

# Strategi Optimalisasi Manajemen Kinerja Batalyon Zeni Tempur 9 Di Masa Pandemi Covid-19 = Performance Management Optimizaton Strategy of Batalyon Zeni Tempur 9 During the Covid-9 Pandemic

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## Abstrak

Tesis ini dilatarbelakangi oleh terkendalanya sejumlah latihan yang seharusnya dilakukan oleh Prajurit di Batalyon Zeni Tempur 9 pada masa Pandemi Covid-19. Koordinasi dan komunikasi menjadi kurang efektif dan efisien, dan pelaksanaan kegiatan yang tidak maksimal sehingga berdampak pada kinerja prajurit. Dengan pendekatan post-positivisme, penelitian ini membahas praktik dan strategi optimalisasi manajemen kinerja Batalyon Zeni Tempur 9 di masa Pandemi Covid-19. Hasil penelitian menunjukkan praktik manajemen kinerja di Yonzipur 9 pada umumnya sudah berjalan, namun terdapat berbagai hambatan dalam pelaksanaannya. Berdasarkan hasil analisis SWOT, peneliti merekomendasikan strategi agresif untuk mengoptimalkan manajemen kinerja tersebut yang akan menghasilkan ouput: Pemberian reward dan punishment, pembuatan dan penetapan panduan operasional baku penilaian kinerja yang lebih objektif, bertambahnya ahli IT

.....This thesis was motivated by the constraints of a number of exercises that were supposed to be carried out by Soldiers in the 9th Combat Zeni Battalion during the Covid-19 Pandemic. Coordination and communication became less effective and efficient, and the implementation of activities was not optimal, which had an impact on the performance of soldiers. With a post-positivisme approach, this study discusses the practice and strategy of optimizing the performance management of the 9th Combat Zeni Battalion during the Covid-19 Pandemic. The results showed that performance management practices in Yonzipur 9 were generally already underway, but there were various obstacles in its implementation. Based on the results of the SWOT analysis, researchers recommend aggressive strategies to optimize performance management that will result in outputs: Reward and punishment, creation and establishment of standard operational guidelines for more objective performance appraisals, the increase of IT experts.