ABSTRACT

The Elaboration of the Indicators on the Performance Appraisal (DP3) as an Effort to Improve the Performance of Public Health Center Staffs in Sikka Regency

Sikka regency is one part of Province of East Nusa Tenggara which located in Flores Island. The results of the initial survey shows that 100% DP3 assessors have difficulty in giving their score because the indicators and assessment methods used are not clear and this appraisal cannot be used to motivate staffs to improve their performance. Objective of this research is to arrange recommendations of indicator description of employment appraisal in order to improve performance of public health center’s staffs in Sikka Regency. This research is including in qualitative research which use method of observasional. Subject of the research is 25 respondent consist of one staff of employment sector in health department of Sikka Regency, head of the public health center, public health center programmer and Administration Staff in 10 public health center in Sikka Regency. The result of research descriptively found that there are 8 elements were appraised in employment appraisal which every element has 20 indicators of appraisal which use rating scale. Testing appraisal instrument shown that all of heads of public health center as the appraiser are easier to appraise using this description indicators and technique to appraise which is already formulated. It will be recommended to employment appraisal can use indicator and appraisal standard which is already agreed to avoid subjectivity and to increase appraisal quality. This appraisal is used as guidance of internal appraisal in public health center and as general responsibility of employment appraisal.

Keywords: performance appraisal, performance indicators, 8 elements of assessment in DP3.