

ABSTRAK

Viktor Laia. Peran pengorganisasian dan pengendalian dalam optimalisasi Sumber daya manusia di kantor camat ulususua. Skripsi Prodi Manajemen Konsentrasi Manajemen sumber daya manusia Fakultas Ekonomi Universitas Nias. Dibawah Bimbingan Bapak Delipiter Lase, S.E.,M.Pd.

Penelitian ini bertujuan untuk menganalisis peran pengorganisasian dan pengendalian dalam optimalisasi sumber daya manusia (SDM) di Kantor Camat Uluusu. Menggunakan pendekatan kualitatif, data diperoleh melalui observasi, wawancara, dan dokumentasi. Hasil penelitian menunjukkan bahwa struktur organisasi yang jelas dan pengawasan yang efektif berperan penting dalam meningkatkan efisiensi kerja dan produktivitas pegawai. Kendala utama meliputi kurangnya pelatihan, koordinasi, dan fasilitas. Penelitian ini merekomendasikan peningkatan kompetensi pegawai dan penguatan sistem pengendalian sebagai strategi optimalisasi SDM.

Kata kunci: *Pengorganisasian, Pengendalian, SDM, Optimalisasi.* Mahasiswa, Universitas Nias

ABSTRACT

Viktor Laia. The role of organizing and controlling in optimizing human resources at the Uluusua sub-district office. Thesis, Management Study Program, Human Resource Management Concentration, Faculty of Economics, Nias University. Under the guidance of Mr. Delipiter Lase, S.E., M.Pd.

This study aims to analyze the role of organizing and controlling in optimizing human resources (HR) at the Uluusua sub-district office. Using a qualitative approach, data was obtained through observation, interviews, and documentation. The results indicate that a clear organizational structure and effective supervision play a significant role in improving work efficiency and employee productivity. The main obstacles include a lack of training, coordination, and facilities. This study recommends improving employee competency and strengthening the control system as strategies for optimizing HR.

Keywords: Organizing, Control, HR, Optimization. Student, Nias University