

RINGKASAN

DAMPAK PELAKSANAAN DAFTAR PENILAIAN PELAKSANAAN PEKERJAAN DP 3 SESUAI KETENTUAN BAGIAN MUTASI PEGAWAI BIRO KEPEGAWAIAN PEMERINTAH PROPINSI JAWA TIMUR

Berdasarkan Cost benefit Analysis

SUPADI

DP3 merupakan sarana untuk mengevaluasi kinerja aparat. Evaluasi merupakan suatu proses yang harus dilakukan sebagai bentuk *feed back* untuk menilai kinerja aparat. Namun dalam praktek di lapangan sistem yang dibuat dengan baik tersebut tidak selamanya berjalan sesuai dengan visi dan aturan baku diciptakannya DP3. DP 3 selama ini dalam praktek bukan sebagai alat evaluasi yang mampu menilai dengan cermat kekurangan dan tindak kesalahan dari karyawan. Untuk itu di era dicanangkannya peningkatan kualitas pelayanan publik, dimana propinsi Jawa Timur sebagai *pilot project* maka perlu juga *issue* untuk menggiatkan kembali sistem yang ada dengan memperbaiki kinerja aparat dengan salah satunya berupaya menerapkan dengan baik DP 3.

Selain dari kaidah normatif dan tuntutan masyarakat yang semakin kritis agar birokrasi Indonesia bersih dan profesional, dalam kaidah ekonomi juga dapat dijadikan alasan mengapa DP 3 harus diterapkan secara konsisten. Kaidah atau perhitungan ekonomi dengan menggunakan dasar *operational research* tersebut adalah *Cost Benefit Analysis*.

Tujuan penelitian ini untuk meneliti dampak pelaksanaan DP-3 secara konsisten di Bagian Mutasi Biro Kepegawaian Setda Propinsi Jawa Timur serta untuk mengetahui untung rugi (*cost benefit*) bagi pegawai, keluarga, masyarakat dan organisasi apabila DP-3 dilaksanakan secara konsisten di Bagian Mutasi Biro Kepegawaian Setda Propinsi Jawa Timur.

Rancangan penelitian (*research design*) adalah *operational research* (riset operasi). Unit analisis adalah pegawai Bagian Mutasi Biro Kepegawaian Pemerintah Propinsi Jawa Timur, keluarga dari pegawai, pegawai dari instansi atau biro lain di lingkungan Pemerintahan Propinsi Jawa Timur selaku pengguna jasa Bagian Mutasi Biro Kepegawaian Pemerintah Propinsi Jawa Timur, Organisasi adalah Bagian Mutasi Biro Kepegawaian Pemerintah Propinsi Jawa Timur dan instansi lain adalah organisasi atau lembaga pemerintah lain yang berhubungan dengan Bagian Mutasi Biro Kepegawaian Pemerintah Propinsi Jawa Timur. Obyek penelitian adalah apabila DP3 dilaksanakan secara konsisten dan dampaknya bagi masing – masing unit analisis dengan faktor – faktor yang akan terkait dengan keuntungan dan kerugian apabila DP3 diterapkan dengan konsisten pada pegawai yaitu : aspek fisik, aspek

psikis, dan pemikiran. Lokasi penelitian di Bagian Mutasi Biro Kepegawaian Pemerintahan Propinsi Jawa Timur. Instrumen penelitian adalah kusioner. Asumsi CBA yang digunakan adalah fiksasi pada tahun 2005 sebesar 10 %. (rate)

