

ABSTRACT

ANALYSIS OF INTERNAL CONTROLLING OF CIVIL SERVANT WORKING PERFORMANCE Case Studies on Immigration Office First Class Bandar Lampung

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The controlling is one of the main functions of management that should be applied in an organization in order to maintain the employee activities so the goals that have planned can be achieved. This cause the company who carries out supervision will be able to inspect, observe, evaluate, and direct the work realization. The supervison is expected to decrease any irrelevancies and the possibility of gain large amount of losses can ve prevented or at least reduced.

This study is aimed to analyze the implementation of internal controlling in Immigration Office First Class Bandar Lampung in monitoring the performance of the employees and also to analyze the difficulties during the implementation internal controlling in Immigration Office First Class Bandar Lampung. This study used descriptive study with qualitative approach which held trough interview, observation, and documentation.

In conclusion, the internal controlling in Immigration Office First Class Bandar Lampung is ineffective due to many irrelevancies were found among employees in Immigration Office First Class Bandar Lampung. The cause of ineffectiveness controlling such as the head office as the internal controlling is carelessly responding the result of external controlling regarding the issues blowed up among employees in Immigration Office First Class Bandar Lampung. In addition, the head office is not used the existing controlling facilities such as Close Circuit Television (CCTV) and also having hesitation and other difficulties factor.

Key words : internal controlling, employee performance.