



**TUGAS AKHIR PROGRAM MAGISTER (TAPM)**

**ANALISIS PROSES PENILAIAN PRESTASI KERJA  
PEGAWAI NEGERI SIPIL PADA KANTOR UNIT  
PENYELENGGARA BANDAR UDARA  
KAREL SADSUITUBUN**



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**Disusun Oleh :**

**MOH. AGUS SUHARTONO**

**NIM. 530020646**

**PROGRAM PASCASARJANA**

**UNIVERSITAS TERBUKA**

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## ABSTRACT

### ANALYSIS OF THE GOVERNMENT OFFICER PERFORMANCE ASSESSMENT PROCESS AT KAREL SADSUITUBUN AIRPORT

Moh. Agus Suhartono  
[suhartonomohagus@gmail.com](mailto:suhartonomohagus@gmail.com)  
*Graduate studies Program*  
*Indonesia Open University*

The background of this research is the discrepancy between the results of the employee performance assessment at the Karel Sadsuitubun Airport with the behavior and level of performance. The purpose of this research (1) To analyze the process of evaluating Government Officer Performance (2) to analyze the factors in evaluating officer duties performance. (3) To analyze the efforts needed to improve the Government Officer Performance Assesment at the Karel Sadsuitubun Airport. This research is a qualitative research with a focused case study approach. Data collection was done through in-depth open interviews, observation and documentation. The data analysis technique is limited by using SWOT analysis (Strength, Weakneses, Opportunities and Threats Analysis) so that the structure and level of strategy of these factors can be known. From the results of data presentation and data analysis, it can be concluded that (1) Work performance assessment is an effort to improve the performance of Civil Servants through a performance-based management system that focuses on results and behavior. (2) The implementation of the preparation of targets and the realization of employee work targets has not been fully in accordance with the rules, (3) The implementation of employee performance appraisals at the Karel Sadsuitubun Airport Organizing Unit has used an online-based application, (4) Employee work behavior assessments still tend to be subjective influenced by bias and is average. Related to this, a strategic approach was produced in the implementation of the Employee Performance Assessment at the UPBU Karel Sadsuitubun Office with the following steps: (1) Building Leader Commitment; (2) Increasing leadership competence; (3) Building commitment in shared vision; (4) Building cooperation between leaders and subordinates; (5) Fulfilling the need for norms and procedures as an effort to improve Employee Performance Assessment; (6) Complete supporting facilities; (7) Committed to enforcement of rules and regulations

Assessment; Keywords: Evaluation, Process, Assessment, Duties Achievement

**ABSTRAK****ANALISIS PROSES PENILAIAN PRESTASI KERJA PEGAWAI  
NEGERI SIPIL PADA KANTOR UNIT PENYELENGGARA  
BANDAR UDARA KAREL SADSUITUBUN**

**Moh. Agus Suhartono**  
**suhartonomohagus@gmail.com**  
**Program PascaSarjana**  
**Universitas Terbuka**

Penelitian ini dilatarbelakangi adanya ke tidak sesuaian hasil penilaian prestasi kerja pegawai pada Kantor Unit Penyelenggara Bandar Udara Karel Sadsuitubun dengan prilaku dan tingkat kinerja. Tujuan dari penelitian ini (1)Menganalisis proses dalam penilaian Prestasi Kerja pegawai (2)Menganalisis faktor penghambat dalam penilaian prestasi kerja pegawai 3)Menganalisis strategi yang diperlukan guna perbaikan penilaian prestasi kerja pegawai pada kantor Unit Penyelenggara Bandar Udara Karel Sadsuitubun. Penelitian ini merupakan penelitian kualitatif dengan pendekatan studi kasus yang terfokus . pengumpulan data dilakukan melalui wawancara mendalam secara terbuka,observasi dan dokumentasi.Teknik analisis data dibatasi dengan menggunakan analisis SWOT (*Stranghs, Wearneses, Opportunities, Threats, Analysis*) sehingga dapat diketahui struktur serta tingkat strategi dari factor tersebut. Dari hasil penyajian data dan analisis dat diperoleh kesimpulan bahwa (1)Penilaian prestasi kerja merupakan suatu upaya untuk memperbaiki kinerja Pegawai Negeri Sipil melalui sistem manajemen berbasis kinerja yang terfokus pada hasil dan perilaku. (2) Pelaksanaan penyusunan target dan realisasi sasaran kerja pegawai belum sepenuhnya sesuai dengan aturan, (3) Pelaksanaan penilaian prestasi kerja pegawai di Kantor Unit Penyelenggara Bandar Udara Karel Sadsuitubun sudah menggunakan Aplikasi berbasis Online, (4) Penilaian perilaku kerja pegawai masih cenderung bersifat subjektif dipengaruhi bias dan bersifat rata-rata.Terkait hal tersebut dihasilkan pendekatan strategi dalam pelaksanaan Penilaian Prestasi Kerja Pegawai di Kantor UPBU Karel Sadsuitubun dengan langkah sebagai berikut: (1) Membangun Komitmen Pemimpin;(2)Peningkatan kopetensi Pimpinan;(3) Membangun komitmen dalam visi bersama; (4) Membangun kerjasama antar pimpinan dan bawahaan;(5) Pemenuhan kebutuhan norma dan Prosedur sebagai upaya perbaikan Penilaian Prestasi Kerja Pegawai;(6) Melengkapi fasilitas penunjang;(7) Berkomitmen terhadap penegakan aturan dan regulasi

Kata Kunci: Evaluasi,Proses, Penilaian,Prestasi Kerja