ABSTRAK

Waruwu, Setia. 2025. Analisis Efektivitas Sistem Pengawasan Internal dalam Meningkatkan Kinerja Bawaslu Kabupaten Nias dalam Pilkada Serentak Tahun 2024. Skripsi. Dosen Pembimbing. Suka'aro Waruwu, S.E., S.H., M.M.

Pelaksanaan tugas pengawasan pemilu di Bawaslu Kabupaten Nias masih menghadapi sejumlah kendala yang menghambat optimalisasi kinerja aparatur pengawas. Lemahnya sistem pengawasan internal tercermin dari minimnya monitoring berkala, rendahnya pemanfaatan teknologi informasi, serta belum konsistennya evaluasi kinerja pegawai. Kondisi ini berpotensi menurunkan efektivitas pengawasan, terutama menjelang Pilkada Serentak Tahun 2024 yang menuntut ketepatan, kedisiplinan, dan respons cepat terhadap potensi pelanggaran. Penelitian ini bertujuan menganalisis efektivitas sistem pengawasan internal Bawaslu Kabupaten Nias serta mengidentifikasi kendala yang dihadapi dalam penerapannya. Penelitian ini menggunakan pendekatan deskriptif kualitatif, data dikumpulkan melalui wawancara, observasi, dan dokumentasi. Hasil penelitian menunjukkan bahwa pengawasan internal berperan penting dalam meningkatkan disiplin kerja, ketepatan penyelesaian tugas, dan kemampuan deteksi dini terhadap pelanggaran, meskipun penerapannya belum merata di seluruh wilayah kerja. Tantangan utama meliputi prosedur birokrasi yang lambat, keterbatasan dukungan teknologi, minimnya pelatihan berkelanjutan, serta perbedaan persepsi pegawai terhadap beban kerja. Temuan ini merekomendasikan penguatan strategi pengawasan internal yang lebih adaptif, berbasis teknologi, dan disertai pembinaan berkelanjutan guna meningkatkan akuntabilitas dan efektivitas kerja Bawaslu Kabupaten Nias secara menyeluruh.

Kata Kunci: Pengawasan Internal, Efektivitas Kinerja

ABSTRACK

Waruwu, Setia. 2025. *An Analysis of the Effectiveness of the Internal Oversight System in Improving the Performance of* Bawaslu Nias *Regency in the 2024 Simultaneous Regional Elections*. *Mini Thesis. Supervisor*. Suka'aro Waruwu, S.E., S.H., M.M.

The implementation of election supervisory duties at the Bawaslu of Nias Regency still faces several challenges that hinder the optimization of the performance of supervisory personnel. The weakness of the internal oversight system is reflected in the limited frequency of periodic monitoring, the low utilization of information technology, and the inconsistency in employee performance evaluations. These conditions have the potential to reduce the effectiveness of supervision, particularly in the lead-up to the 2024 Simultaneous Regional Elections, which require accuracy, discipline, and swift responses to potential violations. This study aims to analyze the effectiveness of the internal supervision system of the Bawaslu of Nias Regency and to identify the challenges encountered in its implementation. Employing a descriptive qualitative approach, data were collected through interviews, observations, and documentation. The findings reveal that internal supervision plays a crucial role in improving work discipline, timeliness in task completion, and early detection capabilities for violations, although its application has not been consistent across all work areas. The main challenges include slow bureaucratic procedures, limited technological support, insufficient continuous training, and differences in employees' perceptions of workload. These findings recommend strengthening internal supervision strategies that are more adaptive, technology-based, and supported by continuous capacity building in order to enhance the accountability and effectiveness of the Bawaslu of Nias Regency as a whole.

Keywords: *Internal Oversight, Performance Effectiveness*