

INTISARI

IMPLEMENTASI PERATURAN BUPATI SLEMAN NOMOR 1 TAHUN 2020 TENTANG PEMBERIAN TAMBAHAN PENGHASILAN PEGAWAI APARATUR SIPIL NEGARA BERBASIS KINERJA DI LINGKUNGAN PEMERINTAH KABUPATEN SLEMAN DALAM MENINGKATKAN KUALITAS APARATUR SIPIL NEGARA (STUDI KASUS BADAN KEPEGAWAIAN PENDIDIKAN DAN PELATIHAN KABUPATEN SLEMAN)

Oleh :

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Kelancaran penyelenggaraan tugas dan pembangunan nasional sangat tergantung pada kesempurnaan aparatur Negara khususnya Pegawai Negeri. ASN yang berkompetensi diindikasikan dari sikap disiplin, kinerja yang baik serta sikap dan perilakunya yang penuh dengan kesetiaan dan ketaatan kepada Negara, bermoral dan bermental baik, profesional, sadar akan tanggung jawabnya sebagai pelayan publik serta mampu menjadi perekat persatuan dan kesatuan bangsa. Berdasarkan pemaparan diatas, penelitian ini ditujukan untuk mengetahui pelaksanaan Peraturan Bupati Nomor 1 Tahun 2020 di lingkup Badan Kepegawaian Pendidikan dan Pelatihan Kabupaten Sleman (BKPP) dan dengan adanya pemberian tambahan penghasilan ini telah memberikan pengaruh terhadap kedisiplinan dan kinerja aparatur sipil negara di lingkup Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Sleman.

Metode penelitian yang digunakan yaitu penelitian hukum normatif-empiris. Lokasi penelitian ini adalah Badan Kepegawaian Pendidikan Dan Pelatihan Kabupaten Sleman. Subyek penelitian terdiri dari Kepala Bidang Pembinaan dan Kesejahteraan Pegawai BKPP, Kasubag Umum dan Kepegawaian Sekretariat BKPP, dan Kasubbidang Pembinaan Pegawai BKPP. Metode pengumpul data menggunakan wawancara dan dokumentasi. Teknik analisis data menggunakan analisis kualitatif.

Hasil penelitian menunjukkan Pelaksanaan Peraturan Bupati Sleman Nomor 1 Tahun 2020 tentang Pemberian Tambahan Penghasilan Pegawai Aparatur Sipil Negara Berbasis Kinerja di Lingkungan BKPP Kabupaten Sleman sudah berjalan dengan baik, namun beberapa kondisi ditemukan pada pelaksanaan Perbup yaitu adanya pegawai yang belum mematuhi untuk mengisi e-Kinerja dengan tepat waktu. Pemberian Tambahan Penghasilan Pegawai di Lingkup BKPP Kabupaten Sleman memberikan pengaruh terhadap Kedisiplinan dan Kinerja Aparatur Sipil Negara.

Kata kunci: Implementasi, Tambahan Penghasilan Pegawai, Kualitas ASN

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ABSTRACT

IMPLEMENTATION OF SLEMAN LOCAL HEAD GOVERNMENT REGULATION NUMBER 1 OF 2020 ON PROVIDING ADDITIONAL INCOME TO INCREASE THE QUALITY OF STATE CIVIL APPARATUS BASED ON THEIR PERFORMANCE IN SLEMAN REGENCY (CASE STUDY OF EMPLOYMENT, EDUCATION, AND TRAINING DEPARTMENT OF SLEMAN REGENCY)

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The implementation of administration and national development is highly dependent on the excellence of the state apparatus particularly the civil servants. Competent ASNs are indicated by having discipline, good performance, attitude and behaviour that is full of loyalty and obedience to the state, good moral and mentality, professional, aware of their responsibilities as public servants and able to become the promoter of national unity and integrity. Based on the explanation, this study is intended to find out the implementation of local head government regulation number 1 of 2020 by the Employment, Education, And Training Department of Sleman Regency (BKPP). as well this study is to find out how providing additional income has given influence to the discipline and performance of the state civil apparatus in the scope of Employment, Education, and Training Department of Sleman Regency. As well this study is to find out how providing additional income has given influence to the discipline and performance of the state civil apparatus in the scope of Employment, Education, and Training Department of Sleman Regency

The research method is normative-empirical legal research. The research location used by the researchers to answer the problems in this study is the Employment, Education, and Training Department of Sleman Regency. The research subjects consisted of the Head of BKPP Employee Development and Welfare Division, the Head of General affairs and Personnel of the BKPP Secretariat, and the Head of the BKPP Employee Development Sub Division. Interview and documentation are the methods to conduct data collection. Data analysis technique used in this study is qualitative analysis.

Based on the results of the study, the researchers find that the implementation of Sleman local head government regulation number 1 of 2020 on providing additional income for state civil apparatus based on their performance in BKPP Sleman regency has well-functioning. Nevertheless, several conditions were found in the implementation of the regulation, such as employees who had not complied to fill e-Kinerja in a timely manner. Provision of Additional Employee Income in the BKPP Scope of Sleman Regency has an influence on the Discipline and Performance of the State Civil Apparatus.

Keywords: Implementation, Additional Employee Income, ASN Quality

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