

## Orientasi Kerja Pegawai Negeri Sipil (PNS) di Biro Perencanaan Kementerian Ketenagakerjaan RI = Work Orientation of Civil Servants in The Ministry of Manpower Planning Bureau of The Republic Of Indonesia

Muarif Ambari, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920535924&lokasi=lokal>

---

### Abstrak

Artikel ini mencoba menjelaskan orientasi kerja PNS di Biro Perencanaan Kementerian ketenagakerjaan Republik Indonesia dengan tipe orientasi kerja instrumental, karier/birokrasi, hubungan sosial dan penilaian kerja. Sedangkan penelitian sebelumnya berangkat dari pendekatan instrumental tanpa melihat lebih jauh hubungan sosial dan penilaian kerja (bersifat umum). Pada tahap awal, seorang pekerja memiliki orientasi kerja instrumental dikarenakan faktor kebutuhan akan kebutuhan hidup mereka. Selanjutnya seorang pekerja akan mengalami perubahan orientasi kerjanya selama dia merasakan adanya kepuasan dan hasil yang didapat selama mereka bekerja . Teknik pengumpulan data penelitian ini bersifat kualitatif dengan wawancara mendalam terhadap 9 orang pegawai di biro perencanaan Kementerian Ketenagakerjaan.

.....This article tries to explain the work orientation of civil servants in the Ministry of Manpower Planning Bureau of the Republic of Indonesia with the type of work orientation instrumental, career / bureaucracy, social relations and assessment work. While previous research departed from the instrumental approach without looking further social relations and job assessment (general). In the early stages, a worker has an instrumental work orientation because of the need factor for their life needs. Furthermore, a worker will experience a change in work orientation as long as he feels the satisfaction and results obtained during their work. The data collection technique of this research is qualitative with in-depth interviews of 9 employees in the planning bureau of the Ministry of Manpower.