

ABSTRACT

The Effects of Teachers' Work Mutation Policy toward Primary Teachers Performance at X Municipality Solok Selatan Regency

Asbandi

The researcher found that there was a bad perception on the civil servant teachers work mutation policy at X Municipality. This research analyzes the policy making process up to its release as well as the doer and the environment of the policy. It is done since there was still a phenomenon in which the teachers' work performance was still low despite the fact that the policy had been applied.

The design of this research was qualitative. There was no population of the research. The informant was chosen by using the purposive sampling and snowball sampling techniques. Data were obtained by using the unstructured and full-participative observation, unstructured interview, and documentation. They were determined by using the credibility, transferability, dependability, and confirmability test.

There are two research results. First, the teachers' mutation policy is a fundamental national personnel system management function. However, it often causes negative perception and problems. It is mostly not done according to the evaluation toward the personnel needs. Even worse, it is done due to political influences without looking at the significant effect on the personnel's performance. Second, the mutation affects teachers' work performance by building up their working spirit because it will lead them to a new and fresh work atmosphere. As a result, they can improve their competences as educators. However, their old work place will face problems in providing the public service for education. On the contrary, the new work place will create competitions and the changing of the organization's cultural climate.

ABSTRAK

Dampak Kebijakan Mutasi Kerja Guru Terhadap Kinerja Guru Sekolah Dasar di Kecamatan X Kabupaten Solok Selatan

Asbandi

Peneliti melihat terdapat konotasi buruk dalam kebijakan mutasi guru PNS di Kecamatan X. Mendalami proses pembuatan kebijakan mutasi hingga dikeluarkan atau dihasilkan kebijakan, pelaku kebijakan dan lingkungan kebijakan tersebut. Fenomena yang terjadi masih rendahnya kinerja guru sekolah dasar di Kecamatan X, padahal kebijakan mutasi telah diberikan.

Penelitian menggunakan metode kualitatif dengan tidak menggunakan populasi, penentuan informan pada penelitian ini menggunakan *purposive sampling* dan *snowball sampling technique*. Data penelitian dikumpulkan melalui data dengan teknik observasi partisipatif lengkap, Pengumpulan data dengan teknik observasi tidak berstruktur. Pengumpulan data dengan teknik wawancara tak terstruktur dan pengumpulan data dengan teknik pengumpulan dokumen. Uji keabsahan data dalam penelitian kualitatif meliputi uji *credibility* (validitas internal), *transferability* (validitas eksternal), *dependability* (reliabilitas) dan *confirmability* (obyektivitas).

Hasil analisis data menunjukkan: 1) Kebijakan mutasi guru merupakan salah satu fungsi manajemen sistem kepegawaian Negara yang sangat fundamental, namun, sering kali mutasi pegawai ASN yang terjadi menimbulkan konotasi negatif, berbagai persoalan atau pun masalah. Mutasi kadang tidak sesuai dengan evaluasi terhadap berbagai persoalan kebutuhan kinerja pegawai dan bahkan mutasi dilakukan akibat dipengaruhi oleh kepentingan politik tertentu tanpa dampak yang signifikan terhadap kinerja, 2) Dampak terhadap kinerja guru adalah muncul kembali semangat kerja, karena melalui mutasi akan mengantarkannya pada penyegaran kerja, menuju suasana kerja baru, sehingga guru dapat lebih meningkatkan kompetensi, kinerja, serta profesionalitas dalam karier selaku tenaga pengajar dan pendidik. Sedangkan bagi tempat kerja yang ditinggalkan akibat mutasi praktis mengalami kendala dalam melaksanakan pelayanan publik di bidang pendidikan, dan bagi tempat pekerjaan yang baru justru akan menciptakan kompetisi dan perubahan iklim budaya organisasi.