

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis kinerja pegawai pada Sekretariat DPRD Kabupaten Asmat dan untuk mendeskripsikan dan menganalisis kendala-kendala dalam meningkatkan kinerja pegawai. Penelitian ini menggunakan metode deskriptif kualitatif. Metode kualitatif sebagai prosedur penelitian yang menghasilkan data deskriptif berupa kata-kata tertulis atau lisan dari orang-orang yang perilakunya diamati. Metode penelitian pendekatan kualitatif menekankan pada temuan data atau informasi yang bersifat deskriptif dalam bentuk data-data berupa keterangan subjek, uraian kata-kata atau kalimat dan bukan data-data yang terbatas pada angka-angka. Berdasarkan hasil penelitian menunjukkan bahwa kinerja pegawai pada Sekretariat DPRD Kabupaten Asmat yang menyangkut kualitas kerja, ketepatan waktu, inisiatif, dan komunikasi sudah baik namun ada beberapa aspek masih kurang baik seperti pegawai yang ditempatkan pada jabatan tertentu tidak sesuai dengan latar belakang pendidikannya. Selain itu dari segi kualitas kerja masih kurang optimal karena tidak adanya diklat, bimbingan teknis dan pelatihan. Kinerja Pegawai dari segi ketepatan waktu masih ada pegawai yang datang terlambat, sehingga tidak mengikuti apael pagi, masih ada pegawai yang keluar kantor pada jam kerja tanpa alasan penting, dari segi inisiatif juga masih kurang, masih ada pegawai dalam menyelesaikan tugasnya harus menunggu perintah pimpinan baru bekerja, Kinerja Pegawai dari segi kemampuan juga masih kurang, terdapat beberapa kasubbag yang kurang memahami tupoksinya sehingga perlu pelatihan ataupun diklat sesuai dengan tupoksinya masing-masing sedangkan kendala-kendala dalam meningkatkan kinerja pegawai di Sekretariat DPRD Kabupaten Asmat yaitu : Ketersediaan SDM Pegawai masih kurang, Keahlian Pegawai juga masih kurang terutama di beberapa Kasubbag dan pelaksana di Setwan Kabupaten Asmat, tingkat disiplin Pegawai masih rendah dan rendahnya motivasi pegawai Setwan Kabupaten Asmat.

Kata Kunci : Kinerja, Optimalisasi, Pegawai

ABSTRACT

This study aims to describe and analyze the performance of employees at the DPRD Secretariat of Asmat Regency and to describe and analyze the constraints in improving employee performance. This study used descriptive qualitative method. Qualitative method as a research procedure that produces descriptive data in the form of written or spoken words from people whose behavior is observed. The research method with a qualitative approach emphasizes the findings of descriptive data or information in the form of data in the form of subject information, descriptions of words or sentences and not data that is limited to numbers. Based on the results of the study, it shows that the performance of employees at the Asmat Regency DPRD Secretariat regarding work quality, timeliness, initiative, and communication is good but there are some aspects that are still not good, such as employees who are placed in certain positions that are not in accordance with their educational background. In addition, in terms of work quality, it is still less than optimal due to the absence of training, technical guidance and training. Employee performance in terms of punctuality, there are still employees who arrive late, so they don't follow the morning breakfast, there are still employees who leave the office during working hours without important reasons, in terms of initiative they are still lacking, there are still employees who in completing their tasks must wait for orders from new leaders At work, employee performance in terms of ability is also still lacking, there are several subdivision heads who do not understand their duties and responsibilities so that they need training or training in accordance with their respective duties, while the obstacles in improving employee performance at the Asmat Regency DPRD Secretariat are: Availability of human resources for employees is still lacking, Employee expertise is also still lacking, especially in several Sub-section Heads and implementers in the Asmat Regency Setwan, the level of employee discipline is still low and the motivation of the Asmat Regency Setwan employees is low.

Keywords: *Performance, Optimization, Employees*