

ABSTRAK

Nida Nurfauziah: "Penerapan Sistem Tunjangan Pegawai Negeri Sipil berdasarkan Aplikasi Tunjangan Remunerasi Kinerja (TRK) Pada Dinas Tanaman Pangan dan Hortikultura Provinsi Jawa Barat"

Dalam studi ini, peneliti melihat masalah penerapan TRK pada Dinas Tanaman Pangan dan Hortikultura (TPH) seperti permasalahan teknis aplikasi TRK, dimana sering ditemukan jaringan internet yang tidak bisa terkoneksi, sehingga menyulitkan pegawai. Masalah lainnya adalah banyaknya ASN yang seringkali lupa mengisi TRK, padahal sudah menyelesaikan pekerjaan sesuai standar sistem. Permasalahan yang kedua adalah masih ada aparat yang dapat memalsukan data agar mendapatkan tunjangan kinerja.

Tujuan penelitian ini adalah untuk mengidentifikasi dan mendeskripsikan Penerapan Sistem Tunjangan PNS Berdasarkan Aplikasi Tunjangan Remunerasi Kinerja (TRK) pada Dinas TPH Provinsi Jawa Barat, serta mengidentifikasi faktor pendukung serta penghambatnya.

Penelitian ini menggunakan metode kualitatif. *Purposive sampling* digunakan untuk memilih informan untuk wawancara mendalam dengan pegawai Dinas TPH Provinsi Jawa Barat.

Teori yang digunakan dalam penelitian ini adalah teori implementasi kebijakan yang dikembangkan oleh Van Meter dan Van Horn. Menurut teori ini, terdapat variabel-variabel yang mempengaruhi kinerja kebijakan publik, antara lain: tolak ukur dan sasaran kebijakan kinerja; sumber daya; karakteristik agen pelaksana pusat; sikap/kecenderungan (disposisi), komunikasi antar organisasi dan aktivitas pelaksana koordinasi; lingkungan ekonomi, sosial, dan politik.

Hasil penelitian menunjukkan bahwa kebijakan Penerapan Tunjangan Remunerasi Kinerja (TRK) secara umum berjalan baik, namun belum optimal. Banyak yang perlu diperbaiki, seperti perbaikan server/sistem agar tidak menghambat pengguna dalam memasukkan data. Perbaikan sarana dan prasarana harus dimaksimalkan agar tidak ada data manual untuk meminimalisir manipulasi data. Pengawasan harus ditingkatkan, terutama dalam hal kedisiplinan.

ABSTRACT

Nida Nurfauziah: “Application of the Civil Servant Allowance System based on the Performance Remuneration Allowance (TRK) Application at the Food Crops and Horticulture Service of West Java Province”

This research depart from problems in implementing the TRK application at the Food Crops and Horticulture Service such as technical problems in the TRK application often found the internet network cannot be connected, so that employee experience difficulties. Another problem in the large number of Civil Servant who often forget to fill in the TRK even though they have already done their work according to the criteria of the system. The second problem is that there are still officials who can falsify data in order to get performance allowances.

The purpose of this study is to identify and explain the Application of the Civil Servant Allowance System based on the Application of Performance Remuneration Allowances (TRK) at the Food Crops and Horticulture Office of West java Province, and to discover out the supporting and hindering variables.

The methodology used in this study is a qualitative method. Data collection was carried out through observation and field work with representatives from the Food Crops and Horticulture Office of West java Province. Purposive sampling, or the technique of identifying information from a sample, is used.

The theory used in this study is the theory of policy implementation by Van Meter and Van Horn, and examines several variables that affect the performance of policy implementation, including: performance policy benchmarks and targets; resource; characteristics of the central implementing agency; attitudetendency (disposition), inter-organizational communication and coordinating implementing activities; economic, social and political environment.

The researc findings show that overall the implementation of the Implementation of Performance Remuneration Allowance (TRK) policy has been going well but not optimal, there are a number of things that need to be improved such as repairs to the server/system so it doesn't hinder users in inputing data. Improvements to facilities and infrastructure must be maximized so that there is no manual data to minimize manipulative data. Supervision needs to be improved, especially disciplinary issues. Dicipline of employees needs to be improved.