

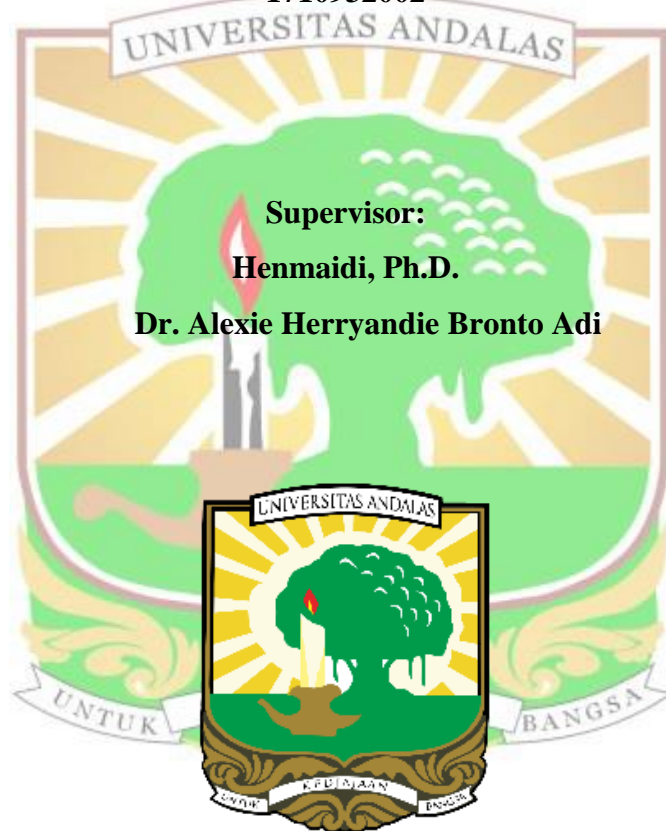
**ORGANIZATIONAL DESIGN FOR PERFORMANCE
MANAGEMENT IN ANDALAS UNIVERSITY**

FINAL PROJECT REPORT

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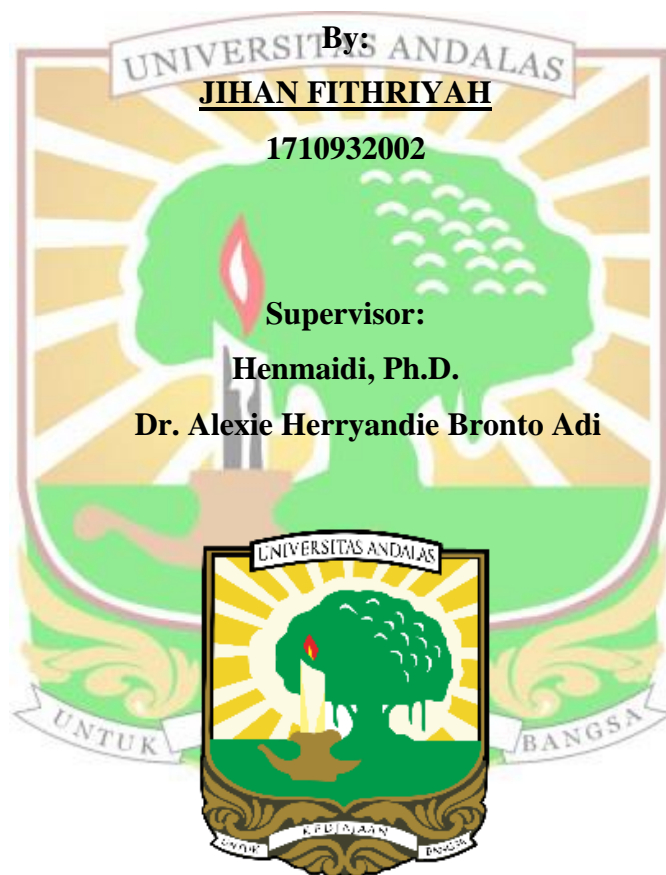
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**DEPARTMENT OF INDUSTRIAL ENGINEERING
FACULTY OF ENGINEERING
ANDALAS UNIVERSITY
PADANG
2022**

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FINAL PROJECT REPORT

*A Final project report submitted in fulfillment of the requirement for the award of
the degree of Bachelor in Department of Industrial Engineering, Faculty of
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ABSTRACT

Along with the times and global demands, the development of education is expected to follow the direction of existing growth. Thus, encouraging organizations that are struggling with the world of education to improve performance and improve management capabilities that are reliable, trustworthy, and accountable to their academic community. In the organizational structure of Andalas University, it appears that there is no unit that regulates to ensure that the University's performance management activities can run as expected.

Based on that, this study aims to design a performance management unit at Andalas University. This performance management unit performs performance management functions, namely planning, monitoring, and evaluation at Andalas University. Thus, with this performance management unit's existence, it is expected to push short-term, medium-term, and long-term targets smoothly.

This study uses a descriptive qualitative approach. Data was collected by literature study, documentation, observation, and also by distributing questionnaires to several respondents. Preliminary research shows that there are still many shortcomings in the performance management of Andalas University. So this indicates that Andalas University requires a special unit to oversee its performance management. To overcome these problems, a solution is proposed in the form of an organizational structure design for the Performance Management Unit at Andalas University in order to assist and strengthen the implementation of planning, monitoring, and evaluating the performance of Andalas University regularly.

Keywords : *Performance Management, Performance Management Audit, Organisational Structure, Standard Operating Procedures.*



ABSTRAK

Seiring dengan perkembangan zaman dan tuntutan global, perkembangan pendidikan diharapkan mengikuti arah perkembangan yang ada. Sehingga, mendorong organisasi yang bergelut dengan dunia pendidikan untuk meningkatkan kinerja, meningkatkan kemampuan pengelolaan yang handal, terpercaya dan akuntabilitas terhadap civitas akademika yang dimilikinya. Pada struktur organisasi Universitas Andalas, terlihat belum adanya unit yang mengatur untuk menjamin agar aktivitas manajemen kinerja universitas dapat berjalan dengan lancar sesuai dengan yang diharapkan.

Berdasarkan hal tersebut, maka penelitian ini bertujuan untuk merancang sebuah unit manajemen kinerja. Unit manajemen kinerja ini berperan untuk menjalankan fungsi manajemen kinerja, yaitu perencanaan, monitoring, dan evaluasi di Universitas Andalas. Sehingga, dengan adanya unit manajemen kinerja ini, diharapkan dapat mendorong target jangka pendek, jangka menengah, maupun jangka panjang dengan lancar.

Penelitian ini menggunakan pendekatan kualitatif deskriptif. Pengumpulan data dilakukan dengan studi literatur, dokumentasi, observasi dan juga menggunakan penyebaran kuesioner ke beberapa responden. Penelitian awal menunjukkan bahwa masih banyak kekurangan yang dimiliki dari manajemen kinerja Universitas Andalas. Sehingga hal ini menunjukkan bahwa Universitas Andalas membutuhkan suatu unit khusus yang bertugas untuk mengawasi manajemen kinerjanya. Untuk mengatasi permasalahan tersebut, diusulkan intervensi berupa rancangan struktur organisasi Unit Manajemen Kinerja di Universitas Andalas agar dapat membantu dan memperkuat pelaksanaan perencanaan, monitoring dan evaluasi kinerja Universitas Andalas secara rutin.

Kata Kunci : *Manajemen Kinerja, Audit Manajemen Kinerja, Struktur Organisasi, Standard Operating Procedures.*