

SUMMARY

Dymas Bangkit Satriya, 2013. **Apparatus Resource Development For Increasing Performance (Study in Lowokwaru Sub-district's Office in Malang City)**. Under guidance of Dr. Tjahjanulin Domai, MS and Drs. Suwondo, MS. 128 pages + xviii

Lowokwaru Sub-district is one of SKPD in implementation of region autonomy in Malang City base on Perda Kota Malang No. 8 tahun 2008 about Organisasi dan Tata Kerja Kecamatan dan Kelurahan. Base on that Perda, Lowokwaru Sub-district has many main duties and functions that have to be implemented so that government implementation, development, and society service can be reached. To do the main duties and functions, Lowokwaru Sub-district forces to have apparatus who has good performance. The major problem base on Lowokwaru Sub-district's profil document is the low of Lowokwaru Sub-district's apparatus's performance. This research has two problems that will be explained. First, how Lowokwaru Sub-district's apparatus resource development is. Second, how Lowokwaru Sub-district's apparatus resource performance is. The purpose of the researches are to describe and analyze Lowokwaru Sub-district's apparatus resource development; and to know Lowokwaru Sub-district's performance. This research's contributions are academic benefit that gives input idea that relates in apparatus resource development for increasing performance; and practice benefit that gives contribution to local government in effort to develop apparatus resources to increase the performance.

Theories that are used in this research are local government theory, government apparatus resource theory, human resource management theory, human resource development theory, and performance theory.

This research uses descriptive research method with qualitative approach. The data resources that be used are primary data and secondary data. Data collecting technique is by observation, interview, and documentation. The research instrument that be used are interview guide and a field note. The analysis method that be used is from Miles and Huberman (1992) are data reduction, data presentation, and conclusion. The location in this research is Malang City, and the sites research is Lowokwaru Sub-district's Office. Thus that be focus in this research are: first, Lowokwaru Sub-district's apparatus development by on the job method is a) job

rotation, b) apprenticeship/ understudy, c) coaching, d) demonstration and example and off the job method is a) diklat, b) formal education. Second, Lowokwaru Sub-district's apparatus's performance by a) labor capacity, b) employee's discipline, c) employee's attendance list, d) society satisfaction index.

Based on the research we know that development of Lowokwaru Sub-district 's apparatus resource that use on the job method and off the job metode have done maximally and effectively to get Lowokwaru Sub-district' apparatus who has good quality in science, knowledge, ability and skill, specialization, and also mental attitude so that development can result Lowokwaru Distric,s apparatus who have good performance to do government duties, development, and to give society service. Based on the research, we know that Lowokwaru Sub-district.s Apparatus's performance is good that can be looked at employee's labor capacity, employee's discipline, employee's attendance list, and society satisfaction index.

This research results conclusions that Lowokwaru Sub-district's Apparatus resource development that use on the job method that is done with job rotation method is less maximal because Sub-district chief has authority but he doesn't do that job rotation. Apprenticeship method, couching method, and demonstration and example have done ini Lowokwaru Sub-district well. Off the job method is done with participating apparatus to join diklat and to continue higher formal education. The performance assessment through labor capacity, employee's discipline, employee's attendance list, and society satisfaction index results conclusion that Lowokwarus Sub-district's apparatus's performance is good. This research results recommendations are in doing development program we have relate to requirement of that organizations, not only relate to request of diklat committee institute so the result that will be reached can really useful. Performance assessment has to be objective where about apparatus who shows good performance needs to be given achievement where us apparatus who doesn't shows good performance needs to be given punishment.

Word key: apparatus resource management, development, performance,