

ABSTRAK

Tesis ini berjudul : **PENGARUH TRANSISI JABATAN DAN PEMAHAMAN PERAN FUNGSIONAL TERHADAP KINERJA APARATUR SIPIL NEGARA (ASN) (Studi pada Dinas Perumahan Rakyat, Kawasan Permukiman dan Lingkungan Hidup Kabupaten Ciamis)** DEVIN GUSNANDA, NIM. 82302425006. Penelitian ini bertujuan untuk menganalisis pengaruh transisi jabatan dan pemahaman peran fungsional terhadap kinerja Aparatur Sipil Negara (ASN) pada Dinas Perumahan Rakyat, Kawasan Permukiman dan Lingkungan Hidup Kabupaten Ciamis, baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah metode kuantitatif dengan teknik analisis regresi linier berganda. Pengambilan sampel dilakukan dengan teknik total sampling dengan menyebarkan kuesioner kepada seluruh 125 ASN, dan sebanyak 86 kuesioner kembali serta dapat digunakan sebagai data penelitian. Hasil penelitian menunjukkan bahwa transisi jabatan berpengaruh positif dan signifikan terhadap kinerja ASN, pemahaman peran fungsional berpengaruh positif dan signifikan terhadap kinerja ASN, serta secara simultan transisi jabatan dan pemahaman peran fungsional berpengaruh positif dan signifikan terhadap kinerja ASN dengan koefisien determinasi (R^2) sebesar 85,7%, yang berarti 85,7% variasi kinerja ASN dapat dijelaskan oleh kedua variabel tersebut, sedangkan sisanya sebesar 14,3% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: Transisi Jabatan, Pemahaman Peran Fungsional, Kinerja ASN

ABSTRACT

*This thesis is entitled: **THE EFFECT OF JOB TRANSITION AND FUNCTIONAL ROLE UNDERSTANDING ON THE PERFORMANCE OF STATE CIVIL APPARATUS (A Study at the Department of Public Housing, Settlement Area and Environment of Ciamis Regency) DEVIN GUSNANDA, NIM. 82302425006.** This study aims to analyze the effect of job transition and functional role understanding on the performance of the State Civil Apparatus (ASN) at the Department of Public Housing, Settlement Area and Environment of Ciamis Regency, both partially and simultaneously. The research method used is a quantitative method with multiple linear regression analysis technique. Sampling was conducted using a total sampling technique by distributing questionnaires to all 125 ASN, of which 86 questionnaires were returned and usable as research data. The results show that job transition has a positive and significant effect on ASN performance, functional role understanding has a positive and significant effect on ASN performance, and simultaneously both variables have a positive and significant effect on ASN performance with a coefficient of determination (R^2) of 85.7%, meaning that 85.7% of the variation in ASN performance can be explained by these two variables, while the remaining 14.3% is influenced by other factors not examined in this study.*

Keywords: Job Transition, Functional Role Understanding, ASN Performance