



## INTI SARI

Penelitian yang kami lakukan ini bermaksud untuk mengetahui tentang bagaimana pelaksanaan kebijakan prosedur penyusunan laporan AKIP yang sesuai dengan karakteristik penyusunan laporan yang baik dan benar, yang dilaksanakan oleh Pemerintah Kabupaten Ngada.

Untuk menepohong Implementasi Kebijakan Prosedur penyusunan laporan AKIP sesuai dengan Karakteristik penyusunan Laporan AKIP yang baik, serta faktor-faktor yang mempengaruhinya, maka metode yang digunakan adalah pendekatan kualitatif yang menganalisis data secara empiris dengan menggunakan teknik analisa deskriptif kualitatif.

Dimensi-dimensi yang menjadi fokus kajian Implementasi Kebijakan AKIP ini adalah, komunikasi organisasi, struktur organisasi, dan implementor atau pelaksana. Hasil penelitian menunjukkan bahwa pelaksanaan kebijakan AKIP belum dilaksanakan sesuai dengan karakteristik penyusunan laporan AKIP yang baik. Hal ini disebabkan oleh kurangnya komunikasi yang dibangun baik dalam instansi, antar instansi maupun dengan instansi yang mengeluarkan kebijakan AKIP, struktur interen yang ada belum memadai,rendahnya kualitas sumber daya manusia aparatur, baik itu pemahaman, tingkat pendidikan, kemampuan analisis serta belum adanya sistem pemberian insentif yang layak bagi staf yang berprestasi.

Berdasarkan temuan hasil penelitian, maka penulis merekomendasikan hal-hal sebagai berikut: Melakukan bimbingan teknis tentang AKIP bagi seluruh staf secara rutin, perlu direncanakan program peningkatan sumber daya manusia aparatur, memperbaiki struktur secara lebih sempurna sehingga memperjelas pelimpahan wewenang, perlu peningkatan fasilitas serta sarana yang memadai, serta sangat perlu menerapkan sistem insentif bagi aparatur yang berprestasi dalam mengimplementasikan sebuah kebijakan.



## ABSTRACT

Government Bureucracy Organizaton in the regency of Ngada as on of public service organizations has tasks and functions to implement and account for each task and function as well and responsibly as possible. Each program and activity implemented should be accounted for transparently and openly toward all of elements/groups in the community, through procedures of arrangement using Governmental Instant Work Accountability system.

The research was aimed to know how appropriate implementation of AKIP report compiling procedure was with a good and correct report compiling a characteristic, which was carried out by Regency Government of Ngada.

To observe the Policy Implementation on AKIP report compiling in accordance with Characteristic of good AKIP report compiling as well as its affecting factors, thus a method used was a qualitative approach that analyzing data empirically using a technique of qualitative descriptive analysis.

Dimensions that became study focus of AKIP Policy Implementation were organization communication, organization structure, and implementer. The result of the research showed that the AKIP policy implementation had not been implemented based on the good characteristic of AKIP report compiling. That was caused by the lack of communication that established in the instants, among instants as well as with the instant that issued the AKIP policy, the existing intern structure had not been sufficient, the low quality of human resource as apparatus in understanding, level of education, analysis ability and the appropriate incentive conferral to who had good performance.

Based on the findings from the results of the research, the writer recommended as follows: It needed to implement technical guidance of AKIP to all of staffs routinely, to plan a program of human resource improvement as apparatus, to improve structure more perfectly so that it will delineate decentralization of authority, to improve sufficient facilities, and very important to implement incentive system for the apparatus who had good performance in implementing a policy.