

## Abstrak

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Judul : **Analisis Pelatihan Kebencanaan Terhadap Kompetensi Keselamatan Kerja Bagi PNS Pada BPBD Kabupaten Aceh Tengah**

Kabupaten Aceh Tengah, yang dikelilingi oleh perbukitan dan pegunungan memiliki beberapa risiko bencana yang harus dihadapi. Risiko tersebut meliputi gempa bumi akibat aktivitas Sesar Aceh, tanah longsor saat musim hujan, banjir di daerah dekat sungai atau dataran rendah, serta risiko kebakaran hutan dan pemukiman penduduk. Penelitian ini bertujuan menganalisis dampak Pelatihan Kebencanaan terhadap pengembangan kompetensi dan keselamatan kerja PNS di BPBD Kabupaten Aceh Tengah. Pendekatan deskriptif kualitatif digunakan untuk menggambarkan proses Pelatihan, faktor pendukung dan penghambat, serta strategi solusi yang diadopsi. Hasil penelitian menunjukkan bahwa Pemerintah Daerah telah melaksanakan berbagai kegiatan untuk pengembangan pegawai, seperti pelatihan, *workshop*, *mentorship*, rotasi jabatan, serta pemberian penghargaan dan insentif. Pelatihan tersebut berfokus pada peningkatan pengetahuan dan keterampilan dalam penanganan bencana. Selain itu, pegawai juga memperoleh pengalaman melalui partisipasi dalam simulasi dan latihan lapangan. Namun, ditemukan kendala terkait keterbatasan anggaran dan sumber daya organisasi, serta kendala dalam koordinasi antarunit kerja.

Kata kunci: Pelatihan Kebencanaan, Pengembangan Kompetensi, Keselamatan Kerja, PNS.

## Abstract

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Title : ***Analysis of Disaster Training on Work Safety Competence for Civil Servants at BPBD Central Aceh Regency***

*Aceh Tengah District, which is surrounded by hills and mountains, has several disaster risks to face. These risks include earthquakes due to Lembang Fault activity, landslides during the rainy season, flooding in areas near rivers or lowlands, and the risk of forest and residential fires. This study aims to analyze the impact of Disaster Training on competency development and work safety of civil servants at BPBD Central Aceh Regency. A descriptive qualitative approach was used to describe the training process, supporting and inhibiting factors, and solution strategies adopted. The results show that the local government has implemented various activities for employee development, such as training, workshops, mentorship, job rotation, and the provision of awards and incentives. The training focuses on improving knowledge and skills in disaster management. In addition, employees also gained experience through participation in simulations and field exercises. However, there are constraints related to limited budget and organizational resources, as well as constraints in coordination between work units.*

*Keywords: Disaster Training, Competency Development, Work Safety, Civil Servants.*