

ABSTRACT

This study aims to analyze employee performance at the Office of Youth and Sports Affairs using performance indicators based on Wirawan's theory, which includes five key aspects: work skills, responsibility, initiative, discipline, and cooperation. The research employed a descriptive quantitative approach, with data collected through questionnaires distributed to employees of the Office of Youth and Sports Affairs.

The results of the study indicate that, overall, employee performance falls into the moderate to good category. Employees demonstrate adequate technical skills in performing routine tasks, but there is a lack of conceptual ability and mastery of information technology. Responsibility levels are relatively high, although task distribution remains unclear in some areas. Initiative among employees is low, mainly due to the bureaucratic work culture. Discipline is considered good, particularly in terms of attendance, though administrative order needs improvement. Cooperation is strong during large-scale activities but remains limited in daily interdepartmental coordination.

The study suggests the need for enhanced employee competency training, a more supportive environment for initiative, clearer task distribution systems, and improved administrative discipline and interdepartmental collaboration. The findings are expected to serve as a reference for human resource policy development within the Office of Youth and Sports Affairs.

Keywords: *Employee Performance, Wirawan's Theory, Work Skills, Responsibility, Initiative, Discipline, Cooperation.*

INTISARI

Penelitian ini bertujuan untuk menganalisis kinerja pegawai di Kantor Dinas Pemuda dan Olahraga dengan menggunakan indikator kinerja berdasarkan teori Wirawan, yang mencakup lima aspek utama yaitu keterampilan kerja, tanggung jawab, prakarsa, disiplin, dan kerja sama. Metode penelitian yang digunakan adalah pendekatan kuantitatif deskriptif, dengan pengumpulan data melalui kuesioner yang disebarakan kepada pegawai Dinas Pemuda dan Olahraga.

Hasil penelitian menunjukkan bahwa secara umum kinerja pegawai berada pada kategori cukup baik. Keterampilan kerja pegawai dinilai memadai dalam menjalankan tugas teknis, namun masih terbatas pada penguasaan teknologi dan kemampuan konseptual. Tanggung jawab pegawai cukup tinggi, namun perlu adanya pembagian tugas yang lebih jelas. Prakarsa pegawai tergolong rendah, disebabkan oleh budaya organisasi yang masih birokratis. Disiplin kerja cukup baik, terutama dalam kehadiran, meskipun masih ditemukan kekurangan dalam ketertiban administrasi. Kerja sama antarpegawai berjalan dengan baik dalam kegiatan besar, namun koordinasi harian lintas bidang masih belum optimal.

Penelitian ini menyarankan perlunya peningkatan pelatihan kompetensi pegawai, penguatan budaya inisiatif, pengaturan sistem pembagian tugas yang lebih terstruktur, serta peningkatan sistem kerja sama dan kedisiplinan administratif. Hasil penelitian ini diharapkan dapat menjadi bahan pertimbangan dalam pengambilan kebijakan pengelolaan sumber daya manusia di lingkungan Dinas Pemuda dan Olahraga.

Kata Kunci: Kinerja Pegawai, Teori Wirawan, Keterampilan Kerja, Tanggung Jawab, Prakarsa, Disiplin, Kerja Sama.