

ABSTRACT

The realization of the map print retribution target is one of the indicators in the performance of the Spatial Planning Office, especially in the Spatial Planning Sector. Various factors can influence the realization of these targets, including human resources, information technology, SOP, external factors, organizational culture, leadership and organizational environment. The results of this study have succeeded in identifying various problems that occur in the Spatial Planning Sector that affect the realization of map print retribution targets. In the aspect of human resources, the lack of human resources, the quality of human resources that needs improvement, and the implementation of a reward and punishment system which is still lacking have an impact on the achievement of map print retribution. In the aspect of information technology, the lack of equipment to support officers' activities is the cause of the decline in map printing retribution. Lack of SOP socialization is the cause in the SOP aspect. Organizational external factors include public behavior and government policies. The organizational culture that exists in the Spatial Planning Sector is a disciplined and team-oriented culture. The leadership style applied is transformational. Environmental problems include a work space that is not sterile and a lack of work space and file storage space to support operational activities.

Keywords : retribution, public organization, target realization