

ABSTRAK

PERANAN CAMAT DALAM PENGEMBANGAN ETOS KERJA TERHADAP PRESTASI KERJA DI KECAMATAN BIRU-BIRU KABUPATEN DELI SERDANG

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Etos kerja merupakan kunci dan fondasi keberhasilan suatu masyarakat atau bangsa diterima secara aklamasi. Selain itu, Etos kerja merupakan syarat utama bagi semua upaya peningkatan kualitas tenaga kerja atau SDM, baik pada level individual, organisasional, maupun sosial. Selain itu, metode pembangunan integritas bangsa harus dilakukan secara fokus dan serius, membawa misi perbaikan dalam proses berkesinambungan, serta keterlibatan total dari seluruh elemen masyarakat Indonesia.

Penelitian ini mengajukan permasalahan tentang "Bagaimana peranan camat dalam pengembangan etos kerja terhadap prestasi kerja di Kecamatan Biru-Biru Kabupaten Deli Serdang".

Untuk membahas permasalahan tersebut maka dilakukan penelitian dengan metode kualitatif dengan mengajukan sampel sebanyak 19 orang pegawai di Kantor Camat Kecamatan Biru-Biru Kabupaten Deli Serdang.

Hasil penelitian dan pembahasan menjelaskan peranan camat dalam pengembangan etos kerja terhadap prestasi kerja di Kecamatan Biru-Biru Kabupaten Deli Serdang amat sangat penting khususnya dengan memberikan teladan kepada bawahan secara baik serta membentuk dan membuat patokan kerja yang mudah dipahami. Bahwa analisis etos kerja dalam peningkatan prestasi kerja Pegawai Negeri Sipil pada Kecamatan Biru-Biru Kabupaten Deli Serdang yang dikaji dari beberapa dimensi seperti keuletan, ketaatan, analisis jabatan, pendidikan dan latihan serta pembinaan tata kerja dan tata laksana organisasi hasil analisis tersebut berdasarkan analisis kuesioner mengenai hasil terakhir kajian pada etos kerja dalam peningkatan prestasi kerja Pegawai Negeri Sipil pada Kecamatan Biru-Biru Kabupaten Deli Serdang menunjukkan hasil belum optimal yang dipersepsikan secara skoring pada kualifikasi rendah. Bahwa upaya pemerintah terhadap analisis prestasi kerja Pegawai Negeri Sipil Kecamatan Biru-Biru Kabupaten Deli Serdang berdasarkan hasil kajian kuesioner pada dua dimensi yaitu kualitas kerja dan responsifitas menunjukkan hasil yang belum optimal, dan didukung hasil wawancara pada informan penelitian sangat mempengaruhi tingkat kinerja.

Kata Kunci: Camat, Etos Kerja, Prestasi Kerja

ABSTRACT

THE ROLE OF HEAD IN DEVELOPMENT WORK ETHOS AGAINST WORK PERFORMANCE IN SUB- DISTRICT BLUE-BLUE REGENCY DELI SERDANG

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The work ethic is the key to success and the foundation of a 'community operates or nations unanimously accepted. In addition to itu, a work ethic main terms for all efforts to increase labor quality or hr, both at at individual, organizational, and social. In addition to itu, the integrity development method nation should be made operates focus and seriously, a mission of continuous process improvement hearts, as well as the involvement of total of all elements of 'the people of indonesia.

Husband research raising concerns about "what role camat hearts ethos development work in the district against job performance blue-blue deli serdang".

For discuss these issues then do research qualitative methods with the submit a sample of 19 orangutans employee in the office of the district head blue-blue deli serdang.

Results and discussion explains the role of the working ethos camat hearts development against job performance in sub-blue blue deli serdang very very important especially with give example to subordinate operates well as well as forming and working the benchmark make easy to understand. That analysis of the working ethos hearts achievement improvement of civil servants working on the district blue-blue deli serdang yang examined from several dimensions such as tenacity, obedience, jabata analysis, education and training as well as fostering governance and working procedures of the organization as well as the findings of the analysis based on the analysis regarding the latter questionnaire findings in study in ethos hearts work achievement improvement of civil servants working on the district blue-blue deli serdang showed optimal results the perceived not operate low scoring in qualifications. Government efforts against that job performance analysis civil service district of blue-blue deli serdang based on the findings of the questionnaire study prayer dimension on quality that work and responsiveness the findings show yet optimal, and is supported by the findings on informant interviews affect the level of costs very research kos sunset.

Keywords: Head, Work Ethics, Job Performance