

ABSTRAK

PENGARUH MUTASI PERSONAL TERHADAP KINERJA PEGAWAI DI BADAN PEMBERDAYAAN PEREMPUAN, PERLINDUNGAN ANAK, PENGENDALIAN KEPENDUDUKAN, DAN KELUARGA BERENCANA (BP3APKKB) PROVINSI JAWA BARAT

Oleh:

Riana Widianti

0906344

Skripsi ini dibimbing oleh:

Dr. Janah Sojanah, M.Si.

Fokus pada penelitian ini adalah mengenai rendahnya kinerja pegawai di BP3APKKB Provinsi Jawa Barat. Melihat dari fenomena yang terjadi di lapangan diduga kinerja pegawai belum cukup optimal, karena tidak tepatnya penempatan pegawai oleh pimpinan yang menyebabkan terbatasnya pengetahuan kerja yang dimiliki pegawai terhadap pekerjaannya. Upaya meningkatkan kinerja pegawai adalah dengan menempatkan kembali sumber daya manusia melalui program mutasi personal. Untuk Variabel X (Mutasi Personal) diukur dengan indikator pemindahan fungsi, pemindahan tanggung jawab, dan pemindahan status ketenagakerjaan pegawai. Sedangkan untuk Variabel Y (Kinerja Pegawai) diukur dengan indikator *quantity of work*, *quality of work*, *job knowledge*, *cooperation*, dan *dependability*.

Penelitian ini menggunakan metode *descriptive survey* dan *explanatory survey*, teknik pengumpulan data dengan cara wawancara (*interview*), angket (kuisioner), observasi, dan studi kepustakaan. Instrument yang digunakan adalah angket model skala likert yang dimodifikasi. Teknik analisis data yang digunakan adalah analisa regresi linier sederhana.

Hasil uji hipotesis ternyata terdapat pengaruh yang positif dan signifikan dari variabel mutasi personal dan kinerja pegawai. Mutasi personal di BP3APKKB Provinsi Jawa Barat sudah cukup efektif. Sementara kinerja pegawai juga sudah cukup tinggi. Berdasarkan jawaban responden menunjukkan bahwa skor tertinggi sampai terendah pada variabel mutasi personal yaitu indikator pemindahan tanggung jawab, pemindahan status, dan pemindahan fungsi. Upaya untuk mengatasi indikator terendah yaitu pemindahan tanggung jawab, sebaiknya organisasi mengkaji kembali penempatan pegawai yang dimutasikan apakah sekiranya pegawai tersebut mampu bertanggung jawab pada situasi pekerjaan yang baru atau tidak, dan pada variabel kinerja pegawai menunjukkan bahwa skor tertinggi sampai terendah yaitu pada indikator *job knowledge*, *dependability*, *cooperation*, *quality of work*, dan *quantity of work*. Sedangkan upaya mengatasi indikator terendah yaitu *job knowledge* sebaiknya perusahaan meninjau kembali pengetahuan atau keterampilan yang dimiliki pegawai apakah telah sesuai dengan posisi unit kerja yang saat ini sedang ditempati pegawai tersebut atau belum.

Kata Kunci : Mutasi Personal, Kinerja Pegawai

Riana Widianti, 2014

Pengaruh Mutasi Personal Terhadap Kinerja Pegawai Di Badan Pemberdayaan Perempuan, Perlindungan Anak, Pengendalian Kependudukan, Dan Keluarga Berencana (Bp3apkkb) Provinsi Jawa Barat

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ABSTRACT

THE INFLUENCE OF MUTATION PERSONAL IN THE EMPLOYEES PERFORMANCE WITH RESPECT TO THE EMPOWERMENT OF WOMEN, CHILD PROTECTION, POPULATION CONTROL AND FAMILY PLANNING (BP3APKKB) IN WEST JAVA PROVINCE

By:

Riana Widianti

0906344

Thesis is guided by:

Dr. Janah Sojanah, M.Si.

Focus on research is about the low level of performance of employees in the BP3APKKB province of West Java. Viewed from the phenomena that occur in the field of performance an employee suspected of not quite optimal, due to lack of breadth of knowledge belonging to employees against work that into his job at the moment. Efforts to improve the performance of civil servants is to develop human resources through mutation. For the variable X (a mutation Personal) measured by the indicator function of the transfer, the transfer of responsibility, and the transfer of the employment status of an employee. As for the Variable Y (Employee's performance) is measured with indicators quantity of work, quality of work, job knowledge, cooperation, and dependability.

This research uses descriptive survey method and explanatory survey, data collection techniques by means of interview (interview), the question form (questionnaire), observation, and study of librarianship. The Instrument used was a likert-scale model of the now modified. Data analysis technique used is a simple linear regression analysis.

Hypothesis test results it turns out there is a positive and significant effect of the variable mutation personal and performance of employees. Personal mutation BP3APKKB in West Java province has been quite effective. While the performance of employees also have been quite high. Based on the answers of the respondents indicate that the highest score to the lowest on variable mutation personal i.e. indicators transfer of responsibilities, the transfer status, and transfer functions. Efforts to address the lowest indicators, namely the transfer of responsibility, the Organization should examine back placement employee who was demoted if such employees were able to charge on the new job situation or not, and on the variable performance of employees shows that the highest score to the lowest indicator was job knowledge, dependability, cooperation, quantity of work, and the quality of work. While efforts to cope with the lowest indicators of job knowledge should review the company's knowledge or skills that employees would have been in accordance with the position of the unit of work that is currently being occupied by the employees or not.

Keywords : Mutation Personal, Employees Performance

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