ABSTRACT

EMPLOYEE COMPETENCE OF THE LEGAL BUREAU OF THE REGIONAL SECRETARIAT OF SOUTH* SULAWESI *PROVINCE IN FACILITATING REGIONAL LEGAL PRODUCTS

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Employee competence is a crucial factor in ensuring the quality and timeliness of regional legal products in the era of regional autonomy. This study is motivated by the issue of delays in the facilitation process of regional legal products, despite employees having adequate regulatory knowledge. Based on this issue, the study focuses on analyzing the competence of employees of the Legal Bureau of the Regional Secretariat of South Sulawesi *Province in facilitating Regional Legal Products, measured through the dimensions of knowledge, skills, and attitude.*

This study employs a qualitative approach using a case study method to explore the phenomenon in depth and within its context. Data were collected through triangulation techniques, namely interviews, observations, and document reviews. The key informants in this study consist of nine individuals, including the Head of the Legislative Section of the Regency/City, three Regional Sub-Coordinators, and five staff members.

The results reveal that, in general, employee competence falls under the good category, as indicated by a high level of discipline, responsibility, and strong procedural understanding. However, effectiveness is hindered by a very high and fluctuating workload, as well as legal drafting skills among staff members that still require improvement and standardization. The study concludes that the primary factors causing delays are limited human resources and insufficient systematic support for knowledge updating. Therefore, it is recommended that the Legal Bureau strengthen formal and structured learning systems to address regulatory dynamics and enhance employees' technical capacity.

Keywords : *Employee Competence, Facilitation of Regional Legal Products, Legal Bureau*

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