To assess the performance of the Civil Servants (PNS), the Ministry of State Apparatus (Menpan) will discontinue the List of Performance Assessment (DP3) as the evaluation basis. As its substitute, starting in 2014, Personnel’s Performance Targets (SKP) will be applied. "It is considered more objective than DP3, which has been viewed as biased and subjective," said Drs. Mamat Rahmat, MM of the Center for Research and Development, Civil Service Agency (BKN) as a resource person in the Socialization of the Personnel’s Performance Targets in Bogor Agricultural University (IPB) at the Graduation Building ‘Graha Widya Wisuda’ (21/10). He said the civil servants in and any field and position are required to make the Personnel’s Performance Targets (SKP).

According to him, SKP is more transparent, accountable, and objective. The SKP contract is made at the beginning of the year and signed by a staff and her/his immediate superior. This assessment will be used to determine the performance and reward to be received by the civil servants.

"But keep in mind that if the SKP score is less than 25 percent, according to the Article 9, Point 12 and Article 10, Point 10 of the government regulation PP.No.53/2012 on the discipline of civil servants, a civil servant with the score below 25 percent will get severe punishment or could even be fired," he said. To understand these changes, Directorate of Human Resources of IPB is to hold a workshop in mid-December 2013 with the aim to establish the SKP at IPB level.

"This weekend, we will hold a follow-up workshop for the Personnel Administration Chief (KTU). Then later in early November, socialization will be carried out at the level of the Rectorate (head office). It is planned that in mid-November an SKP model is available and early December at IPB level a contract document is ready," said Dr. Erlin Trisyuianti, Director of Human Resources in front of all Personnel Administration Chiefs of IPB as the participants in the socialization.

On this occasion, Prof. Dr. Herman Siregar, IPB Vice Rector for Resources and Strategic Studies leaves a message in his speech. All IPB employees, both lecturers and educational staff, no matter in what position we are, as far as possible we should give added value. "Because the individual performance contributes to the performance of the institution," he said. (Mtd)