

ABSTRAK

MIMIN, MINARSIH. 2023 : Strategi Kepemimpinan Kepala Kantor Urusan Agama dalam Meningkatkan Kinerja Pegawai (Studi Deskriptif di Kantor Urusan Agama Kecamatan Losarang Kabupaten Indramayu)

Latar belakang dari skripsi ini adalah masih ditemukan satu dua orang pegawai yang telat masuk jam kerja, pulang sebelum waktunya, kemudian masih kurang maksimalnya dalam melakukan pelayanan kepada masyarakat seperti dalam pelaksanaan penerimaan tamu masih ditemukan pegawai yang jarang berada di tempat penerimaan tamu atau biasa yang disebut bapenta sehingga mengakibatkan para tamu yang mempunyai kepentingan merasa kebingungan saat berada di kantor urusan agama kecamatan losarang.

Tujuan dari penelitian ini untuk mengetahui bagaimana perencanaan Kepala Kantor Urusan Agama dalam meningkatkan kinerja pegawai, penerapan strategi kepemimpinan Kepala Kantor Urusan Agama serta bagaimana evaluasi strategi kepemimpinan Kepala Kantor Urusan Agama dalam meningkatkan kinerja pegawai.

Teori yang digunakan dalam penelitian ini merupakan teori dari tahap strategi yang meliputi perumusan, pelaksanaan, dan evaluasi strategi.

Penelitian ini menggunakan metode deskriptif dengan pendekatan kualitatif pengumpulan data penulis lakukan melalui wawancara, observasi dan dokumentasi.

Hasil penelitian menemukan, bahwa Perencanaan Kepala Kantor Urusan Agama dalam meningkatkan kinerja pegawai di kantor urusan agama Kecamatan Losarang yang terdiri dari Perencanaan jangka pendek berupa kegiatan mengaji, kegiatan jumat bersih dan Perencanaan jangka panjang yang meliputi Pelatihan dan pembembangan, *Rewards dan Punishment*, Penerapan startegi kepemimpinan Kepala Kantor Urusan Agama dalam meningkatkan kinerja pegawai dilaksanakan dengan kegiatan mengaji bersama yang dipimpin kepala kantor urusan agama kecamatan losarang dan diikuti oleh pegawai setiap hari didalam ruang kantor KUA, penerapan kegiatan jumat bersih yang dilaksanakan oleh Kepala KUA beserta pegawai di dalam area kantor dan di area halaman kantor urusan agama kecamatan Losarang, mengikutkan pegawai dalam pelatihan dan pengembangan, memberikan *rewards* kepada pegawai atas pencapaian kinerjanya serta memberikan *punishmemnt* kepada pegawai yang dengan sengaja melanggar aturan yang telah ditetapkan, Evaluasi strategi kepemimpinan Kepala Kantor Urusan Agama dalam meningkatkan kinerja pegawai dilakukan dalam tiga periode waktu yaitu evaluasi yang dilakukan harian berupa pengontrolan ke meja meja pegawai, evaluasi bulanan berupa rapat yang dilakukan setiap bulan dan evaluasi akhir tahun yang dilakukan setiap satu tahun sekali untuk menilai serta mengetahui kinerja pegawai secara keseluruhan dalam satu tahun.

Kata Kunci : *Strategi, Kepemimpinan, Kinerja pegawai*

ABSTRACT

MIMIN, MINARSIH. 2023 : Leadership Strategy of the Head of the Religious Affairs Office in Improving Employee Performance (Descriptive Study at the Religious Affairs Office Losarang District, Indramayu Regency)

The background of this thesis is that there are still one or two employees who are late for work hours, go home before the time, then are still not optimal in providing services to the community such as in the implementation of receiving guests there are still employees who are rarely at the reception area or commonly called bapenta thus causing guests who have interests to feel confused when they are at the religious affairs office in the losarang sub-district.

The purpose of this study is to find out how the planning of the Head of the Office of Religious Affairs in improving employee performance, the implementation of the leadership strategy of the Head of the Office of Religious Affairs and how to evaluate the leadership strategy of the Head of the Office of Religious Affairs in improving employee performance.

The theory used in this study is the theory of the strategy stage which includes the formulation, implementation, and evaluation of strategies.

This research uses a descriptive method with a qualitative approach. The author carried out data collection through interviews, observation and documentation.

The results of the study found that the planning of the Head of the Affairs Office in improving employee performance in the religious affairs office of Losarang District which consists of short-term planning in the form of Koran activities, Clean Friday activities and long-term planning which includes training and development, Rewards and Punishment, Implementation of Head leadership strategies The Religious Affairs Office in improving employee performance is carried out with joint recitation activities led by the head of the losarang sub-district religious affairs office and attended by employees every day in the KUA office space, implementing clean Friday activities carried out by the KUA Head and employees in the office area and in the office courtyard area Losarang sub-district religious affairs, involving employees in training and development, giving rewards to employees for their performance achievements and giving punishment to employees who deliberately violate the rules that have been set. Evaluation of the leadership strategy of the Head of the Office of Religious Affairs in improving employee performance is carried out in three time periods, namely evaluations are carried out daily in the form of controlling employee desks, monthly evaluations in the form of meetings which are held every month and year-end evaluations which are carried out once a year to assess and determine the overall performance of employees in one year.

Keywords: *Strategy, Leadership, Employee performance*