ABSTRACT

ANALYSIS OF EMPLOYEE PERFORMANCE AT THE PERSONNEL AND HUMAN RESOURCES DEVELOPMENT AGENCY (*BKPSDM*) OF* SORONG SELATAN *REGENCY

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*This study aims to analyze employee performance conditions and formulate strategies for improving performance at the Personnel and Human Resources Development Agency (*Badan Kepegawaian dan Pengembangan Sumber Daya Manusia *or* BKPSDM*) of* Sorong Selatan *Regency. The research has focused on eight key performance indicators: work quantity, work quality, job knowledge, teamwork ability, initiative and creativity, responsibility, discipline, and attitude.*

A descriptive qualitative approach was employed in this study. The data were collected through in-depth interviews, direct observations, and document studies. Data analysis applied the interactive model of Miles and Huberman, which included data reduction, data display, and conclusion drawing/verification.

The results indicate that employee performance is influenced by several factors, including limited technological proficiency, inadequate training, ineffective supervision, unoptimal reward and punishment systems, and uneven task allocation. Although employees demonstrate a fair sense of responsibility, systemic support remains insufficient. This study also recommends some strategies, namely enhancing technical competencies, strengthening supervision systems, restructuring job descriptions and functions (tupoksi)*, implementing an objective reward and punishment system, empowering employee initiative, and optimizing leadership roles to support performance improvement.*

Keywords: Employee Performance, Improvement Strategy, BKPSDM*, Sorong Selatan.*

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