

ABSTRACT

Abstract: *The decline or low public confidence in government institutions is a fundamental problem in Indonesia as well as in developed countries. The decline of trust occurred among others due to the rampant corruption cases conducted by public officials and non-conformity of services provided to the expectations of the community. To overcome this it is necessary to make efforts by the government to restore public confidence in government institutions. Implementation of performance management system can be one of the efforts to improve the performance of the apparatus and restore public confidence in government institutions. An effective performance management system should be supported by the characteristics of a good performance management system. This study focuses on the characteristics of performance management system activities and structure of performance management systems. This research uses explanatory quantitative method with sample of 116 employees who work in the Agency of Financial and Development Supervision. The results of the analysis show that the performance management system activities and structure of performance management systems have a significant and positive effect on the performance of the apparatus.*

Keywords: *Performance management system, performance management system characteristics, apparatus performance.*

ABSTRAK

Kemunduran atau rendahnya kepercayaan publik terhadap institusi pemerintah menjadi masalah mendasar di Indonesia maupun negara-negara maju. Kemunduran kepercayaan tersebut terjadi antara lain karena maraknya kasus korupsi yang dilakukan pejabat publik maupun ketidaksesuaian layanan yang diberikan terhadap harapan masyarakat. Untuk mengatasi hal tersebut maka diperlukan adanya upaya yang dilakukan pemerintah untuk mengembalikan kepercayaan publik terhadap institusi pemerintah. Penerapan sistem manajemen kinerja dapat menjadi salah satu upaya guna meningkatkan kinerja aparatur dan mengembalikan kepercayaan publik terhadap institusi pemerintah. Sistem manajemen kinerja yang efektif harus ditunjang dengan karakteristik sistem manajemen kinerja yang baik. Penelitian ini berfokus pada karakteristik *performance management system activities* dan *structure of performance management systems*. Penelitian ini menggunakan metode kuantitatif eksplanatori dengan sampel sebanyak 116 pegawai yang bekerja di Badan Pengawasan Keuangan dan Pembangunan. Hasil analisis membuktikan *performance management system activities* dan *structure of performance management systems* berpengaruh signifikan dan terbukti positif terhadap kinerja aparatur.

Kata Kunci: Sistem manajemen kinerja, karakteristik sistem manajemen kinerja, kinerja aparatur.