

## **CHAPTER 4 CLOSING**

### **4.1 Conclusion**

Based on the results of this research and discussion about the implementation of job analysis toward employees' performance to achieve the vision and mission of Yogyakarta City, the following conclusions can be drawn as follows:

1. In carrying out the job analysis at BKPP of Yogyakarta City, it has been carried out related to the guidelines for the implementation of job analysis regulated by the Head of State Administration Agency Number 12 year 2011. Moreover, it has been to carry out the job analysis to determine a position in accordance with qualifications they have.
2. The process of carrying out job analysis at BKPP of Yogyakarta City has been routinely carried out every year, and the position analysis has been used for institutional arrangements, strict administrative arrangements, and also staffing, whether it is adding or reducing employees.
3. The use of job analysis for employee performance evaluation at BKPP of Yogyakarta City, is to evaluate the performance of BKPP. The E-performance system is carried out every day, so it can immediately know the performance of the employee.

4. The process of evaluating employee performance has been done well, and in the assessment of employee performance, there is a good performance assessment and also a poor performance appraisal; in the assessment obtained it will be related to TPP (additional income for employees).

5. The analysis of positions at BKPP of Yogyakarta City has supported the vision and mission of Yogyakarta City, especially the 7<sup>th</sup> mission on "Improving Good and Clean Governance".

#### **4.2 Suggestion**

1. In the job analysis, it is expected to continue carrying out related to the Guidelines for the implementation of job analysis which is regulated in the Regulation of the Head of State Patronage Agency Number 12 of 2011, so that a person occupying the position is in accordance with the given qualifications.
2. In evaluating employee performance, it is expected that the given evaluation is related to what is done by the employee and also it is expected to be carried out transparently.
3. For the performance appraisal, employees who get a good assessment are expected to be able to improve themselves quickly and carry out their duties properly. Moreover, it is hoped that these employees will continue to improve their performance.