**ANALISIS PENGARUH IMPLEMENTASI KEBIJAKAN**

**DAN KUALITAS SUMBER DAYA APARATUR**

**TERHADAP KINERJA ORGANISASI DINAS DAERAH**

**DI KOTA BEKASI**

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***Abstract***

*main problem in this study is that the organization performance in Local Department Bekasi City is low. It thought to have been cause by the policy and quality resource of officer have not been implemented optimally.*

*The method used in this study is survey. It is aimed to gain the fact about how much the policy and quality resource of officer give influence toward the organization performance in local Department Bekasi City.*

*Simultaneously, the implementation of policy and quality resource of officer give big and significant influence with 81.7%. It means that implementation of policy and quality resource of officer are dominant and become the priority in influencing the organization performance. It also shows there are other variables that also give influence with 18.3%.*

*Partially the implementation of policy gives smaller influence than quality resource of officer (38.7%). The dimension of policy from the biggest until the smallest are policy sources (7.2%), communication between related organization and organizer activity (7.0%), the characteristics of organizer institution (6.5%), measurement and goal of policy (6.2%), organizer behavior (6.2%), and economic social and politics environment (5.7%).*

*Partially, the quality resource off officer give bigger influence than the implementation of policy (43.0%). The criteria from the biggest until the smallest influence are competence (17.2%), law regulation (10.4%), legitimize (10.0%) and accountability (5.5%).*

*The conclusion is the implementation of policy and quality resource of officer is dominant and give influence toward organization performance in Local Department Bekasi City. It means the implementation of policy and quality resource of officer empirically give contribution toward the improvement of organization performance both simultaneously and partially. Although they have not been fully based on the dimension of implementation of policy and the criteria of officer quality resource.*

*Keyword : Policy and quality resource of officer through the organization performance*