

RINGKASAN**Hubungan antara Prestasi Kerja Pegawai Negeri Sipil dengan Kinerja Organisasi pada Kantor Camat Pekutatan, Kabupaten Jemberana****I Putu Sindhu Yasa**

Pegawai Negeri Sipil merupakan faktor utama dalam pencapaian tujuan organisasi pemerintahan. Rendahnya prestasi kerja Pegawai Negeri Sipil merupakan permasalahan yang sangat krusial dalam upaya peningkatan kinerja organisasi pemerintahan. Dari 4 juta orang Pegawai Negeri Sipil yang ada di Indonesia, hanya 40 % yang profesional, produktif dan berkualitas, sedangkan sisanya 60% lainnya harus diperbaiki dan tidak profesional.

Penelitian ini menjawab permasalahan hubungan antara prestasi kerja Pegawai Negeri Sipil dengan kinerja organisasi pada Kantor Camat Pekutatan, Kabupaten Jemberana. Penelitian ini diharapkan dapat memberikan masukan kepada Pemerintah Kabupaten Jemberana dalam melakukan upaya-upaya perbaikan prestasi kerja Pegawai Negeri Sipil dan peningkatan kinerja organisasi unit-unit kerja yang ada di lingkungannya.

Jenis penelitian ini adalah penelitian kuantitatif yang mengukur hubungan (korelasi) antara dua variabel yaitu : Hubungan Antara Prestasi Kerja Pegawai Negeri Sipil dengan Kinerja Organisasi pada Kantor Camat Pekutatan, Kabupaten Jemberana. Data penelitian diperoleh dari 33 responden yang merupakan total populasi penelitian. Data diolah dengan melakukan tabulasi silang antara variabel penelitian dan dianalisis dengan menggunakan chi square test sehingga dapat diketahui hubungan antar variabel. Selanjutnya Pengujian hipotesis dilakukan dengan statistik dimana $p < \alpha$ dengan $\alpha = 5\% (0,05)$.

Hasil penelitian menunjukkan bahwa terdapat hubungan antara prestasi kerja Pegawai Negeri Sipil dengan Kinerja organisasi pada Kantor Camat Pekutatan, Kabupaten Jemberana. Berdasarkan hasil analisis tersebut, disarankan kepada Pemerintah Kabupaten Jemberana untuk melakukan upaya-upaya Pengembangan Sumber Daya Manusia yang lebih komprehensif yang disesuaikan dengan kebutuhan masing-masing Pegawai Negeri Sipil. Hal tersebut sangat memungkinkan untuk dilakukan di semua organisasi di Kabupaten Jemberana mengingat komitmen pimpinan daerah dalam Pengembangan sumber daya manusia.

SUMMARY

The Correlation between Public Servant Capacity with Organizational Performance at Pekutatan District Office, Regency of Jembrana

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Public Servant represent primary factor in attainment goals of governance organization. Low of Public Servant capacity represents crucial problems in the effort to make organizational performance up. From four million people who work as public servant in Indonesia, only 40 % which is professional, productive and with quality, while the rest 60% other have to improve repair by or unprofessional.

This research answers problems of correlation between Public Servant capacities with organizational performance at Pekutatan District Office, Regency of Jembrana. This Research is expected to give input to Government of Jembrana regency in repairing Public Servant capacity and improvising organizational performance of work unit that exist in its environment.

This Research type is quantitative research which measure correlation between two variables that's Correlation between Public Servant Capacity with Organizational Performance at Pekutatan District Office, Regency of Jembrana. Data Research obtained from 33 responder is representing total of research population. Data processed by cross tabulation traverse between research variable and analyzed by using chi-square test to know correlation between variable. Then, the hypothesis is tested by statistic that is $p < \alpha$ with $\alpha = 5\%$ (0, 05).

Result of research indicates that there's Correlation between Public Servant capacities with organizational Performance at Pekutatan District Office, Regency of Jembrana. The result of the analysis, suggested to Government of Jembrana Regency to strive Human Resource Development by entirety according to requirement of Public Servant. The mentioned very conducive to be done in Jembrana Regency as according to regent commitment in human resource Development.

ABSTRACT

The Correlation between Public Servant Capacity with Organizational Performance at Pekutatan District Office, Regency of Jembrana

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Issue about lowering of Public Servant capacity represents unfinished problems in Indonesia. This phenomenon is often griped by society but seldom happened repair effort. This condition cause at lowering of attainment of government organizational performance.

Pursuant to Governmental Institution Performance Accountability Report of Jembrana Regency, in 2003, reported that organizational performance of Government of Jembrana regency equal to 86,74 with category very good. This matter leave for behind with condition of Public Servant capacity. This Problems generate question: do public servant capacity relate to organizational performance?

This Research is expected to give input to Government of Jembrana Regency in efforts to repair Public Servant capacity and improvement of organizational performance of work unit that exist in its environment. Result of this research indicate that there are Correlation between Public Servant capacity with organizational performance at Pekutatan District Office, Regency of Jembrana.

Conclusion from this research is there are very hand in glove Correlation between Public Servant Labour Capacity with Organizational Performance at Pekutatan Sub-Regency Office, Sub-Province of Jembrana.

Key words : Public Servant Capacity, Organizational Performance.