ABSTRACT

EFFECTIVENESS OF PLANNING AND IMPLEMENTATION OF BUDGET ACTIVITIES AT THE PERSONNEL AND HUMAN RESOURCE DEVELOPMENT AGENCY OF SOUTH SORONG REGENCY

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The preparation and input of RKA-SKPD has not been optimal in realizing the effectiveness of planning and budgeting activities within the scope of the South Sorong Regency BKPSDM. Based on these problems, this study aims to determine the effectiveness of planning and implementing budget activities at the South Sorong Regency BKPSDM in 2024.

This study uses a qualitative approach with a phenomenological design to find out the overview of the planning process and implementation of budget activities at the South Sorong Regency BKPSDM in 2024. The data in this study is analyzed by entering it into a matrix, then identifying variables and relationships between research variables to attract information that is likely to answer research questions, then interpreting the data and pulling a common thread from the information to make conclusions that can answer the general purpose of the research.

The results of this study are that the planning and budgeting process of activities within the scope of the South Sorong Regency BKPSDM has not been effective in supporting the improvement of the performance of the South Sorong Regency Personnel and Human Resources Development Agency. This is influenced by the ineffective coordination process in the preparation and input of RKA between the Head of Planning, Head of Finance, Treasurer, and Heads of Fields at BKPSDM South Sorong Regency. Fields consider that RKA is a financial document, so in the process it is the main task of finance only. In fact, all fields must also contribute so that planning and budgeting are in accordance with the needs of each field in carrying out their duties.

Keywords: Planning, Budgeting, RKA-SKPD, and SIPD.

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