

ABSTRAK

EVALUASI TATA KELOLA SDM PEMERINTAHAN STUDI DI BADAN PENGAWASAN KEUANGAN DAN PEMBANGUNAN (BPKP) PERWAKILAN PROVINSI LAMPUNG

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Tata kelola SDM di BPKP merupakan aspek krusial dalam mendukung pelaksanaan tugas pengawasan keuangan dan pembangunan secara profesional dan akuntabel. SDM yang kompeten menjadi pilar utama dalam mewujudkan visi dan misi BPKP. Penelitian ini bertujuan untuk mengevaluasi tata kelola sumber daya manusia (SDM) pemerintahan di Badan Pengawasan Keuangan dan Pembangunan (BPKP) Perwakilan Provinsi Lampung. Fokus utama penelitian adalah menganalisis kompetensi teknis, manajerial, dan sosio kultural pegawai, serta mengidentifikasi kelemahan dan upaya perbaikan yang telah dilakukan dalam rangka meningkatkan kinerja organisasi. Metode penelitian yang digunakan adalah pendekatan kualitatif dengan teknik pengumpulan data melalui wawancara mendalam, observasi, dan dokumentasi. Informan penelitian terdiri dari koordinator pengawas, subkoordinator kepegawaian, serta Kepala Perwakilan BPKP Provinsi Lampung. Data yang diperoleh dianalisis untuk mengevaluasi kesesuaian latar belakang pendidikan, keahlian, pelatihan berkelanjutan, perencanaan, pengorganisasian, kepemimpinan, serta aspek komunikatif, responsivitas, dan partisipasi publik. Hasil penelitian menunjukkan bahwa tata kelola SDM di BPKP Lampung masih menghadapi beberapa tantangan, terutama dalam kompetensi teknis. Kesenjangan terjadi akibat ketidaksesuaian latar belakang pendidikan dengan posisi jabatan serta kurangnya program pengembangan kompetensi yang relevan. Meskipun demikian, BPKP telah berupaya mengatasi permasalahan ini melalui program pelatihan seperti "Pelatihan Kantor Sendiri" dan sertifikasi auditor pemerintah. Kesimpulan dari penelitian ini adalah bahwa tata kelola SDM di BPKP Lampung telah menunjukkan kemajuan, namun masih diperlukan langkah-langkah strategis untuk menyelaraskan kompetensi pegawai dengan kebutuhan organisasi. Penelitian ini merekomendasikan penguatan pola rekrutmen, peningkatan pelatihan berkelanjutan yang relevan, serta evaluasi berkala terhadap efektivitas tata kelola SDM untuk mendukung pencapaian visi dan misi BPKP.

Kata Kunci: Evaluasi, Tata Kelola SDM, Kompetensi pegawai.

ABSTRACT

EVALUATION OF GOVERNMENT HUMAN RESOURCE MANAGEMENT: A STUDY OF THE FINANCIAL AND DEVELOPMENT SUPERVISORY AGENCY (BPKP) REPRESENTATIVE OFFICE OF LAMPUNG PROVINCE

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Human resource management (HRM) at BPKP is a crucial aspect in supporting the implementation of financial and development oversight tasks in a professional and accountable manner. Competent human resources are the main pillar in realizing BPKP's vision and mission. This study aims to evaluate the governance of human resources in government at the Financial and Development Supervisory Agency (BPKP) Representative Office of Lampung Province. The primary focus of this research is to analyze the technical, managerial, and socio-cultural competencies of employees and identify weaknesses and improvement efforts undertaken to enhance organizational performance. The research method employed is a qualitative approach with data collection techniques through in-depth interviews, observations, and documentation. The research informants consist of supervisory coordinators, sub-coordinators of human resources, and the Head of the BPKP Representative Office of Lampung Province. The collected data were analyzed to evaluate the alignment of educational background, expertise, continuous training, planning, organizing, leadership, as well as communicative, responsiveness, and public participation aspects. The results of the study indicate that HR governance at BPKP Lampung still faces several challenges, particularly in technical competencies. Discrepancies occur due to the mismatch between educational backgrounds and job positions, as well as the lack of relevant competency development programs. Nevertheless, BPKP has made efforts to address these issues through training programs such as "In-House Training" and the certification of government auditors. The conclusion of this study is that HR governance at BPKP Lampung has shown progress, but strategic steps are still needed to align employee competencies with organizational needs. This study recommends strengthening recruitment patterns, enhancing relevant continuous training programs, and conducting regular evaluations of HR governance effectiveness to support the achievement of BPKP's vision and mission.

Keywords: *Evaluation, HR Governance, Employee Competencies.*