ABSTRACT

IMPLEMENTATION OF CIVIL SERVANT PENSION SERVICE POLICY AT THE HUMAN RESOURCES AND PERSONNEL DEVELOPMENT AGENCY OF* BARRU *REGENCY

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*There are still issues regarding the timeliness of the issuance of Civil Servant Pension Decrees (*SK Pensiun PNS*), which have yet to reach 100%, although the number of delayed decrees is showing a decreasing trend. In 2022, there were 10 delayed decrees, which decreased to 6 in 2023 and remained at 6 in 2024. Therefore, this study aims to identify and analyze the implementation of the pension service policy for civil servants at the Human Resources and Personnel Development Agency (*BKPSDM*) of Barru Regency.*

The study employed a qualitative approach. Activities in qualitative data analysis were conducted interactively and continuously until completion, so that the data became saturated. These activities included data reduction, data presentation, and data verification. The techniques consisted of data collection, data reduction, data presentation, and data classification (drawing conclusions and clarification).

The results indicate that the implementation of the civil servant pension service policy at the BKPSDM *of* Barru *Regency has generally been well executed. This result was gained by utilizing the indicators of the Van Horn and Van Meter model, which included basic measures and objectives; resources; characteristics of the implementing body; implementers' tendencies; and political conditions. The main obstacles identified in inter-organizational communication, the activities of implementers and the social conditions within the organization.*

Keywords*: Policy Implementation, Pension Service.*

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