



KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS SYIAH KUALA
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ELECTRONIC THESIS AND DISSERTATION UNSYIAH

TITLE

PENGARUH PEMBINAAN DAN PENGAWASAN TERHADAP KINERJA TENAGA KESEJAHTERAAN SOSIAL KECAMATAN (TKSK) DAN IMPLIKASINYA PADA PENCAPAIAN PROGRAM PEMBERDAYAAN SOSIAL DINAS SOSIAL ACEH

ABSTRACT

ABSTRAK Abstrak Karya Akhir Diserahkan kepada Panitia Ujian Untuk Mendapatkan Gelar Magister Manajemen pada Program Pascasarjana Universitas Syiah Kuala

PENGARUH PEMBINAAN DAN PENGAWASAN TERHADAP KINERJA TENAGA KESEJAHTERAAN SOSIAL KECAMATAN (TKSK) DAN IMPLIKASINYA PADA PENCAPAIAN PROGRAM PEMBERDAYAAN SOSIAL DINAS SOSIAL ACEH

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Tujuan penelitian ini untuk melihat hubungan pembinaan dan pengawasan terhadap kinerja TKSK serta dampaknya secara simultan terhadap kinerja bagian pemberdayaan sosial pada Dinas Sosial Aceh. Penelitian ini dilaksanakan pada Dinas Sosial Aceh. Sebagai objek dari penelitian ini adalah pembinaan, pengawasan, kinerja TKSK kerja dan kinerja bagian pemberdayaan sosial Dinas Sosial Aceh. Subjek dari penelitian ini adalah pegawai TKSK Dinas Sosial Aceh. Populasi dalam penelitian ini adalah seluruh pegawai TKSK Dinas Sosial Aceh yaitu sebanyak 125 pegawai. Pengambilan sampel dengan metode sensus yakni keseluruhan populasi dijadikan sampel. Hasil penelitian menunjukkan bahwa dari 5 hipotesis direct yang ada hanya 1 yang tidak significant yaitu pengujian Pengawasan terhadap kinerja Dinas Sosial Aceh karena memiliki nilai CR dan P yang tidak memenuhi syarat. Hasil pengujian hipotesis tidak langsung yakni pembinaan dan pengawasan terhadap kinerja bagian pemberdayaan sosial Dinas Sosial Aceh yang melalui kinerja TKSK adalah tidak signifikan. Kinerja TKSK dalam hal ini perannya adalah partial mediating. Dari hasil temuan penelitian ini, terbukti variable Kinerja TKSK yang memiliki angka koefisien beta terbesar yang dapat digambarkan sebagai pemicu terbesar dalam mendorong peningkatan Kinerja Bidang Pemberdayaan Sosial dibandingkan variabel lainnya karena Kinerja TKSK memiliki nilai beta terbesar yaitu 86,0%. Oleh sebab itu bila Kinerja Bidang Pemberdayaan Sosial menjadi fokus utama untuk ditingkatkan, maka harus dilakukan melalui peningkatan Kinerja TKSK yang lebih baik, sehingga dapat memicu meningkatnya kinerja organisasi bidang pemberdayaan sosial Aceh ini.

Kata Kunci: Pembinaan, Pengawasan, Kinerja Tenaga Kerja Sosial Kecamatan (TKSK), Kinerja Bidang Pemberdayaan Sosial, Dinas Sosial Aceh viii

ABSTRACT

Abstract of Final Paper Submitted of The Examination Committee in Partial Fulfillment of The Requirements for The Degree of Master of Management on Graduated Program of Syiah Kuala University

THE EFFECT ON GUIDANCE AND SUPERVISION SOCIAL WELFARE DISTRICT LABOR PERFORMANCE (TKSK) AND IMPLICATIONS ON THE ACHIEVEMENT OF SOCIAL EMPOWERMENT PROGRAM DEPARTMENT OF SOCIAL ACEH

By: M ALI AKBAR SN: 1609200020085

Concentration : General Management Supervisor : Prof. Dr. Muhammad Adam, SE, MBA Co-Supervisor : Dr. Syafruddin, SE, MBA

The aim of this study was to see the relationship between coaching and supervision on the performance of TKSK and its impact simultaneously on the performance of the social empowerment section of the Aceh Social Service. This research was conducted at the Aceh Social Service. As an object of this research are coaching, supervision, work performance of TKSK and the performance of the social empowerment section of the Aceh Social Service. The subjects of this study were employees of the Aceh Social Service TKSK. The population in this study were all employees of the Aceh Social Service TKSK of 125 employees. Sampling using the census method is the whole population sampled. The results showed that of the 5 direct hypotheses there was only 1 that was not significant, namely the testing of supervision of the performance of the Aceh Social Service because it had CR and P values that did not meet the requirements. The results of testing the indirect hypothesis, namely the guidance and supervision of the performance of the social empowerment section of the Aceh Social Service through TKSK performance is not significant. TKSK performance in this case its role is partial mediating. From the findings of this study, it was proven that the TKSK Performance variable which has the largest beta coefficient number which can be described as the biggest trigger in encouraging the improvement of Social Empowerment Performance compared to other variables because TKSK Performance has the largest beta value of 86.0%. Therefore, if the Social Empowerment Performance becomes the main focus for improvement, it must be done



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through improved TKSK Performance, so that it can trigger the increased performance of this Aceh social empowerment organization. Keywords: Coaching, Supervision, District Social Workforce Performance (TKSK), Performance of Social Empowerment Sector, Aceh Social Service ix

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