

## ABSTRACT

Based on research that researcher performed at Dinas Perkebunan Propinsi Jawa Barat that is employee performance is still low indicated from a low employee working quality in accomplishing their task and there are still some employees in fulfilling their tasks have not been timely doing them. The employees operate a computer and in this case result was slowness working.

The purpose use to know in how far the organization in creaser work government employee in Dinas Perkebunan Propinsi Jawa Barat and for added and more complicated the researcher is knowledge. In theorist and practical.

The complication above expected because of the office head of Dinas give less appreciation in non material and less communication with employees and she or he give less attention to academic achievement and background function and does not determine time limitation to employees in accomplishing their task.

The method of research used in this research is a descriptive method, meanwhile its data collection used literature study, field study, non-participativity, observation, interviews and questionnaires.

According to discussion result it is evident that placement of employee at Dinas Perkebunan Propinsi Jawa Barat has not completely been performed in good manner with respect to existing element in employee placement, that it is still necessary to improve its employee performance.

The abstractions. That faced by office head Kepala Dinas Perkebunan Propinsi Jawa Barat give less communication with employees and give less attention their ability and she or he has not assimilation in giving instruction employees

Some conducted by office head of Dinas Perkebunan Propinsi Jawa Barat to give attentions employees ability, she or he gives mere cooperation between employee and employee with office head then to give appreciation to employees working.

And researcher suggests that office head of Dinas Perkebunan Propinsi Jawa Barat may please has or her employee appropriately according to education background, academic achievement, and will give more attention to determine time limitation in accomplishing their tasks as well as may be better in accomplishing their tasks as well as may be better and professional in performing their tasks.