

## **PENGARUH REFORMASI BIROKRASI TERHADAP KINERJA PEGAWAI DI KANTOR SEKRETARIAT UTAMA BP2MI**

Rafika Juliana Nurhalimah<sup>1</sup>, Lijan Poltak Sinambela<sup>2</sup>, Aberar Guridno<sup>3</sup>

<sup>1,2,3</sup>Magister Ilmu Administrasi, FISIP, Universitas Nasional

[fikajulian4@gmail.com](mailto:fikajulian4@gmail.com), [lijan2005@yahoo.com](mailto:lijan2005@yahoo.com), [aberar.guridno@civitas.unas.ac.id](mailto:aberar.guridno@civitas.unas.ac.id)

Bureaucratic reform is one way to build people's trust. The definition of bureaucratic reform itself is a major change effort in a system whose purpose is to change the old structure, behavior, and the existence or habits. The scope of bureaucratic reform is not only limited to process and procedure, but also link changes at the level of structure, attitude and behavior. This relates to problems that intersect with authority or formal power. The base performance is what employees do or don't. Employee performance have the effect of how much they contribute to the organization. Every job has its specific job criteria, or work dimensions that identify the most important elements of a job.

The research uses a quantitative method by gathering data, analyzes to find count results of the validity and reliability test, frequency distribution, simple regression test, correlation and determination test, also hypothesis test. To calculate the data, the researcher uses the Ms. Excel 2010 for Windows.

Based on the results of the research, there are things to conclude from this research, there are: Bureaucratic Reform has a significant effect on the employee performance at the BNP2TKI Main Secretary Office. This is proven from the results (t test) with the calculated value > table that is  $8.41 > 1.668$  which means, if the count is more than the table, then  $H_a$  is accepted,  $H_o$  is rejected.

Besides that, the results of this study reach 49.23% where the variable X affected the variance of Y, can be contributed to the variable X and linearly varied with the variable X. So, it can be concluded that the bureaucratic reform affected the performance of employees at the BNP2TKI Main Secretary Office.

**Keywords: Reformation, Bureaucracy, Performance, Employee**