Dampak diterapkan DP 3 secara konsisten pada pegawai akan terjadi peningkatan kedisiplinan kerja pegawai. Namun kondisi ini berdampak pada kelelahan dan kejenuhan fisik. Kejenuhan dan kelelahan tersebut akan berdampak meningkatnya angka kesakitan pegawai apabila mereka tidak menjaga kondisi fisik dengan suplemen makanan atau peningkatan makanan bergisi dan olahraga agar badan tetap bugar. Pegawai yang bekerja dengan tertib dan disiplin mempunyai kemampuan dan kompetensi yang dapat digunakan, baik di forum lokal maupun regional. Pada keluarga pegawai maka akan berdampak menurunnya pendapatan keluarga namun menguntungkan karena berkurang nilai kecurigaan istri karena suami bekerja di kantor dengan baik sehingga tidak memberi kesempatan suami untuk keluar kantor untuk hal – hal yang tidak berkenaan dengan tugas kantor. Bagi organisasi akan mengakibatkan pegawai makin efisien dalam bekerja dengan tidak adanya kerja lembur sebab semua pekerjaan dapat diselesaikan tepat pada waktunya. Bagi masyarakat pegawai akan meminimalisir biaya yang terbuang untuk pengurusan surat dan tidak ada lagi praktek KKN. Pelaksanaan DP 3 secara konsisten berdasarkan perhitungan Cost Benefit Analysis akan memberikan keuntungan atau menghemat nilai rupiah sebesar Rp. 55.568.000 (Versi I) atau Rp. 54.545.960 (Versi II).

SUMMARY

THE EFFECT OF PROPER DP3 IMPLEMENTATION IN MUTATION DIVISION, PERSONNEL BUREAU, THE GOVERNMENT OF EAST JAVA

Based on Cost-Benefit Analysis

SUPADI

DP3 is a tool used to evaluate employees' performance. Evaluation is a process that should be carried out as a feedback to appraise employees' performance. However, in practice, the system does not run as expected by the standard vision and regulation of DP3. Recently, DP3 has not become an evaluation tool that can properly evaluate shortcomings and weakness of the employees. Therefore, along with the era of public service quality improvement, in which the Province of East Java has been appointed as pilot project, it is important to deliver an issue to reactivate the system by improving employees' performance by the application of DP3. In addition to normative principles as well as public demand to have a clean and professional bureaucracy in Indonesia, there are also economic reasons why DP3 should be applied properly and correctly. The economic considerations in this case was that using the basis of operational research or Cost Benefit Analysis.

The objective of this study was to investigate the effect of proper DP3 evaluation in Mutation Division, Personnel Bureau, the Government of East Java, as well as to find the cost and benefit for employees, family, public, and organization, if DP3 is implemented properly in Mutation Division, Personnel Bureau, the Government of East Java.

This study used operational research design. The analysis unit was employees of Mutation Division, Personnel Bureau, the Government of East Java, their family, employees from other office or bureaus in the Government of East Java as the clients of Mutation Division, Personnel Bureau. The Organization was Mutation Division, Personnel Bureau, the Government of East Java and other offices were other organizations or governmental institution who had relations with the Mutation Division. The object of this study were physical, psychical and ideal aspects if DP3 is applied properly and its effect to each analysis units in relations to cost and benefit. This study was carried out at Mutation Division, Personnel Bureau, the Government of East Java. This study used questionnaire as instrument. CBA assumption used was fixation in year 2005 as much as 10% (rate).

The effect of proper and correct application of DP3 to the employees was the improvement of employees working discipline. However, such condition resulted in boredom and fatigue, that could lead to the rise of morbidity rate if they did not maintain physical conditions with food supplement, nutritional foods, or exercise to maintain physical fitness. A discipline and loyal employees would have reliable competence that could be used both locally and regionally. Its effect

to the employees' family was the reduction of income, while advantageously it also reduced their wives' suspicion as they did not have time to go out for reasons not related to their official jobs. For the organization, the employees worked more efficiently, preventing overworking as all assignments could be finished timely. For public, the cost for arranging documents could be saved and there was no more corruption, colution, as well as nepotism. Proper DP3 implementation based on cost and benefit analysis provided benefit or saving as much as Rp.55.568.000 (Versi I) or Rp 54.545.960,- (Versi II)

ABSTRACT

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Proper DP3 implementation based on cost and benefit analysis provided benefit or saving as much as Rp 55.568.000 (Version I) or Rp 54.545.960 (Version II)

Keywords: cost and benefit analysis, DP3