

**PERSEPSI PEGAWAI BADAN PENGAWAS OBAT DAN MAKANAN
REPUBLIK INDONESIA (BADAN POM RI) TERHADAP
STRATEGI ORGANISASI, KOMITMEN ORGANISASI, PRAKTIK
KEPEGAWAIAN, DAN PERFORMA ORGANISASI**

***EMPLOYEE'S PERCEPTIONS OF BADAN PENGAWAS OBAT DAN
MAKANAN REPUBLIK INDONESIA (BADAN POM RI) ON THE
ORGANIZATION STRATEGY, ORGANIZATION COMMITMENT,
HUMAN RESOURCE PRACTISE BUNDLE, AND ORGANIZATION
PERFORMANCE***

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INTISARI

Studi ini bertujuan untuk mengidentifikasi persepsi pegawai Badan Pengawas Obat dan Makanan Republik Indonesia akan strategi organisasi, komitmen organisasi, praktek kepegawaian, dan performa organisasi dilihat dari faktor gender, tingkat pendidikan, usia, dan lama bekerja pegawai.

Pengumpulan data menggunakan kuesioner yang disebar di seluruh wilayah kerja Badan POM RI sebanyak 280 bendel. Kuesioner yang kembali sebanyak 115 bendel, dengan *respon rate* sebesar 41.07%.

Independent Sample T-Test untuk melihat perbedaan persepsi dari faktor *gender* memberikan hasil bahwa pegawai wanita mempunyai persepsi lebih tinggi daripada pegawai pria dalam memandang strategi organisasi, komitmen organisasi, praktek kepegawaian, dan performa organisasi meski tidak ada perbedaan nyata. Persepsi tertinggi dan cukup baik terdapat pada variabel komitmen organisasi, dan persepsi terendah serta kurang baik pada variabel praktik kepegawaian.

Dilihat dari segi tingkat pendidikan, usia, dan lamanya bekerja, dengan menggunakan *one-way ANOVA*, juga tidak ditemukan perbedaan nyata antar kelompok pegawai, semua sudah cukup baik. Persepsi tertinggi terdapat pada variabel komitmen organisasi, dan persepsi terendah terdapat pada variabel performa organisasi.

Kata kunci : *strategi organisasi, komitmen organisasi, praktek kepegawaian, performa organisasi, gender, usia, tingkat pendidikan, lama bekerja, Badan POM RI.*

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ABSTRACT

This paper planned to identified perceptions of Badan Pengawas Obat dan Makanan Republik Indonesia (Badan POM RI)'s employees on organization strategy, organization commitment, human resource practices bundle, and organization performance, divided on : *gender*, degree of school, age, and job tenure on each groups.

Data collected using questionnaire which spreaded on all of Badan POM RI's working area with amount of 280 bundles. Returned questionnaires were 115 bundles, with respon rate 41.07%.

Independent Sample T-Test to see difference of perception from gender, found no significant difference of perception between male and female employee on organization strategy, organization commitment, human resource practices bundle, and organization performance, but the female employee have higher perception than the male one. Highest perception and good enough value is on organization commitment variable and the lowest and not good enough value is on human resource practices bundle variable.

Meanwhile, using one-way ANOVA in each groups with divided factors : degree of school, age, and job tenure also found no significant differences of employee's perception on organization strategy, commitment organization, human resource practices bundle, and organization performance, all of the variables got good enough values. The highest perception is on organization commitment and the lowest perception is on organization performance.

Keywords : *organization strategy, organization commitment, human resources practices bundle, organization performance, gender, age, degree of school, job tenure, Badan POM RI.*