RINGKASAN

Model Promosi Jabatan Struktural berdasarkan Kompetensi, Kinerja, dan Pangkat di Pemerintah Kabupaten Rembang menggunakan Dynamic Programming

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Promosi adalah suatu kenaikan jabatan yang dialami oleh seorang pegawai disertai dengan kekuasaan yang lebih tinggi dan tanggung jawab yang lebih besar pula. Akan tetapi, promosi tidak selalu mengakibatkan bertambahnya penghasilan.

Promosi Pegawai Negeri Sipil (PNS) dalam jabatan struktural bertujuan untuk peningkatan produktivitas kerja, pendayagunaan PNS, pengembangan karir, dan pengisian jabatan-jabatan lowong yang belum terisi. Prinsip pokok promosi dalam jabatan struktural bagi PNS adalah menempatkan orang yang tepat pada tempat yang tepat (*the right man on the right place*). Dalam sistem karir yang "sehat" selalu ada kaitan erat antara jabatan, pangkat, kompetensi, dan kinerja. Hal ini berarti seorang PNS yang ditunjuk menduduki suatu jabatan seharusnya didasarkan pada pangkat yang telah memenuhi syarat, mempunyai kompetensi yang baik, dan kinerja yang berkualitas dan tepat waktu.

Pemerintah Kabupaten Rembang melakukan promosi dan mutasi jabatan struktural sebanyak 471 jabatan. Perinciannya adalah Eselon II sebanyak 19 jabatan, Eselon III sebanyak 104 jabatan, Eselon IV sebanyak 345 jabatan, dan Staf Ahli Bupati sebanyak 5 orang. Pengisian jabatan yang dimaksudkan untuk mencapai hasil lebih maksimal ini bukan merupakan pekerjaan yang mudah. Berkaitan dengan hal tersebut maka penelitian ini penting untuk dilakukan.

Tujuan penelitian ini adalah untuk membuat model promosi jabatan struktural berdasarkan kompetensi, kinerja, dan pangkat dengan menggunakan Programa Dinamis (*Dynamic Programming*) di Pemerintah Kabupaten Rembang.

Rancangan penelitian ini adalah penelitian deskriptif, yang bertujuan mendeskripsikan dan menyajikan fakta secara sistematik dan akurat. Penelitian ini berusaha menggambarkan situasi dan kejadian serta uji kelayakan indikator melalui pengolahan data yang didasarkan pada analisis persentase dan rata-rata (mean). Populasi adalah PNS yang menduduki jabatan struktural dan yang belum menduduki jabatan struktural akan tetapi telah memenuhi syarat dari segi jenjang pangkat. Besar sampel ditentukan dengan rumus proporsi dan menggunakan *simple random sampling*.

Persetujuan penggunaan variabel bebas (X) ditentukan dengan menghitung rata-rata (mean) nilai bobot dengan skala dari 0 hingga 4 kemudian dikonsultasikan pada tabel kategori. Demikian dengan indikator-indikator pada masing-masing variabel, uji kelayakan ditentukan dengan rata-rata (mean) nilai skor dengan skala dari 0 hingga 10.

Hasil penelitian membuktikan bahwa rata-rata (mean) variabel bebas adalah : kompetensi (X1) = 3,2 , kinerja (X2) = 3,1 , dan pangkat (X3) = 2,8 mendapat persetujuan dengan kategori tinggi. Seluruh indikator yang dijadikan sebagai alat ukur dari masing-masing variabel dengan rata-rata (mean) nilai skor antara 7,47 hingga 7,88 berada pada kategori layak, kecuali indikator jenjang pangkat berdasarkan kenaikan pangkat dalam jabatan fungsional = 6,33 dengan kategori meragukan. Hal ini menunjukkan seluruh variabel maupun indikator layak dipergunakan sebagai dasar promosi jabatan struktural di Pemerintah Kabupaten Rembang.

Promosi jabatan struktural dengan menggunakan model programa dinamis merupakan satu pilihan yang mampu memberikan hasil optimal terhadap pengangkatan pejabat struktural. Pengangkatan jabatan struktural model programa dinamis dilakukan secara terpadu mulai dari eselon terendah hingga eselon tertinggi, dan tidak bisa dilakukan secara terpisah.

SUMMARY

The Structural Position Model Base on the Competence, Performance, and Rank of Position in the Residence's Government Rembang using Dynamic Programming

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Promotion is an achievement rank of position officer with higher level of power and also the responsibility. However the promotion itself not always bring the higher level of earning.

The Public Civil Officer (Pegawai Negeri Sipil or PNS) promotion in the structural position aim to improving work productivity, making the efficient use, developing career, and full filling the vacant occupancy. The Fundamental principal of promotion in the structural position is to put the right man on the right place. In the healthy career system, there is always has the relationship between the occupation, rank of position, competence, and performance. It means that a pointed officer who occupied a position base on the occupancy must have the good criteria, good competence and the good quality performance also on schedule.

The Residence's Government Rembang have made the promotion and structural rank position mutation 471 times. The details as follow Echelon I 19 times occupation, Echelon II 104 times occupation, echelon IV 345 times occupation, and The Regent Expert Staff 5 times occupation. The full filling occupation which has been motion to achieve maximum target is not an easy job. In relation the research is important to conduct.

This research target is to make occupation promotion model of structural position base on competence, performance, and rank position using Dynamic Programming in the Residence's Government Rembang.

This research is aim to a descriptive research, with aim to description and present fact systematically and accurate. This research try to depict occurrence and situation and also test eligibility of indicator through data processing base on analysis of percentage and mean. Population is The Public Civil Officer which occupied the structural position and not yet occupied the structural position however have to the standard from ladder rank position. Value of sample determined with proportion formula and using simple random sampling.

The approval of usage of determined free variable calculated mean assess weight with scale 0 to 4 then consulted at tables of category. Also with indicators at each variable, eligibility test determined with mean assess score with scale 0 to 10.

The research result prove that mean of variable free is : competence $(X1)=3,2$, performance $(X2)=3,1$, and position occupation $(X3)=2,8$ get the approval at high category. All the indicator is made as measuring instrument from each measuring instrument of mean assess score of between 7,47 to 7,88 at competent category, accept ladder rank position base on the promotion in functional occupation $= 6,33$ at doubting. It shown that all variable and indicator competent utilized as structural position promotion base in Residence's Government Rembang.

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Structural position promotion by using model is one of choice that capable to give optimal result to lifting of functionary. The Lifting of structural position model program conducted inwrought start from the lowest echelon to the highest echelon and cannot be done separately.

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ABSTRACT

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This research is aim to make occupation promotion model of structural position base on competence, performance, and rank position using Dynamic Programming in the Residence's Government Rembang. The research want to be achieved to improve work productivity, make the efficient use, develop career, and full fill the vacant occupancy with principle of putting the right man on the right place.

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Keywords: Structural Position Promotion, Competence, Performance, Rank Position and Dynamic Programming.