

## ABSTRAK

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Program Studi : Administrasi Negara Bidang Minat/Konsentrasi Administrasi dan Manajemen Kepegawaian pada Program Studi Ilmu Administrasi Publik Pendidikan Ilmu Kepegawaian  
Judul : Analisis Penilaian Kinerja Pegawai Negeri Sipil Pada Balai Pelestarian Cagar Budaya Provinsi D.I Yogyakarta

Dalam penulisan karya tulis ini dimaksudkan untuk mengetahui penilaian kinerja PNS dalam kaitannya dengan rentang kendali dan dampak perubahan organisasi pada Balai Pelestarian Cagar Budaya Provinsi D.I Yogyakarta. Penilaian kinerja PNS dilakukan melalui aplikasi e-SKP. Terdapat lima hambatan dalam penilaian kinerja, yaitu faktor hambatan hukum, norma sosial, politis, hambatan sistem aplikasi, dan hambatan pribadi. Rentang kendali dan perubahan organisasi memberikan warna dalam pelaksanaan penilaian kinerja, baik dalam hal sistem penilaian kinerja, struktur organisasi, koordinasi, dan banyaknya pegawai yang dinilai, serta keanekaragaman jabatan yang diampu oleh pegawai.

**Kata kunci:** kinerja, penilaian kinerja, rentang kendali

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*Title : Analysis of the Performance Appraisal of Civil Servants at Preservation Cultural Heritage Center of Province D.I Yogyakarta*

*In writing this paper, it is intended to determine the performance appraisal of civil servants in relation to the span of control and the impact of organizational change at the Cultural Heritage Preservation Center, Yogyakarta Province. PNS performance assessment is carried out through the e-SKP application. There are five obstacles in performance appraisal, namely legal barriers, social norms, politics, application system barriers, and personal barriers. The span of control and organizational change provides color in the implementation of performance appraisal, both in terms of the performance appraisal system, organizational structure, coordination, and the number of employees being assessed, as well as the diversity of positions held by employees.*

**Keywords:** *performance, performance appraisal, span of control.*

