



## Intisari

Tesis ini menyajikan tentang efektivitas pemberian tunjangan kinerja dalam meningkatkan disiplin pegawai Kejaksaan Tinggi DIY. Peningkatan disiplin pegawai merupakan salah satu langkah untuk meningkatkan kinerja pegawai. Di lingkungan pegawai negeri sipil/ instansi pemerintah adalah hal yang tidak mudah untuk mendisiplinkan pegawai. Banyak hal yang menyebabkan sulit tercapainya disiplin pegawai antara lain kurang sesuai gaji yang diterima dan bekerja dengan baik atau tidak baik pun akan mendapatkan gaji penuh setiap bulannya.

Upaya pemerintah untuk meningkatkan disiplin pegawai dan kinerja pegawai dengan memberikan remunerasi. Pemerintah berharap dengan adanya remunerasi akan mampu meningkatkan kinerja dan kedisiplinan pegawai. Di beberapa kementerian/ lembaga telah mendapat remunerasi. Demikian juga Kejaksaan RI dengan PP Nomor: 41 Tahun 2011 tanggal 12 Juli 2011 dan Keputusan Jaksa Agung Nomor: Kep-150/ A/JA/07/2017.

Penelitian ini adalah *deskriptif analitis* dengan menggunakan metode kualitatif dan difokuskan pada efektivitas realisasi pemberian tunjangan kinerja di Kejaksaan Tinggi DIY terkait dengan peningkatan disiplin pegawai. Data yang diperoleh dalam penelitian ini dari data primer dan data sekunder. Data primer diperoleh dari hasil wawancara, sedangkan data sekunder diperoleh dari data-data baik yang berupa laporan-laporan maupun peraturan-peraturan yang berkaitan dengan pemberian tunjangan kinerja dan disiplin pegawai.

Peningkatan disiplin pegawai selalu mendapat perhatian pimpinan. Peran dan konsistensi pimpinan sangat penting dalam penegakan disiplin pegawai di samping terdapat Peraturan Pemerintah Republik Indonesia Nomor : 53 Tahun 2010 tentang Disiplin Pegawai Negeri Sipil. Dari penelitian yang telah dilakukan merekomendasikan perlunya optimalisasi peran pimpinan dalam monitoring dan memotivasi para pegawai. Dengan adanya pendapatan selain gaji yang berupa tunjangan kinerja, diharapkan mampu meningkatkan pegawai untuk lebih disiplin dan berkinerja lebih baik. Dengan demikian dari waktu ke waktu disiplin pegawai Kejaksaan Tinggi DIY sudah jauh lebih baik.

*Kata kunci : efektivitas remunerasi, peningkatan disiplin, disiplin pegawai*

## Abstract

This thesis presents the effectiveness of performance allowances in improving employee discipline in the Yogyakarta High Prosecutors Office. The improvement in employee discipline is one effort to eventually improve employee performance. It is not easy to discipline employees in civil service/ government agencies, as there are many things that make it difficult to achieve employee discipline, for instance: the salary received which is less appropriate, and full monthly salary received regardless of their good or poor work performance.

The government's effort to improve employee discipline and performance is conducted by the provision of remuneration. The government expects that remuneration will improve the employee performance and discipline. A number of ministries/ institutions have already received their share of remuneration, similar to the Attorney General of the Republic of Indonesia, under Government Regulation Number 41 of 2011, dated July 12, 2011 and the Attorney General's Decree Number: Kep-150/A/JA/07/2017.

The present research was analytical descriptive with qualitative method, and was focused on the effectiveness of performance allowance realization in the Yogyakarta High Prosecutors Office, related to the improvement of employee discipline. The data obtained in this research came from primary data and secondary data. Primary data were obtained from interviews, while secondary data from both reports and regulation data, related to provision of performance allowances and employee discipline.

The improvement of employee discipline always earns the attention from the leadership. The role and consistency of the leadership is highly important in the enforcement of employee discipline, in addition to Government Regulation of the Republic of Indonesia Number 53 of 2010 on Civil Servants' Discipline. From the research conducted, it is recommended to optimize the leadership role in monitoring and motivating the employees. With the provision of income besides the salary, such as performance allowances, it is expected that it can improve the employee discipline and better employee performance; therefore, the employee discipline of Yogyakarta High Prosecutors Office will be much better from time to time.

**Keywords:** Effectiveness of Remuneration, Discipline Improvement, Employee Discipline