

PERFORMANCE EVALUATION OF ADMINISTRATIVE EMPLOYEES POST GRADUATE PROGRAM UNY

by Nahiyah Jaidi, Setyabudi Indartono

ABSTRACT

This study aims to evaluate the performance of employees or employees PogramPascasarjana UNY consisting of; (4) job satisfaction details (JOBDES) with job reality, (4) job satisfaction of employee, (5) employee performance of a questionnaire of conformity (6) employee job satisfaction, information and input from employees for the smooth administration and bureaucracy PPs UNY

The type of this research is the evaluation research using the discrepancy model evaluation. The population of this research is the graduate program staff consisting of 44 employees. Data collection techniques used are questionnaire and interview techniques.

The results showed that Frequency of staffing of PPs UNY staff to the work listed in JOBDES indicated that both UMPER staff (58.62%), Academic Section (50%), and finance staff (100%) showed always dominant, only frequent library staff dominant (66.67%) .The achievement of work according to JOBDES shows that UMPER staff, academic, financial and library sectors are dominated by highly achieved and achieved (34 employees are achieved, 6 are achieved and only 3 are not achieved) . Highly achieved 100% of the financial and library. The conformity of JOBDES to the reality of the work, indicating the level of work conformance to the reality of the field is partially justified and appropriate for the UMPER staff and the academic section, while the finance and library staff is very appropriate (100%), so it can be said that the financial staff and library staff can work well in accordance with skill or competence. Job satisfaction indicates that the satisfaction of UMER staff, academic, finance and library staff are mostly very satisfied and satisfied because the staff can work in accordance with JOBDES. Only 2 staff members (6.90%) of UMPER and 1 academic staff (16.67%) stated that they were not satisfied with their work. Staff performance with the expectation that UNS staff performance in UMPER, academic and finance section was appropriate even some in accordance with the expectations, in other words the performance of staff of the three sections is very good, only at the library only 1 staff (33.33%) whose performance is not in accordance with expectations in other words not baik.Hers assessment results PPs UNY from several aspects in rank shows the total score of 4 employees under 3 (low), while 14 employees get the numbers above 3.5 (High), and there are 26 employees got the number above 3 (Medium).

Kata Kunci: *evaluation, employee performance, graduate program*