## *ABSTRACT*

***THE MANAGEMENT OF ADMINISTRATIVE OFFICER DEVELOPMENT AT BALAI PENDIDIKAN DAN PELATIHAN PEMERIKSAAN KEUANGAN NEGARA (BDPKN) OF* GOWA**

*Author* : Iqra Ardiansah Iqbal
*Supersivors* : Muttaqin
Wahyu Nurdiansyah Nurdin

*This research is motivated by the author's interest in the importance of management for the development of administrative officers as a strategic element in strengthening the management of apparatus resources within the Financial Audit Agency of the Republic of* Indonesia *(*BPK RI*), especially at the State Financial Audit Education and Training Center (*Balai Pendidikan dan Pelatihan Pemeriksaan Keuangan Negara or BDPKN*) of* Gowa*. The limited availability of human resources, suboptimal competency mapping, and changes in personnel policies underscore the need for an in-depth study of the effectiveness of executive position coaching.*

*This study used a descriptive qualitative approach, collecting data through in-depth interviews, direct observation, and document review. Data analysis was carried out using the Miles and Huberman interactive model, which included data reduction, data presentation, and conclusion drawing. This approach was applied to understand the problem more deeply according to the actual conditions. The analysis process was carried out continuously during data collection, so that the results of the research became clearer and more trustworthy.*

*The results of the study show that the management of the administrative officer development at* BDPKN Gowa *has been implemented quite well and focuses on three main aspects, namely: (1) Competency development, through classical, non-classical, and formal education training; (2) Performance management, based on the preparation of Employee Performance Targets (*SKP*) and performance management, periodic performance dialogue; and (3) Enforcement of discipline, in accordance with Government Regulation Number 94 of 2021 concerning Civil Servant Discipline. However, implementation still faces obstacles in the form of limited human resources and a non-optimal competency mapping system. This study recommends strengthening digital-based coaching, integrating competency mapping in the personnel system, and increasing collaboration across work units to support the professionalism and performance of State Civil Apparatus (*ASN*) in the* BDPKN Gowa *environment.*



*Keywords: Management, Coaching, Administrative Officer,* BDPKN Gowa, ASN


*Translated by:*
***The AgencyES***
*Language Institute*
*File No.: 722-S2-225049*