

## ABSTRAKS

**Nama : Rifqi Hibatullah A'isy**

**Judul : Analisis Implementasi Kebijakan Tunjangan Kinerja Dinamis Aparatur Sipil Negara (ASN) di Lingkungan Pemerintah Kota Bandung**

Pelaksanaan pemberian Tunjangan kepada Aparatur Sipil Negara di lingkungan pemerintah Kota Bandung yang menggunakan sistem E-RK (Elektronik Remunerasi Kinerja) yang mempunyai kendala teknis dan kompetensi pegawai yang kurang memahami sistem teknologi yang berbasis aplikasi online berakibatkan adanya ketimpangan dalam pelaksanaan teknisnya yang akan menghambat kepada proses pemberian tunjangan dan proses pencapaian kinerja. Tujuan penelitian ini yaitu untuk mengetahui Analisis implementasi kebijakan Tunjangan Kinerja Dinamis Aparatur Sipil Negara dilingkungan Pemerintah Kota Bandung. Penulis menggunakan metode analisis SWOT (*Strengths, Weakness, Opportunities, Threats*) dalam pelaksanaan kebijakan Tunjangan Kinerja Dinamis di Pemerintah Kota Bandung.

Van Metter dan Van Horn mengatakan bahwa keberhasilan dan kegagalan pelaksanaan kebijakan dapat dianalisis melalui beberapa dimensi yaitu Ukuran dan Tujuan Kebijakan, Sumber Daya, Karakteristik Agen Pelaksana, Sikap/Kecenderungan para Pelaksana, Komunikasi antar Organisasi dan Aktivitas Pelaksana, Lingkungan Ekonomi, Sosial, dan Politik.

Penelitian ini menggunakan metode penelitian kualitatif dengan pendekatan deskriptif berbentuk kata, kalimat, skema dan gambar. Untuk memperoleh informasi penulis melakukan observasi, data sekunder, foto maupun wawancara dengan informan.

Implementasi dilakukan beberapa tahap yaitu pembinaan (sosialisasi), pelaksanaan, dan tindakan (pengawasan) serta hasil kesesuaian dengan teori Van Metter dan Van Horn. Berdasarkan hasil penelitian yang dilakukan, kebijakan Tunjangan Kinerja Dinamis ini sudah berjalan sesuai tujuan peningkatan kinerja dan kesejahteraan Aparatur Sipil Negara dengan hanya memerlukan perbaikan dalam segiteknis pelaksanaan kebijakannya saja.

**Kata Kunci :Implementasi,Kebijakan,TunjanganKinerja**

## **ABSTRACT**

**Name:** *Rifqi Hibatullah A'isy*

**Title:** *An Analysis of the Implementation of The Policy Benefits The Country's Civil Apparatus Dynamic Performance (ASN) in the Government of Bandung City.*

*The implementation grant of allowances to Civil Apparatus of the State Government of Bandung city environments that use systems E-RK (Electronic Performance Remuneration) which has the technical constraints and the competence of employees who lack understanding of technological systems based on the online application have consequences the existence of inequality in its technical implementation that will hinder the process of the granting of allowances and the process of attainment of performance. The purpose of this research is to know the analysis of the implementation of the policy in civil apparatus of State Government of Bandung city. The author uses the method of SWOT (Strengths, Weakness, Opportunities, Threats) in the implementation of the policy of Government Allowances dynamic performance in Bandung.*

*Van Metter and Van Horn said that the success and failure of implementation of policies can be analyzed through several dimensions, namely the size and objectives of the policies, resources, implementing agent characteristics, attitudes or tendency of the executor, communication between the organization and the activity implementer, economic, social, environmental and political.*

*This research uses qualitative research methods with the descriptive approach to the shape of words, sentences, pictures and schemes. To obtain information, the author does observation, secondary data, and photographs as well as interviews with informants.*

*The implementation took several stages, namely construction (socialization), implementation, and action (surveillance) as well as the results of the conformity with the theory based on Van Metter and Van Horn. Based on the results of the research conducted, this dynamic performance allowance policy is already running in accordance with improved performance and well-being of the country's civil apparatus only need the improvement in terms of technical implementation of their policy.*

**Keywords:** *Implementation, Policy, Performance Perks*

