

ABSTRACT

THE STRATEGI OF DEVELOPMENT EMPLOYEE

BADAN KEPEGAWAIAN DAERAH KOTA BANDAR LAMPUNG

By

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Staffing problem is a major theme in discussions about regional development, this is because local governments are not only of government functions, but also has the task of carrying out development, public service and empowerment. To realize the three functions of government in this case local governments, will require adequate human resources.

In addition the application of evaluation carried out development strategies for this. Informant consists of BKD employees and employees outside the agency BKD so get balanced information. Information and data collected and analyzed further processed until the revenue the new findings as a result of research.

Conclusion This study shows there are still many problems that occur in the implementation of employee development at BKD, Bandar Lampung, some of these problems include: (1) Quality of personnel administration services in Bandar Lampung BKD inadequate, (2) Development of employees through education and training was not optimal, (3) Campaign officials have not transparent and (4) *punish and reward* mechanisms are not firmly applied. Some problems in the development of these employees are also due to internal and external conditions BKD, which is negative.

To optimize the development employee at BKD, Bandar Lampung must do the following things: (1) Bandar Lampung BKD have to realize the excellent service in terms of personnel administration services, (2) Improvement mechanism and pendidikan and training systems and optimization of funds for training, (3) Campaign staff should be directed to the development of professional human resources staff and limit political interference in the promotion and *rolling* and final position (4) BKD to be firm in giving sanction to the employees who are lazy and poor performer in accordance with existing regulations, (5) improvement program important employee information system to be implemented.

Key word : The strategi of Development Employee