

ABSTRAK

Yeniman Lahagu, 2025 “Analisis Efektivitas Tunjangan Dalam Meningkatkan Kinerja Pegawai di Kantor Kelurahan Pasar Lahewa Kecamatan Lahewa” Pembimbing Heseziduhu Lase, S.E.,M.M

Pelaksanaan efektifitas tunjangan pegawai dalam meningkatkan kinerja pegawai di Kantor Kelurahan Pasar Lahewa, Kecamatan Lahewa sudah dijalankan secara maximal namun masih banyak kekurangan dan kelemahan dikarenakan keterbatasan dalam penggunaan IT. Tunjangan yang diberikan, meskipun beragam, masih kurang sesuai dengan harapan beberapa pegawai. Sebagian pegawai merasa bahwa tunjangan yang ada belum cukup untuk memenuhi kebutuhan mereka secara optimal. Hal ini berpotensi memengaruhi motivasi mereka dalam bekerja. Ketaatan disiplin pegawai terhadap aturan pemerintah daerah sangat berpengaruh terhadap pencapaian kinerja, yang dapat diukur dari penyelesaian tugas dan kontribusi terhadap tujuan pemerintah.

Selain tunjangan, faktor lain seperti pelatihan, hubungan kerja yang harmonis, dan dukungan dari atasan sangat berperan dalam meningkatkan kinerja pegawai, jadi pemberian tunjangan sebaiknya disertai dengan perhatian terhadap faktor-faktor ini untuk mencapai hasil yang lebih optimal. Efektivitas pemberian tunjangan pegawai pada kantor kelurahan pasar lahewa dapat tercapai apabila ada kerja sama antara sesama pegawai dan pemerintah daerah, sehingga realisasi dapat tercapai sebagaimana mestinya.

Kata kunci: Efektivitas Tunjangan, dan Kinerja

ABSTRACT

Yeniman Lahagu, 2025 “Analysis of the Effectiveness of Employee Benefits Improving mployee Performance at the Lahewa District's Pasar Lahewa Village Office. Thesis, Supervisor Heseziduhu Lase, SE, MM.

The implementation of the effectiveness of employee benefits in improving employee performance at the Pasar Lahewa Village Office, Lahewa District has been carried out optimally, but there are still many shortcomings and weaknesses due to limitations in the use of IT. The benefits provided, although diverse, are still not in accordance with the expectations of some employees. Some employees feel that the existing benefits are not enough to meet their needs optimally. This has the potential to affect their motivation to work. Employee discipline compliance with local government regulations greatly influences performance achievement, which can be measured from the completion of tasks and contributions to government goals.

In addition to benefits, other factors such as training, harmonious working relationships, and support from superiors play a major role in improving employee performance, so the provision of benefits should be accompanied by attention to these factors to achieve more optimal results. The effectiveness of providing employee benefits at the Pasar Lahewa Village Office can be achieved if there is cooperation between fellow employees and the local government, so that realization can be achieved as it should.

Keywords: Effectiveness of Benefits, and Performance