

ABSTRAK

Minsa Prastowo Priyono, 2020105015048, *Implementasi Peraturan Bupati Asmat Nomor 42 Tahun 2017 dalam Meningkatkan Kinerja Pegawai pada Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Asmat* (Pembimbing I: Dr. Nur Aedah, M.Si. Pembimbing II: Dr. Renida Jozelin Toroby, M.Si.)

Penelitian ini bertujuan untuk menganalisis implementasi Peraturan Bupati Asmat Nomor 42 Tahun 2017 tentang Uraian Tugas Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Asmat dalam upaya meningkatkan kinerja pegawai. Jenis penelitian deskriptif dengan pendekatan kualitatif. Teknik pengumpulan data dilakukan melalui wawancara, observasi, dan dokumentasi. Teknik analisis data meliputi tahap reduksi data, tampilan data, kesimpulan dan verifikasi. Hasil penelitian menunjukkan bahwa kinerja pegawai Dinas PUPR Kabupaten Asmat yang belum optimal, dilihat dari tugas pokok dan fungsi pegawai yang hanya dapat dikerjakan oleh beberapa individu, dan pegawai kurang memadai dari segi kualitas dan kuantitas. Upaya peningkatan kinerja pegawai melalui implementasi Peraturan Bupati Asmat Nomor 42 Tahun 2017 didukung oleh tambahan penghasilan sebagai bentuk penghargaan bagi pegawai yang dapat meningkatkan disiplin, motivasi, kinerja, dan kesejahteraan pegawai.

Kata Kunci: Implementasi Peraturan, Tugas Pokok dan Fungsi, Kinerja Pegawai.

ABSTRACT

Minsa Prastowo Priyono, 2020105015048, *The Implementation of Asmat Regulation Number 42 of 2017 in Improving Employee Performance at the Asmat Regency Public Works and Spatial Planning Office* (Supervisor I: Dr. Nur Aedah, M.Si. Supervisor II: Dr. Renida Jozelin Toroby, M.Si.)

This study aims to analyze the implementation of the Asmat Regent's Regulation Number 42 of 2017 concerning the Job Description of the Asmat Regency Public Works and Spatial Planning Office in an effort to improve employee performance. This type of research is descriptive with a qualitative approach. 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 study indicate that the performance of the Public Works Service Office of Asmat Regency is not optimal, seen from the main tasks and functions of employees which can only be done by a few individuals, and employees are inadequate in terms of quality and quantity. Efforts to improve employee performance through the implementation of Asmat Regent Regulation Number 42 of 2017 are supported by additional income as a form of appreciation for employees who can improve employee discipline, motivation, performance, and welfare.

Keywords: Implementation of Regulation, Main Tasks and Functions, Employee Performance.