

ANALISIS FAKTOR-FAKTOR YANG MEMPENGARUHI KINERJA ORGANISASI PERANGKAT DAERAH (OPD) PEMERINTAH DAERAH DAERAH ISTIMEWA YOGYAKARTA

**Sri Rahayu Azizatul Jannah
Irwan Taufiq Ritonga, S.E., M. Bus., Ph. D., CA**

INTISARI

Biro UP Setda DIY selama 2015-2017 mendapat penilaian kinerja instansi rata-rata tertinggi dan masuk dalam kategori berkinerja optimal sebanyak sebelas kali. BPBD DIY selama 2015-2017 mendapat penilaian kinerja instansi rata-rata terendah dan masuk kategori berkinerja tidak optimal sebanyak sebelas kali. Tujuan penelitian ini adalah menganalisis faktor-faktor yang mempengaruhi tidak optimalnya kinerja BPBD DIY dan menganalisis faktor-faktor yang mempengaruhi optimalnya kinerja Biro UP Setda DIY selama tahun 2015-2017. Penelitian ini menggunakan pendekatan kualitatif studi kasus dengan teknik analisis data menggunakan analisis kasus individu dan analisis lintas kasus.

Hasil penelitian menunjukkan bahwa faktor-faktor yang mempengaruhi tidak optimalnya kinerja BPBD DIY adalah sebagai berikut. (1) Faktor SDM; pendidikan umum yang diutamakan untuk kualifikasi jabatan banyak yang tidak sesuai dengan Pergub DIY Nomor 122 Tahun 2015 dan Pergub DIY Nomor 106 Tahun 2016 dan kurangnya komitmen pegawai. (2) Faktor dukungan kepemimpinan; kurangnya perhatian pemimpin, kurangnya pemahaman tugas pemimpin, BPBD DIY tahun 2015-2017 dijabat Plt Kepala Pelaksana yang berganti-ganti, dan kurangnya pengawasan. (3) Koordinasi; koordinasi internal dan eksternal tidak berjalan lancar. Faktor-faktor yang mempengaruhi kinerja Biro UP Setda DIY berkinerja optimal adalah sebagai berikut. (1) Faktor SDM; pendidikan umum yang diutamakan untuk kualifikasi jabatan di Biro UP Setda DIY banyak yang sesuai dengan pergub 122 Tahun 2015 dan 106 Tahun 2016 dan tingginya komitmen pegawai. (2) Faktor dukungan kepemimpinan; tingginya perhatian pemimpin, tingginya kemampuan pemimpin akan pemahaman tugas, Kepala Biro UP Setda DIY Tahun 2015-2017 dijabat kepala definitif, dan ketatnya pengawasan yang dilakukan pemimpin. (3) Koordinasi; kuatnya koordinasi internal dan eksternal.

Kata Kunci: Kinerja, sumber daya manusia, dukungan kepemimpinan, koordinasi

ANALYSIS OF FACTORS AFFECTING PERFORMANCE OF REGIONAL GOVERNMENT AGENCIES (RGAs) IN REGIONAL GOVERNMENT OF YOGYAKARTA SPECIAL REGION PROVINCE

**Sri Rahayu Azizatul Jannah
Irwan Taufiq Ritonga, S.E., M. Bus., Ph. D., CA**

ABSTRACT

The Public and Protocol Bureau of Regional Secretariat of Yogyakarta Special Region has acquired the highest assessment performance result and has been classified into optimal performance category for 11 times. The Regional Board for Disaster Management of Yogyakarta Special was the only RGA in the Regional Government of Yogyakarta which acquired the lowest average of performance assessment and classified into non-optimal category for about 11 times. This research aims to analyze the factors that affect the optimal performance of the BPBD DIY and analyze the factors that affect the optimal performance of the Public and Protocol Bureau of Regional Secretariat of Yogyakarta Special Region in the period 2015-2017. This research employed a case study qualitative approach in which the data were analyzed through individual case analysis and cross-case analysis.

The research results indicated that the factors that affect the non-optimal performance of BPBD DIY were as follows: (1) Human Resources; many positions were filled by those who did not have education as required by the Regulation of Governor of Yogyakarta Special Region No.122 of 2015 and Governor Regulation No.106 of 2016 and employees lacked commitment. (2) Leadership support; the leaders paid little/no attention, they had limited understanding of the responsibility of the leaders, in the period 2015-2017 BPBD DIY kept changing acting executive heads, they provided inadequate supervision. (3) Coordination; internal and external coordination were poor. The factors that affected the performance of the Public and Protocol Bureau of Regional Secretariat of Yogyakarta Special Region to achieve optimal performance were as follows: (1) Human Resources; many positions were filled by those who had education as required in the Governor Regulation No.122 of 2015 and No.106/2016, and employees had high commitment. (2) Leadership support; the leaders paid much attention, they had profound understanding of the responsibility of the leaders of Public and Protocol Bureau of Regional Secretariat of Yogyakarta Special Region, Public and Protocol Bureau of Regional Secretariat of Yogyakarta Special Region in the period 2015-2017 was led by a definitive head, and the leaders of the Public and Protocol Bureau of Regional Secretariat of Yogyakarta Special Region provided tight supervision. (3) Coordination; internal and external coordination was good.

Keywords: Performance, human resources, leadership support, coordination