

Redesigning BMN (*Barang Milik Negara*) Office in Surakarta Using Rang Organization in Improving Control on Employee Performance

ABSTRACT

BMN is a government office that is in charge of state property. BMN was built to help Finance Ministry in doing bookkeeping of state property. Including state assets in this matter, BMN works directly for knowing and doing bookkeeping of state property in each region then reported it to Finance Ministry. The success of an organization is influenced by many factors, including human resources. Employee is a practitioner of all organization activities. An employee must have a high work discipline in doing his job optimally. Work discipline is the willingness and sincerity of someone in doing his job well and discipline. In achieving good performance, a phenomenon found due to low employee discipline caused by the office layout that is less controlled from the control of supervisor. This matter caused the work produced less than satisfactory and leads to a lack of discipline. In order to increase the performance and the effectiveness employee of BMN (*Barang Milik Negara*) to reach the target, it can be done by changing the space organization that influences the pattern of control that is supported by design. The goals are to ease the control of employees, make employees work more effective because employees feel constantly monitored by the supervision, employees have a sense of responsibility for each job, increase work productivity and improve the targets set by state institution.

Keywords: *employee controlling system and work effectiveness*