

ABSTRAK

EFEKTIVITAS KINERJA WIDYAISWARA DALAM MENDUKUNG PENGEMBANGAN KOMPETENSI APARATUR SIPIL NEGARA (Studi di Badan Pengembangan Sumber Daya Manusia Daerah Provinsi Lampung)

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Peran Widyaiswara dalam pengembangan kompetensi Aparatur Sipil Negara (ASN) di Badan Pengembangan Sumber Daya Manusia (BPSDM) Daerah Provinsi Lampung merupakan unsur penting dalam mendukung peningkatan kualitas sumber daya manusia aparatur. Namun dalam pelaksanaannya masih ditemukan pemerataan beban mengajar yang belum proporsional, keterbatasan penguasaan materi pada beberapa bidang, serta kebutuhan formasi jabatan fungsional Ahli Utama yang belum terpenuhi. Kondisi tersebut menunjukkan adanya kesenjangan antara peran yang diharapkan dengan kinerja yang dijalankan. Penelitian ini bertujuan mendeskripsikan efektivitas kinerja Widyaiswara dalam mendukung pengembangan kompetensi ASN serta mendeskripsikan Faktor apa saja yang mempengaruhi kinerja Widyaiswara. Metode yang digunakan adalah kualitatif deskriptif dengan teknik pengumpulan data melalui wawancara, observasi, dan studi dokumentasi. Hasil penelitian menunjukkan bahwa kinerja Widyaiswara dalam mendukung pengembangan kompetensi ASN belum berjalan efektif. Dari tiga indikator efektivitas kinerja, hanya indikator tanggung jawab dan komitmen yang dapat dikategorikan efektif, sedangkan indikator kemampuan melaksanakan tugas serta kualitas dan ketepatan hasil kerja belum berjalan optimal. Ketidakefektifan tersebut dipengaruhi oleh beberapa faktor, yaitu rendahnya motivasi pengembangan diri, dukungan pimpinan yang belum maksimal, sistem kerja yang masih bergantung pada narasumber eksternal, pembagian beban mengajar yang belum merata, serta dinamika kebutuhan pelatihan yang terus berkembang. Kesimpulannya, efektivitas kinerja Widyaiswara dalam mendukung pengembangan kompetensi ASN di BPSDM Provinsi Lampung belum berjalan secara efektif.

Kata Kunci: Efektivitas Kinerja, Widyaiswara, Pengembangan Kompetensi ASN, Faktor Kinerja

ABSTRACT

***The Effectiveness of Instructor Performance in Supporting the Competency Development of State Civil Apparatus
(Study at the Regional Human Resources Development Agency of Lampung Province)***

By

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The role of Widyaiswara in the development of competencies of the State Civil Apparatus (ASN) at the Regional Human Resources (BPSDM) Development Agency of Lampung Province constitutes an important element in supporting the improvement of the quality of public sector human resources. However, in its implementation, several problems are still encountered, including the disproportionate distribution of teaching workloads, limited mastery of subject matter in certain fields, and the unfulfilled need for positions in the functional rank of Senior Expert Ahli Utama. These conditions indicate a gap between the expected role and the performance that has been carried out. This study aims to describe the effectiveness of Widyaiswara performance in supporting the development of ASN competencies and to describe the factors influencing such performance. The method employed is descriptive qualitative, with data collection techniques consisting of interviews, observation, and documentation study. The results show that the performance of Widyaiswara in supporting the development of ASN competencies has not been effective. Of the three indicators of performance effectiveness, only the indicators of responsibility and commitment can be categorized as effective, while the indicators of ability to carry out tasks and the quality and timeliness of work outcomes have not been optimal. This ineffectiveness is influenced by several factors, namely low motivation for self-development, insufficient leadership support, a work system that still depends on external resource persons, an uneven distribution of teaching workloads, and the dynamic and continually evolving training needs. In conclusion, the effectiveness of Widyaiswara performance in supporting the development of ASN competencies at BPSDM of Lampung Province has not yet been achieved effectively.

Keywords: Performance, Effectiveness, Widyaiswara, ASN Competency Development, Performance Factor