

Analisis faktor-faktor yang mempengaruhi kinerja organisasi sekretariat wakil presiden dalam memberikan dukungan kepada wakil presiden ditinjau dari perspektif kerangka 7S mckinsey (Studi tahun 2015-2019) = The analysis of factors affecting the vice president secretariat organization's performance in supporting the vice president in terms of 7S mckinsey's framework (Study in 2015-2019).

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Abstrak

Pelaksanaan tugas Wakil Presiden yang luas dan dinamis harus didukung perangkat kinerja yang baik. Sebagai support systems pertama kepada Wakil Presiden, kedudukan Sekretariat Wakil Presiden (Setwapres) sangatlah strategis untuk meningkatkan kinerja organisasi dalam mewujudkan pelayanan prima. Namun pada kurun waktu tahun 2015-2019 terdapat penurunan pada hasil capaian kinerja Setwapres. Tujuan penelitian ini adalah menganalisis faktor-faktor yang mempengaruhi kinerja Setwapres dalam memberikan dukungan kepada Wakil Presiden ditinjau dari perspektif Kerangka 7S McKinsey. Penelitian merupakan penelitian deskriptif dengan pendekatan kualitatif. Penelitian menggunakan data primer dan data sekunder. Sumber data primer menggunakan metode wawancara. Sumber data sekunder menggunakan penelusuran data dokumen relevan. Semua data disajikan secara deskriptif dan dianalisis melalui reduksi data, penyajian data, dan verifikasi. Hasil penelitian menunjukkan bahwa faktor-faktor kinerja Setwapres ditinjau dari Kerangka 7S McKinsey yaitu structure dimana sudah ada kejelasan pembagian tugas dan fungsi serta adanya koordinasi yang baik; style dimana kepemimpinan demokratis membuat komunikasi berjalan baik disertai keterlibatan langsung pimpinan dalam pelaksanaan tugas; dan shared values yang disertai kegiatan internalisasi dan penguatan. Sementara faktor strategy dimana masih terdapat kegiatan unit kerja yang belum sesuai dengan program prioritas Wakil Presiden serta kegiatan evaluasi yang masih berfokus pada perubahan target kinerja; system dimana pengimplementasian SOP belum seluruhnya sesuai serta belum adanya mekanisme khusus dalam pengawasan; staff dimana masih kurangnya jumlah ASN sebagai Pramusaji Kepresidenan serta penempatan yang belum sesuai latar belakang pendidikan; dan skills yang belum seluruhnya sesuai dengan kebutuhan organisasi dan belum didukung oleh pelatihan yang menunjang. ....The implementation of the Vice President's duties which are comprehensive and dynamic shall indeed be supported by apparatus with good performance. The position of Vice President Secretariat as the first support systems of the Vice Presiden is very strategic to enhance its performance in realizing excellent service. However, in the period 2015-2019 there was a decrease in the performance achievements of Vice President Secretariat. This research is aimed at analyzing factors affecting the Vice President Secretariat Organization's performance in supporting the Vice President in terms of 7S McKinsey's Framework. This research is a descriptive method with a qualitative approach. This research used data sources namely primary data and secondary data. The primary data source used an interview method and the secondary data was taken by tracing the relevant documents. All data were presented descriptively and analyzed through data reduction, data presentation, and verification. The research results show that structure in which there has been a clear job desk and functions, and coordination which is well conducted; style in which the democratic leadership causes the communication to be well conducted, in addition to the direct involvement

of the leader in implementing duties; and there is a shared values accompanied with the internalization and the dissemination programs. Meanwhile strategy in which there are some program that are not in line with priority programs handled by the Vice President and evaluation activities that still focus on changing performance targets; system in which the implementation of SOP that has not fully been appropriately conducted and there is no mechanism for monitoring; staff in which there is lack of Civil Servant Human Resources having duties to support household services to the Vice President and the Human Resource placement that has not fully been in line with the educational background; and skills that haven't been supported by appropriate trainings.