

# Analisis Sistem Penilaian Kinerja Personel Batalyon Zeni Tempur 16/DA Kodam Iskandar Muda Provinsi Aceh = Analysis of the Personnel Performance Appraisal System in the 16th Combat Engineer Battalion Iskandar Muda Military Regional Command

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## Abstrak

Penelitian ini bertujuan untuk menganalisis penerapan sistem penilaian kinerja personil di satuan Yonzipur 16/DA Kodam Iskandar Muda Provinsi Aceh dan faktor-faktor yang mempengaruhi penerapan sistem penilaian kinerja satuan Yonzipur 16/DA Kodam Iskandar Muda Provinsi Aceh. Penelitian ini menggunakan konsep paradigma post-positivism dan merupakan penelitian deskriptif analitik dengan menggunakan pendekatan kualitatif. Adapun hasil analisis menunjukkan bahwa penerapan sistem penilaian kinerja personil di Yonzipur 16/DA berjalan dengan baik dimana dapat dilihat dari beberapa indikator, seperti indikator dimensi monitoring dan ketersediaan data serta dimensi penilaian tahunan sudah dilaksanakan dengan optimal dimana satuan Yonzipur 16/DA. Sedangkan indikator penerapan sistem penilaian kinerja yang belum dilaksanakan secara optimal antara lain dimensi menyusun tujuan awal, terutama dalam kegiatan sosialisasi tujuan dari metode penilaian kinerja personil, dimensi pelaksanaan inspeksi mendadak dan dimensi penerapan proses umpan balik secara berkelanjutan belum optimal. Adapun faktor pendorong yang mempengaruhi penilaian kinerja diantaranya adalah dimensi kemampuan, motivasi, dukungan yang diterima, keberadaan pekerjaan yang dilakukan serta hubungan dengan organisasi. Sedangkan faktor yang belum dioptimalkan dalam pelaksanaan penilaian kinerja diantaranya dimensi faktor kemampuan dalam penentuan posisi jabatan belum semuanya sesuai dengan latar belakang pendidikan/keahlian sehingga faktor kemampuan sangat mempengaruhi penerapan penilaian kinerja dan dimensi faktor motivasi belum optimal berpengaruh karena masih terdapat anggota yang melanggar.

.....This study aims to analyze the implementation of the personnel performance appraisal system in the 16th Combat Engineer Battalion Iskandar Muda Military Regional Command in Aceh Province and the factors that influence the implementation of the system. This study used the concept of post-positivism paradigm and was a descriptive analytic study using a qualitative approach. The results of the analysis showed that the implementation of the personnel performance appraisal system in the 16th Combat Engineer Battalion was running well, and this could be seen from several indicators, including indicators of monitoring dimensions and data availability, and also the dimensions of the annual assessment had been carried out optimally where the 16th Combat Engineer Battalion unit. Meanwhile, indicators of the implementation of the performance appraisal system that had not been implemented optimally included the dimensions of setting initial goals, especially in the socialization of the objectives of the personnel performance appraisal method, the dimensions of implementing sudden inspections and the dimensions of implementing the continuous feedback process that are not yet optimal. The driving factors that influence the performance appraisal included the dimensions of ability, motivation, support received, the existence of work carried out and relationships with the organization. While the factors that had not been optimized in the implementation of performance appraisals include the dimensions of the ability factor in determining the position of the position not all of them are in accordance with the educational background or skills so that the ability factor

greatly affects the implementation of the personnel performance appraisal and the dimensions of the motivational factor have not been optimally influential because there are still members who violate.