

## ABSTRACT

### ANALYSIS OF FACTORS AFFECTING ORGANIZATION PERFORMANCE AT THE SECRETARIAT OFFICE OF MINAHASA SELATAN LOCAL PARLIAMENT

Author : Maggie Anggrainy Roosye Mawitjere  
Supervisors : Amir Imbaruddin  
Nuraeni Sayuti

Problem analysed in the study was about organization performance. Based on the problem, the objective of the study was to understand and analyse factors affecting organization performance at the secretariat office of Minahasa Selatan local parliament.

The study applied a descriptive-quantitative method. Population of the study were all 39 employees of the secretariat office all participated as respondents of the study. The study also involved 10 informants including secretary of Minahasa Selatan regency, secretary of local parliament, heads of administration and general affairs, heads of finance (four informants), the leaders of the local parliament, and heads of commission at the local parliament (three informants).

The results of the study showed that performance of secretariat office of Minahasa Selatan local parliament in terms of adaptation capacity scored average 3.46 or good. Performance of secretariat office of Minahasa Selatan local parliament in terms of integration capacity scored average 3.82 or good. Performance of secretariat office of Minahasa Selatan local parliament in terms of motivation scored average 3.76 or good. Performance of secretariat office of Minahasa Selatan local parliament in terms of production capacity scored average 3.54 or good.