

## **Abstract**

This research aims to describe and analyze the implementation of job analysis toward the employees performance to achieve the vision and missions of Yogyakarta City in Education and training personnel agency (BKPP) of Yogyakarta City based on the focus of this research which are implementing job analysis, employing job analysis to employees performance evaluation, assessing employees performance, and using job analysis of employees performance to support the vision and missions of Yogyakarta City. In this research the researcher used qualitative reserach method. This research was conducted at Education and Training Personnel Agency (BKPP) of Yogyakarta city, and the used data collection techniques ware interview technique and documentation. The results of this research indicate that job analysis at Education and Training Personnel Agency (BKPP) of Yogyakarta city has been carried out quite well in its assessment of employees performance. The aspect can be seen from the analysis of the position carried out every year to determine whether the position is appropriate or inappropriate. Assessment employee performance in Education and Training Personnel Agency (BKPP) of Yogyakarta City is not only conducted annually but also to measure the suitability of the position at Education and Training Personnel Agency (BKPP) of Yogyakarta City using E-performance assessment methods that are conducted every day to monitor the activities of the employees. In the assessment of employees there were good and bad judgments, good and bad judgments can be known from the additional income of the employees. The lower income of the employees the worse of value received, but the higher income the better of value received. Related to the vision and missions of Yogyakarta city in 2017-2022, the Yogyakarta City Education and Training Personnel Agency in the preparation of the strategic plan was based on the 7<sup>th</sup> missions “Improving Good and Clean Governance”

**Keyword :** job analysis, evaluation of employee performance, implementation of vision and missions of Yogyakarta City