ABSTRACT

CAREER DEVELOPMENT OF SOCIAL WORKERS AT THE TECHNICAL IMPLEMENTATION UNIT OF* INANG MATUTU *SOCIAL REHABILITATION SERVICE CENTER FOR CHILDREN

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*Career development for Civil Servants (*ASN*) in the functional position of social workers is an essential component in enhancing professionalism and the quality of public services. This study aims to analyze the factors influencing* ASN *career development at the* Inang Matutu *Social Rehabilitation Service Center for Children (*PPRSA*), under the Social Service Office of South* Sulawesi *Province, by examining four main aspects such as qualifications, competence, performance, and institutional needs.*

This study applied a qualitative method, with data collection through interviews, observations, and document reviews. This approach was intended to gain an in-depth understanding of the implementation of the ASN *career development system and the obstacles faced in the workplace.*

The results indicate that: (1) employees' educational qualifications are relevant to their duties and support fieldwork implementation; (2) social workers' technical competencies are generally good, though access to formal training remains uneven; (3) the performance appraisal system through e-kinerja *positively influences work motivation, despite the potential for subjectivity; and (4) institutional needs present the main challenge due to limited job positions and centralized competency testing. Overall, the career development of social workers is more influenced by structural factors than individual ones. The study recommends decentralizing training and competency testing, continuous mentoring, and career planning based on a merit system to ensure more effective and sustainable* ASN *social worker career development.*

Keywords: *Career Development, Qualifications, Competence, Performance, Institutional Needs*

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