ABSTRAK

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Judul Tugas Akhir : Analisis Pengembangan Karier Jabatan Fungsional Kepegawaian Analis Sumber Daya Manusia Aparatur: Studi Kasus di Pusat Pembinaan Jabatan Fungsional Kepegawaian Badan Kepegawaian Negara

Penelitian ini bertujuan untuk menganalisis pengembangan karier jabatan fungsional kepegawaian analis sumber daya manusia aparatur berdasarkan faktor-faktor yang mempengaruhinya, dengan studi kasus di Pusat Pembinaan Jabatan Fungsional Kepegawaian Badan Kepegawaian Negara. Terdapat tiga indikator yang mempengaruhi pengembangan karier meliputi pendidikan dan pelatihan, promosi, dan mutasi. Metode yang digunakan dalam penelitian ini adalah metode survei, teknik pengumpulan data yaitu penyebaran kuesioner menggunakan skala pengukuran *Linkert*. Jenis sumber data adalah data primer dan data sekunder. Responden penelitian adalah para analis sumber daya manusia aparatur di Pusat Pembinaan Jabatan Fungsional Kepegawaian Badan Kepegawaian Negara. Teknik analisis data menggunakan persentase. Hasil penelitian ini menunjukkan bahwa pengembangan karier jabatan fungsional kepegawaian analis sumber daya manusia aparatur di Pusat Pembinaan Jabatan Fungsional Kepegawaian Badan Kepegawaian Negara telah memberikan dampak positif terhadap pengembangan karier para analis sumber daya manusia aparatur dengan persetujuan menyatakan baik dari tanggapan responden sebesar 69,7%. Kesimpulannya, penelitian ini memberikan pemahaman yang lebih baik tentang pengembangan karier jabatan fungsional kepegawaian dan implementasi program pengembangan karier di Pusat Pembinaan Jabatan Fungsional Kepegawaian Badan Kepegawaian Negara. Hasil penelitian ini dapat menjadi acuan bagi pihak terkait dalam meningkatkan efektivitas program-program serupa di lembaga lain atau dalam perumusan kebijakan terkait pengembangan karier jabatan fungsional kepegawaian.

Kata Kunci: Pengembangan Karier, Jabatan Fungsional Kepegawaian, Analis Sumber Daya Manusia Aparatur

ABSTRACT

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Study Program : *State Administration Interests Personnel Administration and Management*

Title   : *Analysis of the Effectiveness of the Career Development Program for Functional Personnel Positions: A Case Study of the Implementation of the Human Resources Analyst Career Development Program for Apparatus at the Civil Service Functional Development Center at the State Civil Service Agency*

This study aims to analyze the career development of functional staffing positions of apparatus human resource analysts based on the factors that influence it, with a case study at the Center for Functional Staffing Position Development of the State Civil Service Agency. There are three indicators that influence career development including education and training, promotion, and transfer. The method used in this research is a survey method, the data collection technique is the distribution of questionnaires using a Linkert measurement scale. The types of data sources are primary data and secondary data. The research respondents were apparatus human resource analysts at the Civil Service Functional Position Development Center of the State Civil Service Agency. Data analysis techniques using percentages. The results of this study indicate that the career development of functional civil service positions of human resource analysts at the Civil Service Functional Position Development Center of the State Civil Service Agency has had a positive impact on the career development of human resource analysts in the the apparatus with good agreement from respondents' responses of 69.7%. In conclusion, this research provides a better understanding of the career development of functional civil service positions and the implementation of career development programs at the Civil Service Functional Position Development Center of the State Civil Service Agency. The results of this study can serve as a reference for related parties in improving the effectiveness of similar programs in other institutions or in the formulation of policies related to career development of functional civil service positions.

Keywords: Career Development, Functional Position of Personnel, Human Resources Analyst Apparatus