

ABSTRACT**THE PERFORMANCE OF FREELANCE EMPLOYEE ON LOCAL
GOVERNMENT AGENCIES PUBLIC WORKS DEPARTMENT AND
SPATIAL PLANNING THE PROVINCE OF LAMPUNG 2018****By****BELLA PUTRI AYUMA**

The public works department and the spatial planning of the Lampung province as one of the government agencies that has the task of carrying out part of the tasks of the provincial government in the field of public works and spatial planning, based on the principle of autonomy which is the authority of the provincial government, the task of deconcentration and assistance as well as other tasks in accordance with the policies stipulated by the governor of Lampung based on the applicable laws and regulations. To resolve the matter the government of the public works and the spatial planning need additional staff to help the increasing workload, through the proposed recruitment of contract employees or freelance employees, with a view to improving the performance of public works department and spatial planning. However, in reality the researchers saw the number of contract employees exceeding the number of permanent employees in the public works department and the spatial planning of Lampung province. In this regard,

this study aims to determine how the influence of the performance of freelance employees in assisting the public works department and spatial planning to complete tasks. the type of research used is qualitative research with methods of collecting and interviewing, observation and documentation.

based on the results of the study, the performance of freelance daytime employees in the public works department and the spatial arrangement of the Lampung province is quite effective in assisting the Lampung provincial officia, but less efficient in its implementation. As for the researchers given, namely (1) An analysis of workload for casual daily laborers is made; (2) provide morning special training for freelancers who are accepted; (3) supervising freelance workers in the public works department and the spatial planning in Lampung Province.

Keywords: Performance, Freelance Employee

ABSTRAK

KINERJA PEGAWAI TENAGA HARIAN LEPAS PADA INSTANSI PEMERINTAH DAERAH DINAS PEKERJAAN UMUM DAN PENATAAN RUANG PROVINSI LAMPUNG TAHUN 2018

Oleh

BELLA PUTRI AYUMA

Dinas PU-PR Provinsi Lampung sebagai salah satu instansi pemerintah yang mempunyai tugas menyelenggarakan sebagian urusan pemerintahan provinsi di bidang Pekerjaan Umum dan Penataan Ruang, berdasarkan azas otonomi yang menjadi kewenangan pemerintah provinsi, tugas dekonsentrasi dan pembantuan serta tugas lain sesuai dengan kebijakan yang ditetapkan Gubernur Lampung berdasarkan peraturan perundang-undangan yang berlaku. Untuk menyelesaikan urusan tersebut pemerintah Dinas PU-PR Provinsi Lampung membutuhkan tenaga tambahan guna membantu beban pekerjaan yang semakin meningkat, melalui usulan perekrutan tenaga kontrak atau Pegawai Tenaga Harian Lepas (PTHL), dengan maksud untuk meningkatkan kinerja Dinas PU-PR. Namun, pada kenyataannya peneliti melihat jumlah pegawai kontrak melebihi jumlah pegawai tetap di Dinas PU-PR Provinsi Lampung. Berkaitan dengan hal tersebut, penelitian ini bertujuan untuk mengetahui bagaimana pengaruh kinerja PTHL dalam membantu Dinas PU-PR menyelesaikan tugas. Tipe penelitian yang

digunakan adalah penelitian kualitatif dengan metode pengumpulan data wawancara, observasi dan dokumentasi.

Berdasarkan hasil penelitian, kinerja PTHL di Dinas PU-PR Provinsi Lampung cukup efektif dalam membantu pegawai Dinas PU-PR Provinsi Lampung, namun kurang efisien dalam pelaksanaannya. Adapun saran yang diberikan peneliti yaitu : (1) Dibuat analisis beban pekerjaan untuk PTHL; (2) Memberikan pelatihan khusus bagi pegawai PTHL yang diterima; (3) Melakukan pengawasan kepada PTHL di lingkungan Dinas PU-PR Provinsi Lampung.

Kata Kunci : Kinerja, Pegawai Tenaga Harian Lepas.