ABSTRACT

STRATEGY FOR MANAGERIAL COMPETENCY DEVELOPMENT OF CIVIL SERVANTS AT* MAKASSAR *CITY REGIONAL PERSONNEL AND HUMAN RESOURCES DEVELOPMENT AGENCY

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The development of managerial competence is an important part of developing civil servants who are professional, adaptive, and capable of performing their duties in accordance with established job competency standards. Its implementation at the Makassar *City Regional Personnel and Human Resources Development Agency (*Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Daerah Kota Makassar *or* BKPSDMD*) still faces several problems, including the gap between employee competencies and position requirements, limited opportunities to participate in education and training, and uneven competency development programs for structural officials. This study aims to analyze the managerial competency development strategy of civil servants at the* Makassar *City Regional Personnel and Human Resources Development Agency.*

This study applied a descriptive qualitative method with an inductive approach. The research data were collected through interviews, observations, and documentation. Informants were determined using purposive sampling techniques and consisted of the Head of Agency, Secretary of the Agency, heads of fields related to competency development, and functional officials. The data were analyzed using the Miles and Huberman interactive model through the stages of data reduction, data presentation, and conclusion drawn.

The results of the study show that the managerial competency development strategy is directed at strengthening eight main competencies, namely integrity, cooperation, communication, results-orientation, public service, self-development and others, managing change, and decision-making. The strategy is implemented through education and training, guidance, cross-field coordination, use of digital systems, performance supervision, implementation of merit systems, and strengthening professional work culture.

Keywords: Development Strategy, Managerial Competence, Civil Servant, BKPSDMD*,* Makassar *City.*

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