

ABSTRAK

Masrinda Abd.Rahman. 2013. Efektifitas Kinerja Pegawai Pada Kantor Kecamatan Dumbo Raya Kota Gorontalo. Program Studi S1 Pendidikan Ekonomi Jurusan Pendidikan Ekonomi, Fakultas Ekonomi dan Bisnis, Universitas Negeri Gorontalo. Pembimbing I Ibu Tineke Wolok, ST.,MM, dan Pembimbing II Ibu Hj. Irawati Abdul, SE, M.Si.

Adapun tujuan penelitian yaitu 1) untuk mengetahui Efektivitas Kinerja Pegawai, 2) Untuk mengetahui Faktor-faktor apa yang mempengaruhi efektifitas kinerja pegawai pada Kantor Kecamatan Dumbo Raya Kota Gorontalo.

Metode yang dipakai adalah metode kualitatif dengan pendekatan fenomenologis, sumber data terdiri data primer dan sekunder. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan dokumentasi. Analisis data dilaksanakan melalui tahapan; reduksi data, penyajian data dan penarikan kesimpulan.

Adapun kesimpulan dari penelitian ini adalah Efektivitas kinerja di Kantor Camat Dumbo Raya secara keseluruhan pelayanan di Kantor Camat tersebut sudah baik atau telah efektif, tetapi masih perlu dimaksimalkan lagi hal ini dapat dilihat dari efektifitas kinerja yang dilakukan baik dari segi ketelitian kerja, ketepatan waktu kerja, dan hasil kerja.

Faktor-faktor yang mempengaruhi efektifitas kinerja pegawai di Kantor Camat Dumbo Raya terdiri dari faktor motivasi, kemampuan dan ketepatan penugasan.

Kata Kunci : Efektivitas, Kerja

ABSTRACT

Masrinda Abd. Rahman. 2013. The Employees' Performance Effectiveness at the Office of Dumbo Raya Sub-District, Gorontalo City. Economics Education Department. Faculty of Economics and Business. Universitas Negeri Gorontalo. The principle supervisor was Tineke Wolok, ST., MM, and co-supervisor was Irawati Abdul SE, M.Si.

This research was aimed 1) to know the employees' performance effectiveness at the office of Dumbo Raya Sub-District, Gorontalo City, 2) to know factors which influence is the employees' performance effectiveness at the office of Dumbo Raya Sub-District, Gorontalo City.

This research applied qualitative method and phenomenological approach. Research data sources were primary and secondary data. Observation, interview, and documentation were the technique of data collection. Data reduction, data description, conclusion were the phases of data analysis.

To sum up the research, the performance effectivity at the office of dumbo raya were overall good and effective. However it is necessarily optimized in term of performance effectivity applied work accuracy either it concerns about work quality, work accuracy, work punctuality, and work output.

The affecting factors of work performance of employee at the Office of Dumbo Raya Sub-District which consists of motivation, ability, and duty accuracy.

Keywords: *Effectiveness, Work*