

## **ABSTRACT**

Sugeng Dwi Rianto, 2014, Thesis, Title: "Implementation of Job Analysis based on Information Technology (IT) in Malang Government

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Knowing the performance of individual and organizational, it is necessary applied the assessment and evaluation of employee performance by comparing each performance with the performance standards that have been set by the organization. In order the process to conduct assessment and evaluation of work in an organization, it needs job analysis process. Job analysis is an activity or process to prepare a variety of information related to each job, where the job analysis has three important points such as job description, specification strander position and performance. The analysis also founded in Malang Government, job analysis is an important instrument of accession in Malang Government to support the vision and mission in short and long time of Malang Government. In analyzing positions the Government of Malang using system-based Information Technology (IT). Applying the utilization of information technology-based systems provide the precision, accuracy and saving time in the process of Job Analysis. The purpose of this study was determined how the implementation of job analysis-based Information Technology (IT) in the Government of Malang.

This study used a qualitative descriptive approach, the research data was divided into two: primary data and secondary data. Data collection techniques in this study was the observation, interview and documentation.

Based on the research, the researchers showed that, in the analysis of work-based Implementation of Information Technology (IT) focuses on several important points, they are: Communication, Human Resources, Bureaucratic Structure and Information System that is used in the process anjab. In the implementation process based on Anjab Information Systems Technology (IT) gave the Government of Malang in describing the Position Description, Job Specifications and Performance Standards easily, quick and accurate, so can realize the vision and mission of Malang Government in short or long time.