

## RINGKASAN

Febrizha Valentia Awanda Putri. NIM: 202302020264. Efektivitas Peraturan Bupati Blitar Nomor 135 Tahun 2024 Tentang Mekanisme Pemberian Tambahan Penghasilan Pegawai Aparatur Sipil Negara Di BKPSDM Kabupaten Blitar. Pembimbing I: Dr. IGG Heru Marwanto, MM

Penelitian ini mengkaji efektivitas Peraturan Bupati Blitar Nomor 135 Tahun 2024 tentang mekanisme pemberian Tambahan Penghasilan Pegawai (TPP) bagi ASN pada BKPSDM Kabupaten Blitar. Berlandaskan teori motivasi Herzberg yang menempatkan insentif sebagai pendorong kinerja serta kerangka legal kepegawaian, TPP diposisikan sebagai instrumen penghargaan berbasis kinerja untuk memperkuat profesionalisme birokrasi. Rumusan masalah meliputi bagaimana efektivitas kebijakan dan apa saja faktor pendukung dan penghambatnya. Metode yang digunakan ialah kualitatif deskriptif melalui wawancara mendalam, observasi, dan studi dokumentasi; informan dipilih secara *purposive*, dan keabsahan dijaga lewat triangulasi, pemeriksaan rekan sejawat, serta catatan lapangan. Analisis data mengikuti model interaktif Miles, Huberman, dan Saldana. Efektivitas dievaluasi menggunakan lima dimensi menurut Sutrisno: pemahaman program, tepat sasaran, tepat waktu, tercapainya tujuan, dan perubahan nyata. Hasil menunjukkan kebijakan cenderung efektif: ASN memiliki pemahaman tinggi; sistem digital terintegrasi (E-Kinerja, Sidawai) meningkatkan objektivitas seleksi dan transparansi; prosedur pencairan relatif tepat waktu; tujuan kedisiplinan dan akuntabilitas mulai tercapai; serta tampak perubahan perilaku menuju budaya kerja profesional. Faktor pendukung utama ialah integrasi aplikasi, konsistensi jadwal, koordinasi antar unit, sosialisasi dan dokumen teknis, serta penerimaan sosial yang tinggi. Adapun hambatan mencakup ketidaksesuaian data antar aplikasi, keterlambatan input, kapasitas SDM yang belum merata, persepsi ketidakadilan beban kerja-imbalance, dan keterbatasan fiskal yang membuat realisasi TPP sekitar 65% dari nilai ideal. Implikasinya, efektivitas TPP tidak semata ditentukan besaran insentif, tetapi mutu tata kelola yang transparan, adil, dan akuntabel. Penelitian merekomendasikan penguatan integrasi sistem, peningkatan kompetensi operator, peninjauan formula berbasis beban kerja riil, serta optimalisasi dukungan fiskal agar kebijakan lebih berdaya guna dan berkelanjutan. Temuan ini relevan bagi perbaikan kebijakan daerah..

**Kata kunci:** Efektivitas kebijakan; Tambahan Penghasilan Pegawai (TPP); Aparatur Sipil Negara (ASN)

## SUMMARY

*Febrizha Valentia Awanda Putri. NIM: 202302020264. Effectiveness of the Regent Regulation of Blitar Regency Number 135 of 2024 on the Mechanism for Granting Additional Employee Income (TPP) to State Civil Apparatus at the BKPSDM of Blitar Regency.. Supervisor I: Dr. IGG Heru Marwanto, MM*

*This study examines the effectiveness of the Regent Regulation of Blitar Regency Number 135 of 2024 governing the mechanism for granting Additional Employee Income (TPP) to the State Civil Apparatus (ASN) at the Regional Personnel and Human Resource Development Agency (BKPSDM) of Blitar Regency. Grounded in Herzberg's motivation theory—which positions incentives as drivers of performance—and the legal framework of civil service management, TPP is framed as a performance-based reward instrument to strengthen bureaucratic professionalism. The research questions address the policy's effectiveness and its enabling and constraining factors. A descriptive qualitative method is employed through in-depth interviews, observation, and document study; informants are selected purposively, with data credibility ensured via triangulation, peer debriefing, and detailed field notes. Data analysis follows the interactive model of Miles, Huberman, and Saldaña. Effectiveness is assessed using Sutrisno's five dimensions: program comprehension, targeting accuracy, timeliness, goal attainment, and observable change. Findings indicate the policy tends to be effective: ASN demonstrate high comprehension; integrated digital systems (E-Kinerja, Sidawai) enhance objectivity and transparency; disbursement procedures are relatively timely; goals of discipline and accountability are emerging; and behavioral shifts toward a professional, performance-oriented culture are evident. Key enablers include system integration, consistent scheduling, inter-unit coordination, effective socialization with technical documents, and strong social acceptance. Constraints include inter-application data mismatches, delayed inputs, uneven HR capacity, perceptions of inequity between workload and rewards, and fiscal limitations that cap realization at roughly 65% of the ideal TPP. The implication is that TPP effectiveness depends not only on incentive size but also on transparent, fair, and accountable governance. The study recommends stronger system integration, operator upskilling, workload-based formula review, and optimized fiscal support to ensure greater utility and sustainability, offering practical insights for regional policy improvement.*

**Keywords:** *policy effectiveness; Additional Employee Income (TPP); State Civil Apparatus (ASN).*