ABSTRACT

COMPETENCE IMPROVEMENT OF THE EMPLOYEES IN LIVESTOCK LICENSING SERVICES OF LIVESTOCK AND ANIMAL HEALTH OFFICE OF SOUTH SULAWESI PROVINCE

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The primary issue in this research is how the competence development of the employees in Livestock Licensing Services of Livestock and Animal Health Office of South Sulawesi Province (Dinas Peternakan dan Kesehatan Hewan Provinsi Sulawesi Selatan). *Meanwhile, the aim of this research is to find out and analyze the competence development of the employees in Livestock Licensing Services of Livestock and Animal Health Office of South Sulawesi Province.*

This research is descriptive qualitative research. The data were collected in the form of words and pictures, not in numbers. The technique and data collection instrument were through interview and document review. The data were analyzed by using content analysis that include data reduction step, data presentation, conclusion drawing and verification.

The result showed that the competence development of the employees in Livestock Licensing Services of Livestock and Animal Health Office of South Sulawesi Province has been conducted well on the aspects of education and technical training. The development competence of the employees in Livestock Licensing Services of Livestock and Animal Health Office of South Sulawesi Province on the coaching and mentoring aspects also have been implemented well. The government of South Sulawesi Province is expected to plan and budget well for the technical and functional competence development for every employee in order to be able to perform the tasks and functions optimally. It is also expected that the competent and experienced leader and/or employee for a particular job/task can help for the competence development by giving coaching and mentoring for the other employees in order to develop their competency and perform their tasks and functions well.

Keywords: Competence Development of Employee, Technical and Functional Education and Training, Coaching and Mentoring

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