ABSTRACT

PERFORMANCE OF EMPLOYEES OF THE SECRETARIAT OF THE REGIONAL HOUSE OF REPRESENTATIVES OF CENTRAL MAMUJU *REGENCY*

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*This study aims to analyse the performance of employees at the Regional House of Representatives (*DPRD*) Secretariat of the Central* Mamuju *Regency by focusing on five main indicators, namely work quality, quantity of work, work knowledge, teamwork, and creativity. The purpose of this study is to evaluate in depth the extent to which these five factors contribute to the performance of employees in carrying out their duties and functions in the Regional House of Representatives (*DPRD*) Secretariat of the Central* Mamuju *Regency and provide data-based recommendations to improve the effectiveness, efficiency, and productivity of employees within the* DPRD *Secretariat of the Central* Mamuju *Regency.*

The method used in this study was a qualitative descriptive approach, which prioritized an in-depth understanding of the phenomenon being studied. The data were collected through in-depth interviews with key informants consisting of leaders and staff at the Central Mamuju Regency DPRD *Secretariat, as well as direct observation of operational activities at the* DPRD *Secretariat. The collected data will be analyzed using thematic analysis techniques, which allow researchers to identify relevant themes related to employee performance.*

Based on performance indicators such as work quality, quantity of work, work knowledge, teamwork, and creativity, the performance of employees of the DPRD *Secretariat of Central* Mamuju *Regency shows a strong commitment from leaders and staff in maintaining and improving Standard Operating Procedures and Business Processes that are oriented towards output and outcomes. The leaders use communicative, evaluative, and collaborative approaches to improve performance. In conclusion, the performance of the employees of the* DPRD *Secretariat of Central* Mamuju *Regency shows positive developments and leads to quite good improvements in terms of work responsibilities and internal supervision mechanisms, but it still requires improvement in the use of more efficient work technology and sustainable development of human resource capacity. This research makes a practical contribution to local governments to strengthen* ASN *performance management policies and academically enriches the literature on public bureaucratic performance evaluation at the regional level.*

Keywords*: Employee Performance.*

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