

ABSTRAK

Luksen Jems Mayor , 2020105015023, **IMPLEMENTASI LIMA NILAI BUDAYA KERJA KEMENTERIAN AGAMA DALAM MENINGKATKAN KINERJA PEGAWAI (Studi komparatif Pada Kantor Kementerian Agama Kabupaten Jayapura dan Kantor Kementerian Agama Kota Jayapura)** (Pembimbing I. Prof Dr. Drs Akbar Silo,M.S dan Pembimbing II. Dr. Dra, Yosephina Ohoiwutun, M.Si) Penelitian ini bertujuan Untuk menganalisis dan mendeskripsikan bagaimana Implementasi Lima Nilai Budaya Kerja Kementerian Agama Dalam Meningkatkan Kinerja Pegawai Pada Kantor Kementerian Agama Kabupaten Jayapura dan Kantor Kementerian Agama Kota Jayapura dan Menganalisis dan mendeskripsikan Faktor-faktor apa saja yang mendukung dan menghambat Implementasi Lima Nilai Budaya Kerja Kementerian Agama Dalam Meningkatkan Kinerja Pegawai Pada Kantor Kementerian Kabupaten Jayapura dan Kantor Kementerian Agama Kota Jayapura.. Jenis penelitian penelitian kualitatif yang bersifat komparatif. Teknik pengumpulan data dilakukan melalui wawancara, observasi, dan dokumentasi. Teknik analisis data meliputi tahap reduksi data, tampilan data, kesimpulan dan verifikasi. Hasil penelitian Kantor Kementerian Agama Kabupaten Jayapura dalam penerapan Lima Nilai Budaya Kerja pada umumnya telah dilaksanakan dengan baik dan variable kinerja pegawai yang yang perlu mendapat perhatian adalah kecepatan kerja pegawai dalam meyelsaikan tugas dan pekerjaannya sehari-hari.Sementara indikator kualitas kerja, komunikasi, kemampuan bekerja dan inisiatif agar perlu terus dipertahankan bahkan ditingkatkan lagi. Dan Kantor Kementerian Agama Kota Jayapura dalam penerapan Lima Nilai Budaya Kerja khususnya pada profesionalitas pegawai perlu dibenahi dan ditingkatkan lagi. Sementara penerapan nilai integritas, inovasi, tanggung jawab dan keteladanan yang selama ini sudah berjalan dengan baik perlu dipertahankan bahkan ditingkatkan terus. Sementara untuk variable kinerja pegawai yang yang perlu mendapat perhatian adalah kemampuan kerja pegawai untuk terus ditingkatkan.

Kata Kunci : Lima Budaya Kerja Kemenag dan Kinerja Pegawai

ABSTRACT

LUKSEN JEMS MAJOR, 2020105015023, IMPLEMENTATION OF FIVE WORK CULTURE VALUES OF THE MINISTRY OF RELIGION IN IMPROVING EMPLOYEE PERFORMANCE (*Comparative study at the Office of the Ministry of Religion of Jayapura Regency and the Office of the Ministry of Religion of Jayapura City*) Supervisor I. Prof. Dr. Drs Akbar Silo, M.S and Supervisor II. Dr. Dra, Yosephina Ohoiwutun, M.Si)

This study aims to analyze and describe how the implementation of the Five Cultural Values of the Ministry of Religion in Improving Employee Performance at the Office of the Ministry of Religion of Jayapura Regency and the Office of the Ministry of Religion of Jayapura City and to analyze and describe what factors support and hinder the Implementation of the Five Cultural Values of the Ministry of Religion in Improving Employee Performance at the Office of the Ministry of Jayapura Regency and the Office of the Ministry of Religion of the City of Jayapura. This type of research is a comparative qualitative research. Data collection techniques were carried out through interviews, observation, and documentation. Data analysis techniques include data reduction, data display, conclusion and verification stages. The results of the research of the Office of the Ministry of Religion of Jayapura Regency in the application of the Five Values of Work Culture in general have been carried out well and the employee performance variable that needs attention is the speed of work of employees in completing their daily tasks and work. While indicators of work quality, communication, work ability and initiatives that need to be maintained and even improved. And the Office of the Ministry of Religion of the City of Jayapura in the application of the Five Work Cultural Values, especially in the professionalism of employees, needs to be addressed and improved again. Meanwhile, the implementation of the values of integrity, innovation, responsibility and example that have been going well so far needs to be maintained and even improved. Meanwhile, the employee performance variable that needs attention is the employee's work ability to continue to be improved.

Keywords: Implementation of the Ministry of Religion's work culture and employee performance