

Analisis implementasi pemberian tunjangan kinerja di lingkungan Badan Kepegawaian Negara = Analysis of implementation performance allowances in Civil Service Agency

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Abstrak

ABSTRAK

Penelitian ini membahas tentang analisis implementasi pemberian tunjangan kinerja di lingkungan Badan Kepegawaian Negara. Pendekatan penelitian adalah post-positivis dan jenis penelitian merupakan penelitian deskriptif. Hasil penelitian menunjukkan bahwa pemberian tunjangan kinerja di lingkungan Badan Kepegawaian Negara hanya didasarkan pada unsur perilaku kerja khususnya aspek disiplin. Meskipun Peraturan Presiden yang mengatur tentang tunjangan kinerja pegawai di lingkungan Badan Kepegawaian Negara telah mengamanatkan bahwa tunjangan kinerja diberikan dengan memperhitungkan capaian kinerja pegawai setiap bulan, namun terdapat beberapa kendala dalam implementasi pemberian tunjangan kinerja pegawai di lingkungan Badan Kepegawaian Negara antara lain yaitu: pertama, aturan teknis pelaksanaan Peraturan Presiden Tunjangan Kinerja Pegawai Di Lingkungan Badan Kepegawaian Negara yaitu Peraturan Kepala Badan Kepegawaian Negara tidak memperhitungkan unsur sasaran kinerja pegawai SKP dalam pemberian tunjangan kinerja, kedua pelaksanaan manajemen sumber daya manusia SDM di lingkungan Badan Kepegawaian Negara yang belum optimal sehingga menyebabkan sistem manajemen kinerja belum dapat dilaksanakan dengan baik. Kata kunci: Regulasi Pemberian Tunjangan Kinerja, Manajemen Kinerja Universitas.

<i>ABSTRACT</i>

This research is analyzing implementation of performance allowance in Civil Service Agency BKN. The approach used in this research are post-positivist. Type of this research is descriptive. The result of this research showed that performance allowance in Civil Service Agency BKN only based on behavior element such as attendance and punishment. Although the regulation of President's Regulation that regulates employees' performance allowance in Civil Service Agency has instructed that performance allowance given consider the expense of employees' performance achievements every month but there are some obstacles in the implementation of performance allowance in Civil Service Agency BKN such as first. The technical rule of regulation that regulates employees' performance allowances in Civil Service Agency did not take into account employee performance target SKP as a basic for pay performance allowance but behavior element as a basic for pay performance allowance, second, the implementation of human resource management HRM in the Civil Service Agency BKN especially performance management system not optimized. Keywords: Regulation of performance allowance, Performance management.