

HUMAN RESOURCE DEVELOPMENT PATTERNS IN THE REGIONAL GOVERNMENT OF BIAK NUMFOR REGENCY

Hermanu Iriawan¹, Rakhmat², Sangkala³, Haselman⁴

¹Doctoral Program, Department of Public Administration, Universitas Hasanuddin, Makassar

^{1,2,3,4}Department of Public Administration, Universitas Hasanuddin, Makassar

⁵Muhammadiyah Sinjai College of Social and Political Sciences

hermanu.iriawan@gmail.com

ABSTRACT

Apparatus resources are very important in a government agency. This study aims to analyze and describe the pattern of apparatus human resource development in the Regional Government of Biak Numfor Regency. The research method used is a qualitative approach. Data collection is done through Focus Group Discussions (FGDs, observations and interviews), researchers also conduct document analysis and study documentation. The results showed that the pattern of apparatus human resource development in the Regional Government of Biak Numfor Regency is currently still focused on the planning made by the central government and the Papua Province where the focus of the apparatus HR development is centered on the Pattern of Education and Training (Learning Task) which was carried out in 2011 only and until 2019 at this time the apparatus has never participated in competency development programs due to budget constraints Local government agencies are not yet ready to implement the ASN competency development policy.

Keywords: Development pattern, human resources, state apparatus.