

Abstrak

Hulu, Samahati 2025. Analisis Implementasi Evaluasi Kinerja Pegawai di Kantor Camat Boronadu Kabupaten Nias Selatan. Dibawah Pembimbingan Delipiter Lase, S.E., M.Pd.

Penelitian ini bertujuan untuk menganalisis implementasi evaluasi kinerja pegawai di Kantor Camat Boronadu. Secara khusus, penelitian ini mengkaji bagaimana proses penilaian kinerja pegawai yang diterapkan, efektivitas penilaian dalam mengukur kinerja pegawai, kendala dan tantangan yang dihadapi dalam pelaksanaan evaluasi, serta bagaimana hasil penilaian digunakan dalam pengambilan keputusan terkait promosi, penggajian, dan pengembangan karir pegawai. Metode penelitian yang digunakan adalah kualitatif dengan pendekatan deskriptif. Data dikumpulkan melalui wawancara dengan pegawai dan pimpinan kantor, observasi langsung, serta analisis dokumen terkait sistem evaluasi kinerja yang diterapkan di Kantor Camat Boronadu. Hasil penelitian menunjukkan bahwa proses penilaian kinerja pegawai di Kantor Camat Boronadu dilakukan melalui beberapa tahap, termasuk penilaian langsung oleh atasan, pengisian formulir evaluasi, serta diskusi mengenai hasil kinerja. Meskipun sistem ini telah berjalan, efektivitas penilaian masih perlu ditingkatkan karena kurangnya pemahaman pegawai terhadap kriteria penilaian yang digunakan. Beberapa kendala yang dihadapi dalam implementasi evaluasi kinerja antara lain kurangnya transparansi dalam proses penilaian, keterbatasan sumber daya manusia dalam mengelola sistem evaluasi, serta minimnya pelatihan bagi pegawai terkait evaluasi kinerja. Selain itu, hasil evaluasi kinerja belum sepenuhnya digunakan secara optimal dalam pengambilan keputusan terkait promosi, penggajian, dan pengembangan karir pegawai. Beberapa pegawai merasa bahwa penilaian masih bersifat subjektif dan belum mencerminkan kinerja mereka secara menyeluruh. Oleh karena itu, diperlukan perbaikan dalam sistem evaluasi kinerja, termasuk peningkatan transparansi, penggunaan indikator yang lebih objektif, serta pelatihan bagi pegawai agar mereka lebih memahami pentingnya evaluasi kinerja dalam pengembangan karir mereka. Dengan demikian, diharapkan sistem evaluasi kinerja di Kantor Camat Boronadu dapat lebih efektif dalam mendukung peningkatan kualitas kerja pegawai dan pengambilan keputusan yang lebih adil serta berbasis pada kinerja yang terukur.

Kata Kunci: Evaluasi kinerja, pegawai, efektivitas, pengambilan keputusan

Abstract

Hulu, Samahati 2025. Analysis of the Implementation of Employee Performance Evaluation at the Boronadu Sub-District Office, South Nias Regency. Under the Supervision of Delipiter Lase, S.E., M.Pd.

This study aims to analyze the implementation of employee performance evaluation at the Boronadu Sub-District Office. Specifically, this research examines how the employee performance assessment process is applied, the effectiveness of the evaluation in measuring employee performance, the challenges and obstacles encountered in the evaluation process, and how the evaluation results are used in decision-making regarding promotions, salaries, and employee career development. The research method used is qualitative with a descriptive approach. Data were collected through interviews with employees and office leaders, direct observations, and document analysis related to the performance evaluation system implemented at the Boronadu Sub-District Office. The research findings indicate that the employee performance evaluation process at the Boronadu Sub-District Office is carried out in several stages, including direct assessment by superiors, completion of evaluation forms, and discussions regarding performance results. Although this system has been implemented, its effectiveness still needs improvement due to employees' lack of understanding of the evaluation criteria used. Some challenges in implementing the performance evaluation include a lack of transparency in the assessment process, limited human resources to manage the evaluation system, and inadequate training for employees regarding performance assessment. Moreover, the performance evaluation results have not been fully optimized in decision-making related to promotions, salaries, and career development. Some employees feel that the assessment remains subjective and does not comprehensively reflect their performance. Therefore, improvements in the performance evaluation system are needed, including increasing transparency, using more objective indicators, and providing training for employees to help them better understand the importance of performance evaluation in their career development. Thus, it is expected that the performance evaluation system at the Boronadu Sub-District Office can be more effective in supporting employee performance improvement and facilitating fairer decision-making based on measurable performance.

Keywords: Performance evaluation, employees, effectiveness, decision-making.