

**UNIVERSITAS INDONESIA
PROGRAM PASCA SARJANA
PROGRAM STUDI KAJIAN KETAHANAN NASIONAL
KEKHUSUSAN PERENCANAAN STRATEGI DAN KEBIJAKAN**

ABSTRAK

**SRI WULANDARI
NPM : 0606023551**

**ANALISIS IMPLEMENTASI SISTEM PENILAIAN KINERJA PEGAWAI
DI BADAN PENGEMBANGAN SUMBER DAYA MANUSIA HUKUM
DAN HAM**

x + 113 Halaman + 9 Lampiran

Daftar Pustaka : 31 Buku, 1 Artikel, 10 lain-lain

Penelitian ini berfokus pada sistem penilaian kinerja yang dilakukan pada Badan Pengembangan Sumber Daya Manusia Hukum dan HAM (BPSDM). Penelitian termasuk penelitian kualitatif dan kuantitatif dengan metode deskriptif.

Penelitian ini menggunakan teori tentang sistem, strategi dan penilaian kinerja. Responden penelitian ini terdiri dari 63 orang pegawai dan pejabat yang ada di lingkungan BPSDM. Pengumpulan data dilakukan melalui kuesioner dan wawancara, sedangkan analisis dilakukan dengan mengacu pada teori yang digunakan.

Dari hasil penelitian disimpulkan bahwa: 1) BPSDM belum mengimplementasikan sistem penilaian kinerja yang sesuai dengan aspirasi pegawai dan kebutuhan organisasi, dan 2) BPSDM belum memiliki strategi implementasi sistem penilaian kinerja. Hasil penelitian menyarankan bahwa BPSDM perlu menerapkan sistem penilaian kinerja berdasarkan sistem analisis jabatan, perlu menyusun standar kerja pegawai negeri sipil, perlu mengatur jarak waktu antar tahapan penilaian kinerja yang jelas, perlu menerapkan langkah-langkah perumusan strategi implementasi sistem penilaian kinerja, dan perlu melakukan penelitian lanjutan untuk menguji sistem penilaian kinerja yang telah dibuat.

Kata kunci:

Kinerja, kinerja pegawai, sistem penilaian kinerja

**UNIVERSITY OF INDONESIA
POSTGRADUATE PROGRAM
PROGRAM OF NATIONAL RESILIENCE STUDIES
CONCENTRATION ON STRATEGIC PLANNING AND POLICIES**

ABSTRACT

**SRI WULANDARI
NPM : 0606023551**

**IMPLEMENTATION ANALYSIS ON PERFORMANCE APPRAISAL
SYSTEM IN THE AGENCY FOR HUMAN RESOURCES
DEVELOPMENT OF LAW AND HUMAN RIGHTS**

x + 113 Pages + 9 Attachments

Bibliography : 31 Books, 1 Article, 10 others

This research focuses on performance appraisal system conducted in the Agency for Human Resources Development of Law and Human Rights (BPSDM). This research is using qualitative and quantitative approaches with descriptive method.

This research applies theories on system, strategy and performance appraisal. The respondents of this research consist of employees and officials in BPSDM. Data collection is using questionnaire and interview, while the analysis is referring to theories applied.

From the result analysis, it can be concluded that: 1) BPSDM has not implemented the performance appraisal system based on the employee aspiration and organization needs, and 2) BPSDM has not had strategies to implement the performance appraisal system. The results suggest that BPSDM should apply the performance appraisal system based on work analysis system, formulate work standard for civil servants, organize a clear time frame between the stages of performance appraisals, apply the steps of strategy formulations to implement performance appraisal system, and conduct advanced research to evaluate the performance appraisal system made in this research.

Keyword:

Performance, employee performance, performance appraisal system