

Analisis Persepsi Pegawai Terhadap Kinerja Direktorat Jenderal Peraturan Perundang-undangan Dengan Menggunakan Kriteria Malcolm Baldrige = Analysis of Employee's Perceptions of the Performance of Directorate General of Legislation by using the Malcolm Baldrige Criteria

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Abstrak

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.....This study analyzes the employee's perception of the performance of the Directorate General of Legislation by using the Malcolm Baldrige Criteria which include eight criteria: Leadership, Planning Performance, Organization, Human Resource Management, Performance Based Budgeting, Measurement, Analysis and Performance Information Management, Management Process and Achieving Results. The method used is a mixture of quantitative and qualitative. The population in this study were employees of the Directorate General of Legislation in total 198 people, as the sample is 67 people with the technique of random sampling techniques. Semi-structured interviews conducted with some employees in the Directorate General of Legislation made for the purpose of deepening. Results of the study concluded that the grade performance of the Directorate General of Legislation is sufficient. Leadership criteria assessed by the most prominent with the greatest score and the grade si good. Instead the grade of Human Resource Management criteria is the worst. For other criterias such as Planning Performance, Performance-Based Budgeting, Measurement, Analysis and Performance Information Management, Management process and Achieving Results, the score is sufficient. Improving performance of the Directorate General of Legislation needs to be done by refine the practices based on the principles of good governance and management functions that obey the principle of performance-based and sustainability.