ABSTRACT

EVALUATION OF COMPETENCY DIMENSIONS OF THE STATE CIVIL APPARATUS AT* RAYA *SUB-DISTRICT OF* TURIKALE *DISTRICT IN* MAROS *REGENCY

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*The competency issues of State Civil Apparatus (*Aparatur Sipil Negara *or* ASN*) at* Raya *Sub-district Office of* Turikale *District in* Maros *Regency remain a significant concern, particularly regarding the lack of optimal understanding of the main duties and functions of each sub-district apparatus element, including the head of the sub-district, the secretariat, and the section heads. This condition indicated that the implementation of public service, governance, and community empowerment tasks has not been fully carried out effectively and professionally. Thus, this study aims to describe and analyze the competencies of* ASN *at* the Raya *Sub-district Office of* Turikale *District in* Maros *Regency.*

This study employed a qualitative descriptive approach. The data were obtained through in-depth interviews and document analysis and then analyzed using deductive reasoning. The informants in this study were ASN *serving at the* Raya *Sub-district Office of* Turikale *District in* Maros *Regency, selected purposely in accordance with the needs of the study.*

The results of the study indicate that not all ASN *possess optimal competence in carrying out their duties. In the action orientation dimension, there are still* ASN *who tend to contribute in the form of ideas without being followed by direct involvement in the field. In the dimension of service and helping others,* ASN *performance is considered fairly helpful, although service delays were still found, caused by internal employee factors and managerial limitations. The ability to influence and create work impact has not been fully demonstrated, as* ASN *work motivation remains dominated by incentive factors, particularly the Employee Income Allowance (*Tambahan Penghasilan Pegawai *or* TPP*). In addition, some* ASN *have not fully utilized their managerial and cognitive abilities in decision-making, resulting in the implementation of work that does not fully comply with organizational provisions. In the dimension of personal effectiveness, limitations were still found in time management and work responsibility, which have an impact on the quality of public service.*

Keywords : Evaluation, Competency Dimensions, Raya *Sub-district,* Turikale *District,* Maros *Regency*

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