ABSTRACT

THE IMPLEMENTATION OF THE HUMAN RESOURCE TECHNICAL COMPETENCY DEVELOPMENT POLICY AT THE* MAKASSAR *OFFICE FOR RELIGIOUS RESEARCH AND DEVELOPMENT

Author : Risma Yuliana Wahab
Supervisors : Frida Chairunisa
Muttaqin

*The development of technical competency of State Civil Apparatus (*Aparatur Sipil Negara *or* ASN*) is a strategic effort to improve professionalism, public service quality, and organizational adaptability to change. According to the Training Need Analysis, 45 employees have joined training, namely Pre-Service Training or* PPPK *Orientation, and the majority consisted of technical training programs aligned with their respective job responsibilities. The changes in the duties and functions of the* Makassar *Office for Religious Research and Development after the institutional restructuring of the Ministry of Religious Affairs require* ASN *employees to develop technical competencies that align with organizational needs. However, the implementation of the competency development policy still experiences some issues, such as budget constraints, uneven opportunities for employees to participate in training programs, as well as limited human resources responsible for managing competency. This study aims to analyze the implementation of the technical competency development policy at the* Makassar *Office for Religious Research and Development.*

This study applied a qualitative approach with a descriptive method. The research informants consisted of leaders, human resources managers, and ASN *employees who were selected using purposive sampling. The data were collected through interviews, observations, and documentation. The data were then analyzed using the interactive model of Miles, Huberman, and Saldaña. The analysis of policy implementation referred to George C. Edward III's theory, which included dimensions of communication, human resources, disposition, and bureaucratic structure.*

The result shows that the implementation of the human resource technical competency development policy at the Makassar *Office for Religious Research Development has generally been implemented well, although it remains suboptimal. In the communication dimension, information dissemination has fulfilled the aspects of transmission, clarity, and consistency through various communication media, enabling the policy to be understood by implementers, although the equal distribution of information and opportunities to participate in training still need to be improved. In the resource dimension, implementation is supported by the availability of human resources, facilities, and budget; however, it is still constrained by the limited number of human resource managers, training participant quotas, and budget efficiency issues. In the disposition dimension, leaders, human resource managers, and* ASN *employees demonstrate strong commitment and motivation in supporting the implementation of technical competency development. Meanwhile, in the bureaucratic structure dimension, policy implementation has been carried out in accordance with regulations, supported by clear task divisions, standard operating procedures, and coordination among work units.*

Keywords: Policy Implementation, Technical Competence, State Civil Apparatus.

Translated by:

The AgencyES
Language Institute
File No.: 829-S2-226020