

## ABSTRACT

Kharisma Sifatunnisa, Department of Public Administration, Faculty of Social, Political and Computer Sciences, Universitas Djuanda Bogor, 2022, The Influence of Supervision of District Head towards Employee Performance at Cicurug Distnct Office, Sukabumi Regency, Advisor I: Dr. Hj. Rita Rahmavvati, Dra., M.Si., Advisor 11: Irma Purnamasari, S.Sos., M.Si.

Performance serves as an image of achievement level of the implementation of an activity in an organization. According to observations conducted, there were found several problems related to employee performance, one of which was on the achievement of employee work targets data in Cicurug District office at the end of 2021. The problem was presumably caused by the supervision from the district head at Cicurug District office had not been carried out optimally. Based on the aforementioned background, the research was aimed at determining the influence of district head's supervision towards employee performance at Cicurug District office in Sukabumi Regency.

The research used Associative Quantitative method. The technique of sampling deployed was simple random sampling by means of the Slovin formula that resulted in 24 respondents. The data were processed by using the WMS formula, along with the Spearman Rank correlation coefficient test, t-test and Coefficient of Determination test as the analytical methods. The data were tabulated with the help of SPSS 26 software. The result of the research proves that the correlation coefficient amounted to 0.566 is categorized in moderate classification with a positive and significant relationship direction, meaning that if the leader, in this case is the district head, accomplishes good supervision, the employee performance will be good as well.

The research concludes that, in general, there is an influence of district head's supervision towards employee performance at Cicurug District office as manifested by the 48.9% influence of supervision conducted by the district head on employee performance at the Cicurug District office in Sukabumi Regency.

**KEYWORDS: Influence, Supervision, and Employee Performance**



## ABSTRAK

Kharisma Sifatunnisa, Program Studi Administrasi Publik, Fakultas Ilmu Sosial, Ilmu Politik Dan Ilmu Komputer, Universitas Djuanda Bogor, 2022, Pengaruh Pengawasan terhadap Kinerja Pegawai di Kantor Kecamatan Cicurug Kabupaten Sukabumi, Pembimbing I : Dr. Hj. Rita Rahmawati, Dra., M.Si. pembimbing II : Irma Purnamasari, S.Sos., M.Si.

Kinerja sebagai gambaran mengenai tingkat pencapaian pelaksanaan suatu kegiatan dalam sebuah organisasi. Kinerja pegawai Kantor Kecamatan Cicurug Kabupaten Sukabumi menurut pengamatan ada beberapa masalah yang berkaitan dengan kinerja pegawai yaitu data hasil capaian sasaran kerja pegawai di Kecamatan Cicurug mengalami penurunan di akhir tahun 2021, hal ini diduga karena pengawasan Camat di Kantor Kecamatan Cicurug belum dilaksanakan dengan maksimal. Berdasarkan latar belakang tersebut penelitian ini bertujuan untuk mengetahui pengaruh pengawasan Camat terhadap kinerja pegawai di Kantor Kecamatan Cicurug Kabupaten Sukabumi.

Metode penelitian ini menggunakan metode Kuantitatif Asosiatif. Teknik pengambilan sampel menggunakan teknik simple random sampling, dengan menggunakan rumus slovin didapat hasil sampel sebanyak 24 responden. Data tersebut diolah menggunakan rumus WMS, dengan metode analisis menggunakan uji koefisien korelasi Rank Spearman, uji t dan uji koefisien determinasi. Data di proses menggunakan *spss versi 26*. Hasil penelitian membuktikan bahwa data koefisien korelasi sebesar 0,566 termasuk pada klasifikasi sedang, dengan arah hubungan positif dan signifikan, artinya jika pimpinan melakukan pengawasan yang baik maka kinerja pegawai pun akan baik.

Penelitian ini secara umum menyimpulkan adanya pengaruh pengawasan terhadap kinerja pegawai di Kecamatan Cicurug dengan pengaruh pengawasan sebesar 48.9% terhadap kinerja pegawai di Kecamatan Cicurug.

**Kata Kunci: Pengaruh, Pengawasan, dan Kinerja Pegawai**