

ABSTRACT

The existence of employees is the main resource in carrying out operations, but there are some things that do not match the ability and work skills based on educational background with the placement of employees based on the main tasks and functions (tupoksi), from these discrepancies can affect motivation to work because they do work outside tupoksi and result in various problems that arise and the possibility of delaying promotions because performance targets are inversely proportional to those carried out due to the implications of the job redesign on the performance of ASN in the relevant agency environment. This study specifically discusses the implementation of job redesign on employee performance. Implications Job redesign has the potential to improve employee performance so that it can create achievements for civil servants. However, in reality there are still some discrepancies that occur in the agency and have not referred to Ministerial Regulation 66/Kep/M.Pan/7/2003 concerning employees who may not have more than one position, both other functional positions and structural positions and SK PNS that has been established.

This research is a qualitative research using the phenomenological method. The research population includes civil servants who are affected by job redesign and the sample technique using purposive sampling includes 8 people.

The results of this qualitative study justify that the success of job redesign will depend on the characteristics of the existing jobs in the organization that is the object of the redesign. In addition, the results also show that the employee's individual characteristics are also a factor for the success of the job redesign carried out. Younger people may prefer different job characteristics than older people. Likewise, technology and system factors are also related to the success of job redesign. Technology-based jobs will probably be more widely applied. Leadership that represents organizational factors will be an important factor in implementing the job redesign program and environmental factors including the non-physical environment in the form of support from colleagues will also affect the results of the job redesign.

Keywords: Job Redesign, Motivation, Performance, Phenomenology