

THE ORGANIZATIONAL PERFORMANCE OF THE HUMAN RESOURCES DIVISION ON THE MINISTRY OF RESEARCH, TECHNOLOGY, AND HIGHER EDUCATION

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ABSTRACT

The purpose of this study was to analyze and describe organizational performance in the Human Resources Bureau, describing the factors that influence performance and describe the organizational performance strategy of the Human Resources Bureau at the Ministry of Research, Technology and Higher Education (Kemenristekdikti). This study uses a qualitative approach using procedures for collecting data through observation, documentation and in-depth interviews. The data technique used is the procedure of data reduction, data presentation, and conclusion. The results of the study indicate that the performance of the organization of the Human Resources Division at Kemenristekdikti has not been implemented optimally, it still needs improvement based on the dimensions of quality, quantity, cooperation, responsibility, responsiveness and organizational commitment. The factors that influence the organizational performance of the Bureau of Human Resources are motivational factors, ability factors and environmental factors. The strategy to improve the performance of the Human Resources Bureau at Kemenristekdikti is expected to be a more flexible organizational leadership, but also does not violate the rules; manage employees who prioritize teamwork, agreement, participation of all employees, focus more on internal management of problems; organizational adhesives reduce the formality of the rules underlying the organization's adhesives; strategic emphasis, focus on internal employees; Success criteria emphasize the development of human resources, employee conditions, team work and commitment and concern for fellow employees.

Keywords: Organizational Performance, Human Resources, Employees.