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MANAJEMEN SUMBER DAYA MANUSIA SEKTOR PUBLIK DI INSPEKTORAT KOTA BATU

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RINGKASAN

Manajemen sumber daya manusia merupakan unsur penting dalam meningkatkan kualitas penyelenggaraan Pemerintahan dan Pelayanan publik, namun dalam pelaksanaanya masih menghadapi kendala seperti belum optimalnya implementasi sistem penilaian kinerja, keterbatasan anggaran pengembangan kompetensi, serta keterbatasan kewenangan daerah dalam pemenuhan kebutuhan pegawai. Penelitian ini bertujuan untuk menganalisis manajemen sumber daya manusia sektor publik di Inspektorat Kota Batu serta mengidentifikasi faktor- faktor pendukung dan faktor–faktor penghambat dalam pelaksananya. Penelitian ini menggunakan metode deskriptif dengan pendekatan kualitatif, dalam pengumpulan data dilakukan melalui observasi, wawancara dan dokumentasi. Penelitian ini menunjukan bahwa manajemen sumber daya sektor publik di Inspektorat Kota Batu telah berjalan dengan baik. Menurut Nur Izzatti Yufrianti Hartoko dan Sri Pudjiasturi, pelaksanaan manajemen sumber daya manusia telah memenuhi indikator rekrutmen, seleksi, pelatihan dan pengembangan, serta penilaian kinerja dan kompensasi, namun masih perlu peningkatan pada beberapa aspek. Faktor pendukung meliputi regulasi yang jelas, penerapan sistem merit, komitmen pimpinan, pemanfaatan teknologi informasi melalui e-kinerja, dan program pelatihan dan pengembangan kompetensi, sedangkan faktor penghambat meliputi belum optimalnya implementasi sistem penilaian kinerja, keterbatasan anggaran pengembangan kompetensi, keterbatasan kewenangan daerah dalam pemenuhan kebutuhan pegawai. Oleh karena itu, disarankan peningkatan perencanaan kebutuhan pegawai, optimalisasi sistem penilaian kinerja, penguatan pengembangan kompetensi, dan dukungan anggaran yang memadai agar pelaksanaan pengelolaan sumber daya manusia berjalan lebih efektif, profesional, dan mampu meningkatkan kualitas penyelenggaraan pemerintahan.

Kata Kunci: Manajemen Sumber Daya Manusia, Sektor Publik, Inspektorat

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PUBLIC-SECTOR HUMAN RESOURCE MANAGEMENT AT THE BATU CITY INSPECTORATE

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SUMMARY

Human resource management is a critical component in improving the quality of government administration and public service delivery. However, its implementation continues to face several challenges, including the suboptimal implementation of performance appraisal systems, limited budgets for competency development, and limited local government authority in fulfilling staffing needs. This study aims to analyze public-sector human resource management at the Batu City Inspectorate and to identify the supporting and inhibiting factors affecting its implementation. The study employed a descriptive method with a qualitative approach, with data collected through observation, interviews, and documentation. The findings indicate that public-sector human resource management at the Batu City Inspectorate has been implemented effectively. According to Nur Izzatti Yufrianti Hartoko and Sri Pudjiasturi, the implementation of human resource management has fulfilled the indicators of recruitment, selection, training and development, as well as performance appraisal and compensation; however, several aspects still require improvement. Supporting factors include clear regulations, the implementation of a merit-based system, leadership commitment, the utilization of information technology through the e-performance system, and training and competency development programs. In contrast, inhibiting factors include the suboptimal implementation of the performance appraisal system, limited budgets for competency development, and limited local government authority in fulfilling staffing needs. Therefore, improvements are recommended in workforce needs planning, optimization of the performance appraisal system, strengthening of competency development, and provision of adequate budgetary support to ensure that human resource management is implemented more effectively and professionally and contributes to improving the quality of government administration.

Keywords: Human Resource Management,Public Sector,Inspectorate