

RINGKASAN

Mohamad Najmudin. NIM: 202302020285. Kinerja Pegawai di Badan Pengelolaan Keuangan dan Aset Daerah (BPKAD) Kabupaten Tulungagung. Pembimbing I: Dr. Imam Fachruddin, M.Si, M.Si. Pembimbing II:

Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis kinerja pegawai di Badan Pengelolaan Keuangan Dan Aset Daerah (BPKAD) Kabupaten Tulungagung serta faktor pendukung dan penghambat kinerja pegawai di Badan Pengelolaan Keuangan Dan Aset Daerah (BPKAD) Kabupaten Tulungagung. Metode penelitian menggunakan pendekatan kualitatif. Fokus penelitian ini menggunakan indikator kinerja pegawai menurut Peraturan Pemerintah Nomor 30 Tahun 2019 Tentang Kinerja Pegawai Negeri Sipil yaitu Objektif, Terukur, Akuntabel, Partisipatif, dan Transparan. Teknik pengumpulan data menggunakan teknik observasi, wawancara, dan dokumentasi. Teknik analisis data menggunakan teknik analisis interaktif yaitu pengumpulan data, kondensasi data, penyajian data dan kesimpulan. Hasil penelitian menunjukkan kinerja pegawai di BPKAD Kabupaten Tulungagung berjalan profesional dengan yang objektif berdasarkan capaian nyata dan pengawasan SKP ketat. Pengukuran kinerja terjamin melalui data absensi dan pencapaian target yang tercatat dalam aplikasi web real-time, memudahkan monitoring akurat. Prinsip akuntabilitas terwujud lewat dokumentasi lengkap, pelaporan sistematis, evaluasi berkala, dan audit internal. Pegawai dilibatkan secara partisipatif dalam pengambilan keputusan dan inovasi, meningkatkan motivasi dan produktivitas serta membangun budaya kerja kolaboratif. Transparansi juga dijaga dengan keterbukaan informasi hasil, sosialisasi kriteria jelas, dan saluran pengaduan efektif. Faktor pendukung meliputi sistem aplikasi web terintegrasi, komitmen pimpinan dan pegawai, budaya kerja yang transparan dan akuntabel, indikator kinerja yang jelas, dokumentasi dan audit rutin, serta pelatihan berkelanjutan. Sementara faktor penghambat meliputi keterbatasan pemahaman teknologi, komunikasi antar unit yang kurang efektif, gangguan teknis, kurang disiplin pengisian SKP, beban kerja tinggi, dan resistensi budaya terhadap perubahan. Saran yang diajukan antara lain meningkatkan pelatihan teknologi, memperkuat komunikasi dan koordinasi, memperketat pengawasan dan disiplin, mengatasi resistensi budaya, memperbaiki infrastruktur teknologi, serta memperkuat budaya transparansi dan partisipasi demi peningkatan kinerja yang berkelanjutan.

Kata kunci: Kinerja, Pegawai, Pengelolaan Keuangan

SUMMARY

Mohamad Najmudin. Student ID: 202302020285. Employee Performance at the Regional Financial and Asset Management Agency (BPKAD) of Tulungagung Regency. Supervisor I: Dr. Imam Fachruddin, M.Si, M.Si. Supervisor II:
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This study aims to describe and analyze the employee performance at the Regional Financial and Asset Management Agency (BPKAD) of Tulungagung Regency, as well as the supporting and inhibiting factors affecting employee performance at BPKAD Tulungagung. The research method uses a qualitative approach. The focus of this study is based on employee performance indicators according to Government Regulation Number 30 of 2019 concerning the Performance Assessment of Civil Servants, namely Objective, Measurable, Accountable, Participative, and Transparent. Data collection techniques include observation, interviews, and documentation. Data analysis is conducted using an interactive technique consisting of data collection, data condensation, data presentation, and conclusion drawing. The results show that employee performance at BPKAD Tulungagung is professionally managed with objective assessment based on actual achievement and strict supervision of SKP (Employee Performance Targets). Performance measurement is ensured through attendance data and target achievement recorded in a real-time web application, facilitating accurate monitoring. The principle of accountability is realized through complete documentation, systematic reporting, periodic evaluation, and internal audits. Employees are actively involved in decision-making and innovation, which increases motivation and productivity while fostering a collaborative work culture. Transparency is also maintained through open access to assessment results, clear socialization of criteria, and effective complaint channels. Supporting factors include an integrated web application system, leadership and employee commitment, a culture of transparency and accountability, clear performance indicators, routine documentation and audits, and ongoing training. Inhibiting factors include limited technological understanding, ineffective communication among units, technical disruptions, lack of discipline in filling out SKP, high workload, and cultural resistance to change. The proposed recommendations include enhancing technology training, strengthening communication and coordination, tightening supervision and discipline, overcoming cultural resistance, improving technological infrastructure, and reinforcing a culture of transparency and participation to support sustainable performance improvement.

Keywords: *Performance, Employee, Financial Management*