

## RINGKASAN

Kinerja merupakan gambaran tingkat pencapaian pelaksanaan suatu kegiatan dalam mewujudkan sasaran, tujuan, visi dan misi organisasi yang tertuang dalam perumusan perencanaan strategis suatu organisasi. Pegawai menyelesaikan pekerjaan kurang tanggung jawab, beban kerja yang diberikan sangat banyak sehingga ada pekerjaan yang belum terselesaikan. Salah satu penyebab pekerjaan tidak terselesaikan yaitu pada saat pegawai mengerjakan pekerjaannya kurang fokus dan saling mengobrol satu sama lain. Pegawai sangat berhati-hati dan teliti sekali dalam menyelesaikan pekerjaan, baik itu kehati-hatian dalam mengetik sehingga pegawai jarang sekali membuat kesalahan. Sikap para pegawai baik agar masyarakat menerima dengan senang dan puas atas pelayanan yang diberikan. Pegawai dalam melaksanakan tugasnya masing-masing berjalan dengan lama. Penelitian ini bertujuan untuk mengetahui cara mengatasi nilai SKP tinggi namun pegawai kurang disiplin.

Masalah yang ada pada kantor Kelurahan Sokanegara kinerja pegawai Kelurahan Sokanegara belum efektif dari segi kuantitas, kualitas, dan waktu, disebabkan karena kurang disiplinnya pegawai dalam menjalankan aturan kerja dalam kehadiran dan keputungan kerja. Sanksi berperan penting dalam melakukan kedisiplinan, sanksi perlu diberikan kepada pegawai yang melanggar aturan.

Penelitian ini menggunakan metode deskriptif kualitatif dengan melakukan wawancara langsung dengan sekretaris lurah. Berdasarkan hasil penelitian ini dilihat dari indikator yang efektif menggunakan teori dari Lenfile dan Gibson dapat disimpulkan bahwa, kinerja pegawai Kelurahan Sokanegara belum optimal. Diketahui pula bahwa kedisiplinan pegawai Kelurahan Sokanegara belum bisa dikatakan baik. Sehubungan dengan hal ini maka di rekomendasikan untuk meningkatkan kedisiplinan, agar kedepannya kinerja pegawai dalam memberikan pelayanan kepada masyarakat semakin baik.

**Kata Kunci :** Kinerja Pegawai

## SUMMARY

Performance is a description of the level of achievement in implementing an activity in realizing the goals, objectives, vision and mission of an organization as stated in the formulation of an organization's strategic planning. Employees complete work without responsibility, the workload given is very large so there is work that has not been completed. One of the causes of work not being completed is when employees do their work they lack focus and chat with each other. Employees are very careful and thorough in completing work, including being careful in typing so that employees rarely make mistakes. The attitude of the employees is good so that the public is happy and satisfied with the services provided. Employees carry out their respective duties for a long time. This research aims to find out how to overcome high SKP values but employees who lack discipline.

The problem at the Sokanegara Subdistrict office is that the performance of Sokanegara Subdistrict employees is not yet effective in terms of quantity, quality and time, due to the lack of discipline of employees in carrying out work rules when attending and returning from work. Sanctions play an important role in carrying out discipline, sanctions need to be given to employees who violate the rules.

This research uses a qualitative descriptive method by conducting direct interviews with the subdistrict secretary. Based on the results of this research, looking at effective indicators using the theory of Lenfile and Gibson, it can be concluded that the performance of Sokanegara Village employees is not optimal. It is also known that the discipline of Sokanegara Subdistrict employees cannot be said to be good. In connection with this, it is recommended to improve discipline, so that in the future the performance of employees in providing services to the community will be better.

Keywords: Employee Performance