

THE IMPLEMENTATION OF JOB ANALYSIS TOWARD THE EMPLOYEES
PERFORMANCE TO ACHIEVE THE VISION AND MISSIONS OF
YOGYAKARTA CITY

(case study: Education and Training Personnel Agency of Yogyakarta city, 2018)

UNDERGRADUATE THESIS

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Declaring that this undergraduated thesis is my original work. I never submit this thesis to gain the Bachelor Degree in any universities and any publications. I had Followed the Scientific rules and cited all sources in this thesis. Therefore, this thesis is free from plagiarism. If someday there are certain parties complain and protest to this thesis, I will be responsible and overcome all consequences

Bantul, 12 July 2019

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DEDICATED PAGE

TO MY PARENTS

MY SISTER AND MY BROTHER

ALL MY LOVED FAMILY

YOU ARE MY SWEET FAMILY

THANK YOU FOR GREAT AND

CONTINUOUS CARE

THIS GRADUATED THESIS IS DEDICATED TO MY LOVED

MOTTO

“Learn from the mistakes in the past,
try by using a different way,
and always hope for a successful in the future”

“Happiness is not how much money we have,
but how much time we can be thankful”

“The more you care about how you look before Allah,
the more you do not care how you look before humans”

FOREWORD

Assalamu'alaikum Wr. Wb

Praise and thank you I pray to the presence of Allah SWT, because thanks to His mercy and guidance I have been able to complete the final assignment of writing a certificate to obtain a bachelor's degree (S1), namely a Bachelor of Government Science. Prayers and greetings are always poured out on our lord the Prophet Muhammad, family, and friends who have become examples of examples for all humanity.

Thank God, the writing has completed a thesis entitled "The Implementation of Job Analysis Towards the Employees' Performance to Achieve the Vision and the Missions of Yogyakarta City". As an expression of gratitude, I say thank you to:Allah SWT who have provided health so that I can complete this thesis.

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I realize that in the preparation of this thesis is still far from perfect. Therefore, I am happy to accept constructive criticism and suggestions for the completion of this thesis. Hopefully this thesis is useful for writers and readers in general.

Yogyakarta, 18 July 2019

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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 7th missions “Improving Good and Clean Governance”

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

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