ABSTRACT

ANALYSIS OF MANAGERIAL COMPETENCE DEVELOPMENT OF ADMINISTRATIVE OFFICIAL AT REGIONAL DEVELOPMENT PLANNING AGENCY OF* SORONG SELATAN *REGENCY

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The government of Sorong Selatan *Regency continues to face a shortage of qualified and sufficient human resources within its administrative apparatus. The government of* Sorong Selatan *Regency has 3.229 civil servants with varied educational backgrounds and spread across 28* OPD *and 14 districts. Therefore, staff organization is required to ensure alignment between the needs and the availability of human resources, both in terms of quality and quantity, to support the implementation of main duties and functions in realizing the vision of the government of* Sorong Selatan *Regency, namely "*Sorong Selatan Melaju dan Berdaya Saing*."*

*The research problem in this study includes how the development of managerial competence of the administrative officials, particularly in the Regional Development Planning Agency (*BAPPEDA*) of* Sorong Selatan *Regency. This study aims to analyze the development of managerial competence of the human resources within its administrative apparatus in the Regional Development Planning Agency of* Sorong Selatan *Regency. This study applied a qualitative research design with a descriptive approach, which was implemented according to the discussed issue, situation, and location of this study. This method was applied to describe the researched object systematically through the collected data, which later led to a conclusion.*

The result shows that, in general, the managerial competence of the administrative officials falls within the fair to good category. According to the assessment of eight managerial indicators, it was found that two competencies are most dominantly possessed by the administrative officials of BAPPEDA*, namely integrity and results orientation. However, some issues show a significant weakness, including the ability to communicate strategically, decision-making based on data, and managing change, which have not reached an adequate level. It can be seen from the limited ability to deliver ideas effectively, lack of initiative to innovate, as well as weak response to changes, both from within and outside the organization.*

Keywords*: Managerial Competence, Competitive, Administrative Official, Descriptive Qualitative,* BAPPEDA Sorong Selatan

Translated by:

The AgencyES
Language Institute
File No.: 565-S2-225009