

ABSTRACT

THE INFLUENCE OF STRUCTURAL OFFICER PERCEPTION ON OCCUPATIONAL CHANGES TO THE OFFICER'S PERFORMANCE IN METRO MUNICIPAL GOVERNMENT

By

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The conduct of structural occupational changes in regional government should be conducted with considering aspects of transparency, order, and objectivity. Conducting occupational changes management with considering these aspects would give positive influences to officers' perceptions in the regional government environment. A good perception on the occupational changes would influence the officers' performances in conducting their duties. In contrast, the negative perception would influence negatively to the officer's performance.

This research investigated the aspects of transparency, order and objectivity to find out the influence of officer's perception on the occupational changes to the officer's performance in Metro municipal government.

This was a descriptive research using cross sectional approach. Samples were officers in Metro municipal government. Data were collected using observation, interview, questionnaire and literary study. The hypothesis was tested using *Pearson Correlation* test from *Product Moment* and *Liner Regression* test.

The results indicated that the structural officers generally had negative perceptions on occupational changes. An almost all aspects of occupational changes that became research indicators such as the aspects of transparency, order, and objectivity, showed low category of perception levels. The officer's performance showed lower category.

The statistical/ regression tests showed the influence between structural officer's perceptions on occupational changes to the officer's performance. The lower values of transparency, order, and objectivity aspects resulted in lower performances of officers.

The research suggests considerations of conduct of occupational changes policies to be more transparent, orderly, and objective in the Metro municipal government to improve officer's performance.

Keywords: perception, structural occupational changes, and officer's performance