

ABSTRAK

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Judul Skripsi : Analisis Performa Pengelola Perpustakaan Berdasarkan Behaviorally Anchor Rating Scale (BARS) di UPT Perpustakaan UIN Raden Fatah Palembang.
xxi + 176 Hlm + Lampiran

Skripsi ini membahas mengenai Analisis Performa Pengelola Perpustakaan Berdasarkan Behaviorally Anchor Rating Scale (BARS) Di UPT Perpustakaan Uin Raden Fatah Palembang. Penelitian ini bertujuan untuk mengetahui sejauh mana performa pengelola perpustakaan dalam setiap bidang layanan berdasarkan BARS di UPT Perpustakaan UIN Raden Fatah Palembang, Mengetahui kendala yang dihadapi pengelola perpustakaan dalam setiap bidang dilihat dari perspektif model BARS di UPT Perpustakaan UIN Raden Fatah Palembang. Metode penelitian yang digunakan dalam penelitian ini adalah metode penelitian deskriptif kualitatif. Teknik pengumpulan data yaitu observasi, wawancara, dan dokumentasi. Informan dalam penelitian terdiri dari tujuh individu, termasuk kepala perpustakaan, staf dan pustakawan dari setiap layanan, Satu mahasiswa dari setiap fakultas yang berjumlah sembilan mahasiswa UIN Raden Fatah Palembang yang menjadi pemustaka aktif di UPT Perpustakaan UIN Raden Fatah Palembang. Hasil penelitian menunjukkan bahwa performa pengelola perpustakaan di UIN Raden Fatah Palembang telah menunjukkan kemampuan yang baik dalam berbagai aspek indikator BARS. Dari hasil wawancara dengan pengelola perpustakaan, dapat dilihat bahwa mereka memiliki kemampuan inovatif dalam menerapkan inovasi untuk meningkatkan kualitas layanan dan kinerja divisi perpustakaan. Selain itu, pengelola perpustakaan juga menunjukkan keahlian dalam planning skill, kemampuan team work, self-motivation, leadership, dan disiplin yang baik. Secara keseluruhan performa pengelola perpustakaan sudah sesuai dengan teori BARS terlihat bahwa enam indikator menyatakan bahwa pengelola sudah sesuai dengan perilaku BARS.

Kata Kunci: Analisis, BARS, Pengelola, Performa

ABSTRACT

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Xxi + 176 Pages + appendix

This paper discusses the Performance Analysis of Library Managers Based on the Behaviorally Anchor Rating Scale (BARS) at the Uin Raden Fatah Library UPT Palembang. This research aims to find out the extent of the performance of library managers in each field of service based on BARS at the UPT UIN Raden Fatah Palembang Library, to find out the obstacles faced by library managers in each field seen from the perspective of the BARS model at the UPT Library UIN Raden Fatah Palembang. The research method used in this research is a qualitative descriptive research method. Data collection techniques are observation, interviews and documentation. The informants in the research consisted of seven individuals, including the head of the library, staff and librarians from each service. One student from each faculty, totaling nine students at UIN Raden Fatah Palembang who were active users at the UPT UIN Raden Fatah Palembang Library. The results of the research show that the performance of library managers at UIN Raden Fatah Palembang has demonstrated good abilities in various aspects of the BARS indicators. From the results of interviews with library managers, it can be seen that they have innovative abilities in implementing innovations to improve the quality of services and performance of the library division. Apart from that, library managers also demonstrate expertise in planning skills, team work abilities, self-motivation, leadership and good discipline. Overall, the performance of library managers is in accordance with BARS theory. It can be seen that six indicators indicate that managers are in accordance with BARS behavior.

Keywords: *Analysis, BARS, Manage, Performance*