

Analisis proses pengukuran kinerja di Kementerian Ketenagakerjaan = Performance measurement process analysis in Ministry of Labour

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Abstrak

ABSTRACT

Sistem pengukuran kinerja di Indonesia diatur dalam Peraturan Presiden Nomor 29 Tahun 2014 tentang Sistem Akuntabilitas Kinerja Instansi Pemerintah. Namun, dalam penerapannya masih ditemukan beberapa masalah di Kementerian Ketenagakerjaan berupa 1 Belum baiknya nilai komponen pengukuran kinerja dalam evaluasi SAKIP yang diporelah Kementerian Ketenagakerjaan dan 2 Terdapat beberapa IKU yang berorientasi pada output dan tidak berorientasi pada outcome hasil sehingga kemanfaatannya masih belum dapat terlihat. Oleh karena itu, penelitian ini bertujuan untuk membahas bagaimana proses pengukuran kinerja di Kementerian Ketenagakerjaan dan mengapa pengukuran kinerja di Kementerian Ketenagakerjaan belum baik. Metode yang digunakan dalam penelitian ini adalah post positivist dan hasil dari penelitian ini adalah: 1 Masih terdapat beberapa tahap dari proses pengukuran kinerja yang belum terpenuhi oleh Kementerian Ketenagakerjaan yaitu prioritizing, indicator selection, data collection, dan analysis. 2 Belum baiknya pengukuran kinerja di Kementerian Ketenagakerjaan dipengaruhi oleh faktor learning and evaluative organizational culture, dan faktor managerial discretion yang belum terpenuhi.

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ABSTRACT

Performance measurement system in Indonesia is regulated in Presidential Regulation Number 29 Year 2014 about Performance Accountability System of Government Institutions. However, in its application there is still found some problems in the Ministry of Employment in the form of 1 The grade that is not good on the performance measurement component on the SAKIP evaluation that is received by the Ministry of Labour and 2 There are some IKUs that is oriented on the output and not on the outcome so that the benefit still cannot be seen. Therefore, this research aims to discuss about how the process of performance measurement in the Ministry of Labour and why the performance measurement in the Ministry of Labour is still not as good as it can be. The method used in this research is post positivist and the results of this research is 1 There are still several stages of the process that has not been fulfilled by the Ministry of Labour which is prioritizing, indicator selection, data collection, and analysis. 2 Performance assessment in the Ministry of Labour is still not good as it can be is affected by a learning and evaluative organizational culture factor and managerial discretion factor.