itjen KKP) apabila dikaitkan dengan asas akuntabilitas dalam hukum administrasi kepegawaian. Penulisan tesis ini menggunakan metode penelitian yuridis normatif dengan melihat, menelaah dan menginterpretasikan hal-hal yang bersifat teoritis yang menyangkut asas-asas hukum berupa konsepsi, peraturan perundangundangan, pandangan, doktrin hukum dan sistem hukum yang berkaitan.

Berdasarkan analisis, perbedaan pemahaman mengenai peraturan pada tingkat pusat terhadap pengisian penilaian kinerja yang dilakukan berdampak tidak berjalannya penilaian kinerja secara teratur dan tertib. Pemberian tunjangan kinerja pada lingkup Itjen KKP belum menunjukkan peningkatan kinerja yang signifikan. Hal ini berakibat terhadap terhambatnya pelaksanaan reformasi birokrasi sebagai perubahan besar dalam tata kelola pemerintahan (good governance) di lingkup Itjen KKP.

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ABSTRACT

Reform of governmental performance management so called Bureaucracy Reform. Some faced problems are the difference between comprehension to regulation and human resource (apparatus) management had not been

implemented to increase professionalism, employees performance and organization optimally. Performance support/allowance is any method to increase professionalism of employees performance as any appreciation/award to achievement of State Civil Servant within framework of bureaucracy reformation implementation. This thesis had endeavored to know suitability of Governmental Regulation of Marine and Fishery No. 30/PERMEN-KP/2013 regarding evaluation and performance awarding/supporting as Law No.5 of 2014 on State Civil Apparatus regulating in State Civil Apparatus (ASN) management and impact analysis of such performance awarding/supporting may influence employees performance increasing of General Inspectorate of Maritime and Fishery Ministry if it is related with accountability principles in employee administrative law. This thesis writing uses normative and juridical research method by observing, studying and interpreting theories relating to legal principle such as conception, rules and regulation, legal doctrine and related law system. Based on analysis, comprehension on regulation at central/state level against performance evaluation completing having impact that performance evaluation may not be implemented regularly and orderly. Performance awarding/supporting at scope of General Inspectorate of Ministry of Marine Affairs and Fisheries had not indicated significant performance increasing. It result in the hindrance of bureaucracy reform implementation of good governance at scope of General Inspectorate of Ministry of Marine Affairs and Fisheries.;Reform of governmental performance management so called Bureaucracy

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