

## INTISARI

Penelitian ini bertujuan untuk mengevaluasi sistem pengukuran kinerja Badan Kepegawaian Daerah Daerah Istimewa Yogyakarta (BKD DIY) dengan menggunakan alat analisis cetak biru kinerja (*performance blueprint*) serta mengidentifikasi faktor-faktor yang berperan dalam proses implementasi sistem pengukuran kinerja dengan teknik analisis Hennink dan Hutter. Penelitian ini menggunakan pendekatan deskriptif kualitatif. Pengumpulan data menggunakan dokumentasi, studi pustaka dan wawancara. Hasil evaluasi cetak biru kinerja (*performance blueprint*) menunjukkan bahwa indikator kinerja yang disusun oleh BKD DIY memiliki kesesuaian logis serta munculan yang berbasis pelayanan. Sedangkan faktor-faktor yang berperan dalam implementasi sistem pengukuran kinerja BKD DIY adalah sumber daya/input, perencanaan, dukungan, persepsi, proses, kendala dan pengawasan. Gejala isomorfisma koersif dan isomorfisma normatif juga ditemukan di dalam sistem pengukuran kinerja BKD DIY.

**Kata Kunci:** *BKD DIY, Cetak biru kinerja, Model Logika, Empat Kuadran Friedman, Indikator Kinerja, Isomorfisma*

## ABSTRACT

This research is aimed to evaluate performance measurement system (PMS) of Badan Kepegawaian Daerah Daerah Istimewa Yogyakarta (BKD DIY) by using performance blueprints analysis tool and to identify factors that contribute in the implementing process of performance measurement system (PMS) by using Hennink and Hutter analysis techniques. The research was designed by using descriptive qualitative objectives. Data collected by using document analysis, interview and literature review. The performance blueprint result showed that performance indicator which designed by BKD DIY are logical and have service delivery outcomes. The Factors that contribute in the implementing process of measurement system are resource, planning, support, perception, process, constraint, and monitoring. Researcher also found coercive isomorphism and normative isomorphism in performance measurement system (PMS) of BKD DIY.

**Keywords:** *BKD DIY, Performance Blueprint, Logic Model, Friedman's Four Quadran. Performance Indicatir, Isomorphism*