

ABSTRACT

LIES MANIPOLWATI. The factors that affect the performance of the employees within Sultan Ageng Tirtayasa University.

The purpose of this research is to know the factors that affect the working performance of structural employees within Sultan Ageng Tirtayasa University. Based on the researcher's observation and data analysis, the quality of the structural employees' performance has been neither optimum nor discipline in doing his or her job. Some of the employees hope that the leader of the institution will make a policy towards the employees whose working motivation are not good (low) and who has no discipline. It is based on PP (Government Regulation) No> 53 year 2010.

The research uses descriptive method. Descriptive research is a research method which aims are to resolve existing phenomena, giving description about some problems through analysis using scientific approach based on the real condition. The research is used to observe certain population or sample as a process of data collecting by using the instrument of research through data analysis which has qualitative or statistic characteristic and it aims to examine the hypothesis which has previously determined.

This research involves the structural employees within Sultan Ageng Tirtayasa University and it aims to give motivation to the improve their working performance and for the leader, it is hoped that he or she is able to make a certain policy for undisciplined employees.

Keyword: The factors that affect the performance of the structural employee.

ABSTRAKSI

LIES MANIPOLWATI. Faktor-Faktor Yang Mempengaruhi Kinerja Pegawai Struktural Universitas Sultan Ageng Tirtayasa (dibimbing oleh Dr.M. Cholifani Phd).

Penelitian ini untuk mengetahui Faktor-faktor yang mempengaruhi kinerja pegawai struktural Universitas Sultan Ageng Tirtayasa. Berdasarkan pengamatan peneliti dan analisis data kualitas kinerja pegawai struktural belum optimal dan disiplin dalam melaksanakan pekerjaannya. Sebagian pegawai berharap pimpinan lembaga dapat membuat kebijakan terhadap pegawai yang tidak mempunyai motivasi kerja yang baik dan tidak disiplin sesuai dengan PP No: 53 Tahun 2010. Dalam penelitian ini digunakan metode Diskriptif, penelitian diskriptif merupakan sebuah metode penelitian yang bertujuan untuk menyelesaikan fenomena-fenomena yang ada, memberikan gambaran tentang permasalahan melalui analisa dengan menggunakan pendekatan ilmiah sesuai dengan keadaan yang sebenarnya. Penelitian ini melibatkan pegawai struktural Universitas Sultan Ageng Tirtayasa, penelitian ini digunakan untuk memberikan dorongan kepada pegawai untuk meningkatkan kinerjanya dan pimpinan agar dapat memberikan kebijakan terhadap pegawai yang tidak disiplin.

Kata kunci : Faktor-faktor yang mempengaruhi kinerja pegawai struktural