**ABSTRAK**

 Penilaian prestasi kerja merupakan proses evaluasi hasil kerja pegawai negeri sipil yang berdasarkan tugas dan tanggung jawab pekerjaan berdasarkan Sasaran Kerja Pegawai dan Perilaku Kerja untuk mengembangkan kinerja pegawai negeri sipil. Penilaian prestasi kerja adalah proses penilaian yang sistematis yang dilakukan oleh pejabat penilai. Sasaran Kerja Pegawai yang meliputi unsur kuantitas, kualitas, waktu, dan biaya, yang merupakan rencana kerja yan akan dicapai. Sementara perilaku kerja meliputi unsur orientasi pelayanan, integritas, komitmen, disiplin, dan kerja sama merupakan sikap dan tingkah laku seorang Pegawai Negeri Sipil yang harus dan tidak harus dilakukan berdasarkan peraturan perundang-undangan. Berdasarkan latar belakang tersebut penulis mengambil judul **”EFEKTIVITAS PENILAIAN PRESTASI KERJA PEGAWAI NEGERI SIPIL DI BADAN KEPEGAWAIAN DAN DIKLAT KABUPATEN PANDGLANG”**

 Tujuan dari pengamatan ini adalah untuk mengetahui efektivitas penilaian prestasi kerja pegawai negeri sipil kendala yang ada serta menentukan upaya yang ada dalam meningkatkan efektivitas penilaian prestasi kerja pegawai agar terciptanya pegawai yang berkualitas dan berintegritas dalam menjalankan tugas dan tanggung jawab sebagai pengawai negeri sipil serta tercapainya tujuan organisasi.

 Berdasarka analisis yang didapat dari hasil pengamatan dapat disimpulkan bahwa penilaian prestasi kerja pegawai negeri sipil di badan kepegawaian dan diklat belum bisa dikatakan efektif seluruhnya. Masih ada beberapa kendala yang ditemui dalam proses perencanaan kerja hingga penilaian kerja pegawai. Untuk mengatasi kendala-kendala tersebut badan kepegawaian dan diklat kabupaten pandeglang harus meningkatakn pemahaman pegawai negeri sipil terhadap Sasaran Kerja Pegawai dan Perilaku Kerja pegawai dengan memaksimalkan sosialiasi pemahaman penilaian prestasi kerja serta memberikan reward and punishmen terhadap pegawai yang dapat menerapkan peraturan pemerintah nomor 46 tahun 2011 tentang penilaian prestasi kerja pegawai negeri sipil.

Kata Kunci : Penilaian, Kinerja, Pegawai

***ABSTRACK***

 *Performance appraisal is a process of evaluating the work of civil servants based on job duties and responsibilities based on Employee Work Objectives and Work Behavior to develop the performance of civil servants. Performance appraisal is a systematic appraisal process conducted by an appraiser officer. Employee Work Objectives that include elements of quantity, quality, time, and cost, which is a work plan yan will be achieved. While work behavior includes the elements of service orientation, integrity, commitment, discipline, and cooperation is the attitude and behavior of a Civil Servant who should and should not be done based on legislation. Based on this background the author took the title* ***"EFFECTIVENESS OF EMPLOYEES ACHIEVEMENT OF EMPLOYEES IN CIVIL SERVICE AND REGENCY OF PANDGLANG DISTRICT"***

 *The purpose of this observation is to know the effectiveness of performance appraisal of civil servants obstacles that exist and determine the existing efforts in improving the effectiveness of employee performance appraisal in order to create qualified employees and integrity in carrying out duties and responsibilities as civil servants and the achievement of organizational goals*

 *Based on the analysis obtained from the observation result, it can be concluded that the performance appraisal of civil servants in civil service and training bodies has not been fully effective. There are still some obstacles encountered in the work planning process until employee appraisal. To overcome these obstacles, personnel and education and training agencies of Pandeglang district should increase the understanding of civil servants on Employee Work Objectives and Employee Work Behavior by maximizing the socialization of understanding of work performance appraisal as well as providing reward and punishment to employees who can apply government regulation number 46 year 2011 about assessment of the performance of civil servants.*

*Key Word :Assessment, Performance, Employee*