

**FAKTOR PEMBENTUK KAPASITAS INDIVIDU
DALAM KELEMBAGAAN PENGELOLAAN PERSAMPAHAN
DI KOTA TAHUNA KABUPATEN SANGIHE**

TESIS

Disusun Dalam Rangka Memenuhi Persyaratan
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ABSTRACT

In Tahuna Town as Sangihe capital of Regency before the year 2001, institution or institute in charge of for the management of garbage medium is on duty Market and Hygiene. But since year 2001 after melting of duty Market and Hygiene according to Perda Sub-Province Sangihe No. 24 Year 2001 about Organization Peripheral Area, hence management of garbage medium given by authority at districts in Tahuna town. With delivery of this authority to the existing district party claim good adjustment of administration and pattern and also to performance which have there is. The quality of service to be given very depend on capacities or performance from existing institution. Institution performance earn in seeing from the existing individual capacities in the institution.

Target of this research is to do study to forming factors motivate and ability work garbage medium organizer personnel and its bearing with service performace hereinafter analyzed primary data result of questioners to officer/allied garbage organizer personnel with result of interview with all related stake holder and also elite figure with descriptive method.

This research finding is that factors which forming existing personnel motivation in institute of garbage organizer, consist of 3 factors, want (needs) factor, hopes factor and incentives factor, Of these three factors namely factor desire of expectation factor and insentive factor. From third this factor, desire factor owning highest influence to individual motivation appearance of organizer to work to serve society, is later caught up by expectantion factor and an incentive factor or reward factors. While factor from ability of personnel in institutel of garbage organizer consist of 2 factors namely knowledge factor and skilled factor. Where knowledge factor having higher influence compared to with skilled factor in forming individual ability of garbage organizer.

Conclusion of this research is that officer motivation to work to be influenced by various factor where dominant factor is the factor of physiological requirement factor (requirement and physic) feel save while ability of officer very influenced by existence of the nature of innovative and is creative the than it self officer.

Keywords: *management of garbage, factor which forming individual capacities and performance*