

RINGKASAN

PENGARUH PELAKSANAAN KEBIJAKAN ALIH TUGAS DAN KOMPETENSI JABATAN TERHADAP PRESTASI KERJA PEJABAT STRUKTURAL DI LINGKUNGAN SEKRETARIAT DAERAH KABUPATEN JEMBRANA

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Kemampuan kerja yang rendah terjadi mungkin disebabkan oleh berbagai faktor, antara lain rekrutmen pegawai yang terlalu dipaksakan sekalipun syarat-syarat tidak terpenuhi, atau kurang tepatnya pengangkatan dan penempatan pegawai pada posisi jabatan tertentu (pelaksanaan kebijakan alih tugas), bahkan mungkin tidak sesuai dengan kompetensinya.

Dalam pengisian jabatan, tidak sedikit menimbulkan persoalan-persoalan baru, khususnya dalam manajemen kepegawaian, antara lain timbulnya masalah berupa ketidakpuasan bagi beberapa pihak yang terjadi hampir pada setiap mutasi, rotasi atau promosi (alih tugas). Ketidakpuasan tersebut timbul dimungkinkan disebabkan karena pengelolaan manajemen kepegawaian khususnya tentang pelaksanaan kebijakan alih tugas dilaksanakan dengan masih banyaknya didasari oleh hal-hal diluar ketentuan (politisasi birokrasi, bukan kepentingan organisasi, pilih kasih, dan lain-lain).

Jika hal ini benar, dimana kebijakan alih tugas dan kompetensi jabatan akan berpengaruh terhadap prestasi kerja dan secara simultan antara kebijakan alih tugas dan kompetensi jabatan akan berpengaruh terhadap kinerja, maka apa yang sebenarnya menjadi tujuan yang baik bagi Pemerintah Kabupaten Jembrana

untuk meningkatkan profesionalisme pegawai dan dalam rangka pencapaian efektivitas dan efisiensi, justru akan menjadi sebaliknya.

Tujuan penelitian ini adalah untuk menganalisis pengaruh pelaksanaan kebijakan alih tugas terhadap prestasi kerja pejabat struktural dan menganalisis pengaruh kompetensi jabatan terhadap prestasi kerja pejabat struktural.

Jenis rancangan penelitian menggunakan tipe penelitian penjelasan (*explanative research*) dengan melakukan pengamatan/non eksperimen yang bertujuan untuk menjelaskan hubungan kausal antara variable-variabel melalui pengujian hipotesa.

Metode yang dipakai dalam analisis data adalah metode analisis kuantitatif dengan mempergunakan metode regresi linear berganda.

Dari hasil analisis regresi kedua variable yaitu pelaksanaan kebijakan alih tugas dan kompetensi jabatan berpengaruh secara nyata (*significant*) terhadap prestasi kerja pegawai di lingkungan Sekretariat Daerah Kabupaten Jember, dimana masing-masing terdapat pengaruh positif yang signifikan, variabel pelaksanaan kebijakan alih tugas (X_1) dalam menentukan perubahan-perubahan Prestasi Kerja Pejabat Struktural (Y) dengan p value sebesar 0.000 yang lebih kecil dari $\alpha = 0.050$ dan dengan koefisien sebesar 0.669 serta terdapat pengaruh positif yang signifikan, variabel kompetensi jabatan (X_2) dalam menentukan perubahan-perubahan prestasi kerja pejabat struktural (Y) dengan p value sebesar 0.019 yang lebih kecil dari $\alpha = 0.050$ dan dengan koefisien sebesar 0.273.

Secara simultan terdapat pengaruh kekuatan pelaksanaan kebijakan alih tugas (X_1), dan kompetensi jabatan (X_2) secara bersama-sama mempengaruhi prestasi kerja pejabat struktural (Y) sebesar 69,0 % (0,690). Sementara pengaruh

variabel lain di luar pelaksanaan kebijakan alih tugas (X_1) dan kompetensi jabatan (X_2) adalah sebesar 31,0 % (0,310).



SUMMARY

The Effect of Realization Job Transfer Policy and Job Competency Related to The Job Performance of Structural Employee on The Area of Secretariat of The Jembrana Regency

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Low skill competency may caused by many factors, such as insisted employee requirement even if all of the required aspect was not fulfilled, or disright of new employee requirement and employee placement on the specific job position (the process of transfer job policy), event it's may not suitable with the competency.

Bezetting, it could a lot of new problems, specially for management personalia, for example there is dissatisfaction of employees problems for mutation, rotation, or promotion (transferring job), that dissatisfaction could show up by how to manage the employees specially how to run the transfer job policy that in other way it basically take of outside opinions (birocrations politisation, not on vision of the birocration, special relationship, etc).

If those case happened, that the relization job transfer policy dan job competency would influence according to the job performance and stimulating between job tranfer policy dan job competency that would be influence for the job performance, and at least the true good porpose of Jembrane regency govermental for increasing the profesionalism of the employees and efectivity of mission and efficiency, is can be posible not stay on the line.

The orientation of this observation is to analyze all of the effect caused by the process of job transfer policy in order with structural employees' job performance and to analyze job competency in order with structural employee's job performance.

The design of observation is using explanative research by observing/non eksperimental that oriented to explain the causal relationship between the variables by checking the hypotise.

The method that used in analyze the data is quantitative analyze method by using double linear regretron method.

From the regretron analysing that the process of job transfer policy and job competency effecting significantly to the employee's job performance in the area of secretariat of the Jembrana Regency, where each is containing positive effect of the power of the realization of job tranfer policy (X_1) in depending the differences of structural employee's job performance (Y) is at amonut of p value $0.000 < \alpha = 0.050$ and amonut of koefesien is 0.669. And there is a positive effect in the power of job competency (X_2) in order to choosing the differences stuctural of employee's job performance is at amount of p value $0.019 < \alpha = 0.050$ and amonut of koefesien is 0.273.

Simultanly there is an effect of the realization of the job tranfer policy (X_1), and job competency (X_2), effecting the srtuctural employee's job performance (Y) is at amount of 69.0 % (0.690).The effect of others variable another than the realization of the job tranfer policy (X_1) and job competency (X_2) is at amount of 31,0 %(0,310).

ABSTRACT

The Effect of Relation Job Transfer Policy and Job Competencion Related To The Job Performance of Structural Employee On The Area of Secretariat of The Jembrana Regency

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This research is intended to get the picture about the effect of realization job transfer policy and Job competencion related to the Job Performance of Structural Employee on The Area of Secretariat of The Jembrana Regency.

The observation method that use is double Linear Regresion method while sample taken from Structural Employee on The Area of Secretariat of The Jembrana Regency as 35 person while data collect by quisionery.

In this observation there one 2 variable that is independent variable and dependent variable. Independent variable consist of realization job transfer policy and Job competency. While dependent variable consist the performance of structural employee.

Observation result taken from 35 respotence of structural employee on The Area of Secretariat of The Jembrana Regency, that effect of power work realization policy (X_1) as a while to determine changes of structural employee job performance about 66,9 % (0,669) and signifikan with p value $0.000 < \text{than } \alpha = 0.050$. And level of totally influence effect of power work Job competency (X_2) as a while to determine the changes the job performance of structural employee is 27,3 % (0,273) and signifikan with p value $0.019 < \text{than } \alpha = 0.050$.

Power from realization job transfer policy and Job competency that influence the job performance of structural employee about 69,0 %, while impact of another variable beside realization of job transfer policy and Job competency as 31,0 % same as Ei, that is another variable beside the realization job transfer policy, and structural employee competency.

Key words : *Job Transfer Policy. Job Competencion, Job Performance.*