

ABSTRAK

Tujuan penelitian ini, yaitu untuk mengetahui implementasi perjanjian kinerja bagi Pegawai Negeri Sipil di Bagian Umum Badan Perencanaan Pembangunan, Penelitian dan Pengembangan Daerah (Bappedalitbang) Kabupaten Banyumas. Metode pendekatan yang digunakan dalam penelitian adalah yuridis normatif dengan spesifikasi yang *clinical legal research*. Materi penelitian ini adalah tentang implementasi perjanjian kinerja bagi Pegawai Negeri Sipil di Bagian Umum Badan Perencanaan Pembangunan, Penelitian dan Pengembangan Daerah (Bappedalitbang) Kabupaten Banyumas dianalisa dengan menggunakan metode deduktif.

Hasil penelitian menyimpulkan bahwa perjanjian kinerja pegawai mengacu pada Peraturan Pemerintah Nomor 8 Tahun 2006 tentang Pelaporan Keuangan dan Kinerja Instansi Pemerintah dan Peraturan Presiden Nomor 29 Tahun 2014 tentang Sistem Akuntabilitas Kinerja Instansi Pemerintah, serta Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Nomor 53 Tahun 2014 tentang Petunjuk Teknis Perjanjian Kinerja, Pelaporan Kinerja dan Tata Cara Reviu atas Laporan Kinerja Instansi Pemerintah. Implementasi perjanjian kinerja bagi Pegawai Negeri Sipil di Bagian Umum Badan Perencanaan Pembangunan, Penelitian dan Pengembangan Daerah (Bappedalitbang) Kabupaten Banyumas dituangkan dalam dokumen perjanjian kinerja yang mengacu pada visi dan misi organisasi. Dokumen perjanjian kinerja berisi sasaran kegiatan, indikator kinerja, penjelasan dan target yang diharapkan. Pembiayaan pelaksanaan perjanjian kinerja pegawai berasal dari APBD. Kendala implementasi perjanjian kinerja yaitu pencarian dana kegiatan yang sering terlambat, laporan Surat Pertanggungjawaban (SPJ) yang tidak tepat waktu, kemampuan sumberdaya manusia yang masih kurang dan termasuk disiplin kerja PNS yang masih perlu ditingkatkan. Solusi agar ke depan diperoleh hasil yang lebih baik yaitu melakukan perbaikan-perbaikan dalam rangka pencairan dana, mensupport para PPTK/PPK untuk melakukan pertanggungjawaban tepat waktu, memberikan tambahan penghasilan dan memberikan kesempatan kepada pegawai BAPPEDALITBANG untuk melakukan pengembangan SDM baik pendidikan formal maupun non formal..

Kata Kunci: Perjanjian, Kinerja, Pegawai,

ABSTRACT

The purpose of this study, namely to determine the implementation of performance agreements for Civil Servants in the General Section of the Regional Development Planning, Research and Development Agency (Bappedalitbang) Banyumas Regency. The approach method used in this research is normative juridical with clinical legal research specifications. The research material is about the implementation of performance agreements for Civil Servants in the General Section of the Regional Development Planning, Research and Development Agency (Bappedalitbang) of Banyumas Regency and analyzed using the deductive method.

The results of the study conclude that the employee performance agreement refers to Government Regulation Number 8 of 2006 concerning Financial Reporting and Performance of Government Agencies and Presidential Regulation Number 29 of 2014 concerning the Performance Accountability System of Government Agencies, as well as Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 53 of 2014 concerning Technical Guidelines for Performance Agreements, Performance Reporting and Procedures for Reviewing Performance Reports of Government Agencies. The implementation of the performance agreement for Civil Servants in the General Section of the Regional Development Planning, Research and Development Agency (Bappedalitbang) of Banyumas Regency is stated in a performance agreement document that refers to the vision and mission of the organization. The performance agreement document contains activity objectives, performance indicators, explanations and expected targets. Funding for the implementation of the employee performance agreement comes from the APBD. Obstacles to the implementation of the performance agreement include finding funds for activities that are often late, reports of Accountability Letters (SPJ) are not timely, human resource capabilities are still lacking and including civil servant work discipline that still needs to be improved. The solution so that in the future better results are obtained, namely making improvements in the context of disbursing funds, supporting PPTK/PPK to carry out accountability on time, providing additional income and providing opportunities for BAPPEDALITBANG employees to develop human resources both formal and non-formal education. .

Keywords: Agreement, Performance, Employee