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The Analysis of Organizational Performance in Implementing Budget Efficiency at the Human Resources Development Agency of the Ministry of Home Affairs

Talisya Menama[1]

[1] Master of Public Administration, Prof. Dr. Moestopo (Beragama) University, Jakarta, Indonesia, menamatalisya@gmail.com

Corresponding Author: menamatalisya@gmail.com[1]

Abstract: Organizational performance is an important factor in achieving institutional goals, especially in public organizations that are required to provide effective and efficient services. This study aims to analyze organizational performance in implementing budget efficiency at the Human Resources Development Agency of the Ministry of Home Affairs. The research focuses on identifying the factors that influence organizational performance and evaluating the effectiveness of budget implementation. This study uses a qualitative descriptive approach. Data were collected through observation, interviews, and documentation studies. The results indicate that organizational performance is influenced by several factors, including human resource competence, organizational management, budget planning, and accountability mechanisms. The implementation of budget efficiency has contributed to improving organizational effectiveness; however, several challenges remain, such as limited resources and the need for better strategic planning. This study concludes that strengthening organizational capacity and improving budget management are essential to achieving sustainable organizational performance.

Keyword: Organizational Performance, Budget Efficiency, Public Organization, Management, Accountability.

INTRODUCTION

Organizational performance has become an important issue in public sector management because government institutions are expected to deliver optimal services while managing resources efficiently. Public organizations must ensure that budget utilization provides maximum benefits and supports the achievement of institutional objectives.

The implementation of budget efficiency requires organizations to improve planning, resource allocation, and performance evaluation. Effective budget management is not only related to reducing expenditure but also ensuring that organizational programs achieve their expected outcomes.

The Human Resources Development Agency of the Ministry of Home Affairs plays an important role in improving government employee competency through education and training programs. Therefore, evaluating organizational performance in implementing budget efficiency becomes necessary to understand whether available resources have been managed effectively.

Previous studies show that organizational performance is influenced by productivity, service quality, responsiveness, responsibility, and accountability. Several studies related to public sector organizations found that performance problems are often caused by limited human resources, inadequate planning, and ineffective budget allocation.

Based on this background, this research aims to analyze organizational performance in implementing budget efficiency and identify factors that influence performance improvement.

METHOD

This study uses a qualitative descriptive research method. The research was conducted at the Human Resources Development Agency of the Ministry of Home Affairs.

The data sources consist of:

1. Primary data obtained through interviews and direct observation.
2. Secondary data obtained from organizational documents, reports, and relevant literature.

The data analysis process includes data reduction, data presentation, and conclusion drawing.

RESULTS AND DISCUSSION

Organizational Performance

Organizational performance refers to the ability of an organization to achieve its goals effectively and efficiently. Performance measurement commonly involves indicators such as productivity, service quality, responsiveness, responsibility, and accountability. According to public management theory, organizational performance is influenced by internal factors such as leadership, human resources, organizational structure, and management systems.

Budget Efficiency

Budget efficiency describes the ability of an organization to achieve maximum output using available resources. Efficient budget management requires proper planning, monitoring, and evaluation to prevent unnecessary expenditure.

Public Sector Organization

Public sector organizations have responsibilities to provide services and maintain accountability to society. Therefore, performance improvement is essential to ensure transparency and effectiveness in government management.

The results show that organizational performance in implementing budget efficiency is influenced by several main factors.

1. First, human resource capability has an important role in supporting organizational effectiveness. Employees with appropriate competencies are able to improve work productivity and support program achievement.
2. Second, budget planning influences the success of efficiency implementation. Proper planning helps organizations prioritize important programs and minimize unnecessary spending.
3. Third, accountability mechanisms support transparency in budget management. Performance evaluation and reporting systems are needed to ensure that budget utilization is aligned with organizational objectives.

However, several challenges remain, including limitations in resources, coordination problems, and the need for continuous improvement in management practices.

These findings are consistent with previous research showing that public organization performance is often affected by human resource quality, budget allocation, and organizational management factors.

CONCLUSION

This study concludes that organizational performance in implementing budget efficiency depends on effective management of resources, employee competence, and accountability systems.

Budget efficiency has a positive contribution to improving organizational effectiveness when supported by proper planning and evaluation mechanisms. To improve future performance, organizations need to strengthen human resource development, improve strategic planning, and optimize monitoring systems.

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