

ABSTRACT

CAPACITY DEVELOPMENT OF CIVIL SERVANT AT THE BUREAU OF GOVERNMENT AND PEOPLE WELFARE OF WEST SULAWESI PROVINCE

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This study aims to discover and comprehend the capacity development of civil servants (ASN) at the Bureau of Government and People Welfare of West Sulawesi Province. This study is also expected to identify and describe the capacity development of ASN at the Bureau of Government and People Welfare.

The research method that was applied in this study was qualitative. The primary data were collected through interviews, observation, and document reviews of the Senior Officials, Administrators, Supervisors, Functional Officers, and Staff in the Bureau of Governance and Public Welfare of West Sulawesi Province.

The result shows that the implementation of capacity development of ASN at the Bureau of Government and People Welfare of West Sulawesi Province has not been implemented optimally in terms of education and training, working conditions, and recruitment. This study also suggests the need for institutional support by issuing clear regulations encouraging ASN to pursue higher education levels, ensuring that training aligns with competencies, creating a harmonious work environment where staff and leaders collaborate, and implementing effective coordination along with educational qualifications that match the required competencies. This would enable personnel in the Bureau of Governance and Public Welfare to be recruited and ready to work without the need for additional training that incurs significant costs.

Keywords: Capacity Development, Civil Servant, Bureau of Government and People Welfare of West Sulawesi Province.



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