

RINGKASAN

Penelitian ini berjudul “Analisis Kinerja Perangkat Desa Ponjen Kecamatan Karanganyar Kabupaten Purbalingga”. Permasalahan yang diteliti adalah Kinerja Perangkat Desa dari Aspek Kualitas, Aspek Kuantitas, Aspek Penggunaan Waktu, dan Aspek Kerjasama. Adapun teknik pengumpulan data yang digunakan dalam penelitian ini adalah wawancara, observasi, dan dokumentasi. Metode penelitian yang dipakai dalam penelitian ini adalah metode penelitian deskriptif kualitatif. Memilih 3 orang informan dari Perangkat Desa Ponjen dan 2 orang informan dari masyarakat pengguna layanan.

Berdasarkan hasil penelitian dapat ditarik kesimpulan sebagai berikut :

(1) Aspek Kualitas : Kepala Desa dan Sekretaris Desa dalam membagi tugas kepada Perangkat Desa mengacu pada aturan yang berlaku, memposisikan Perangkat Desa sesuai dengan tugasnya masing-masing. Meskipun untuk hasil pelaksanaannya dapat dikatakan masih belum maksimal. (2) Aspek Kuantitas : Kepala Desa dibantu oleh Perangkat Desa melaksanakan tugas sesuai dengan beban kerja masing-masing. Jumlah pelayanan yang dapat diselesaikan oleh Perangkat Desa kurang lebih ada lima bidang pelayanan yaitu bidang administrasi kependudukan, bidang kesehatan, bidang sosial, bidang perizinan dan bidang non perizinan. (3) Aspek Penggunaan Waktu : Pada masa pandemi Kantor Pemerintah Desa Ponjen belum bisa menerapkan pelayanan secara online. Perangkat Desa berangkat dan pulang sesuai dengan jadwal yang ditetapkan oleh pemerintah desa dengan tetap menerapkan protokol kesehatan. Kepala Desa mengharapkan perangkat desa mampu bekerja secara efisien, meskipun belum bisa mendapatkan hasil yang maksimal karena terkendala oleh sumber daya manusia yang terbatas, fasilitas atau prasarana yang belum memadai. (4) Aspek Kerjasama : Perangkat Desa dalam melaksanakan tugas baik sebelum maupun sesudah pelaksanaan selalu mendapat pengawasan sehingga, tidak terjadi tumpang tindih pengawasan karena saling berkoordinasi dengan baik dan komunikasi diantara perangkat desa selama ini terjalin dengan baik.

Implikasi :

1. Meningkatkan kualitas pelayanan Perangkat Desa melalui diklat agar semakin berkualitas sehingga pelayanan lebih maksimal.
2. Meningkatkan kedisiplinan Perangkat Desa sehingga mampu bekerja secara efisien.
3. Melakukan rekrutmen perangkat desa sesuai dengan peraturan perundang-undangan sehingga kekosongan jabatan Perangkat Desa dapat teratasi.
4. Melengkapi sarana prasarana sehingga fasilitas yang kurang memadai dapat diatasi.

Kata kunci : Analisis, Kinerja, Perangkat Desa

SUMMARY

This research is entitled "Performance Analysis of Ponjen Village Apparatus, Karanganyar District, Purbalingga Regency". The problems studied were the Village Apparatus Performance from the Quality Aspect, Quantity Aspect, Time Use Aspect, and Cooperation Aspect. Data collection techniques used in this study were interviews, observation, and documentation. The research method used in this study is a qualitative descriptive research method. Selecting 3 informants from the Ponjen Village Apparatus and 2 informants from the service user community.

Based on the results of the study, the following conclusions can be drawn : (1) Quality Aspect : The Village Head and the Village Secretary in dividing tasks to the Village Apparatus refer to the applicable rules, placing the Village Apparatus in accordance with their respective duties. Although the results of its implementation can be said to be still not optimal. (2) Quantity Aspect : The Village Head is assisted by the Village Apparatus in carrying out tasks according to their respective workloads. The number of services that can be completed by the Village Apparatus is approximately five service areas, namely the field of population administration, the health sector, the social sector, the licensing sector and the non-licensing sector. (3) Aspects of Time Use : During the pandemic the Ponjen Village Government Office has not been able to implement online services. Village officials leave and return according to the schedule set by the village government while still implementing health protocols. The village head expects village officials to be able to work efficiently, even though they have not been able to get maximum results because they are constrained by limited human resources, inadequate facilities or infrastructure. (4) Aspect of Cooperation : Village officials in carrying out their duties well before and before implementation always receive supervision so that there is no overlapping supervision because they coordinate well with each other and communication between village officials has been well established.

Implications :

1. Improving the service quality of Village Apparatus through education and training so that they are of higher quality so that services are maximized.
2. Improve the discipline of the Village Apparatus so that they are able to work efficiently.
3. Conduct village apparatus recruitment in accordance with statutory regulations so that vacancies in Village Apparatus positions can be resolved.
4. Equip infrastructure so that inadequate facilities can be overcome.

Keywords : Analysis, Performance, Village Apparatus