

## Analisis kebutuhan pelatihan bagi analisis kepegawaian di lingkungan Badan Kepegawaian Negara = Analyze the need of training for civil service analyst in National Civil Service Agency

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### Abstrak

The establishment of Civil Service's career can be carried out by through structural position of functional position. The government has decided MENKOWASBANG-PAN's decree number 53, year 1999, concerning Functional Position of Civil Service Analyst.

The task of Civil Service Analyst to carry out the activity of Civil Service's management there are planning field of Civil Service, the establishment Civil Service and the Administration of Civil Service. In order to do maximally, so a civil servant who have been promoted as Civil Service Analyst have to possess knowledge and skill for implementing management of Civil Service.

The research is limited by analyze the need of training for civil service analyst of National Civil Service Agency. The mean of this research to know how far the knowledge and skill of Civil Service Analyst to manage Civil Service, to determine training program in accordance with Civil Service Analyst.

The research are held in National Civil Service Agency by the Chief of Research are Civil Service Analyst as many as 130 persons totality 520 persons, the sample are taken by random sampling. The instruments of research as substance for taking primary chief data are closed question. Based on th distribution of respondent's choice are determine by the tendency greatest number of method.

Analyze of correlation by rank Spearman. Software SPSS 11.0 is used for processing data. The result of research indicates that the ability of Civil Service Analyst for implementing management of Civil Service is good enough though a few subject matter need to improve in respondent's opinion.

Based on analyze of cross tabulation that the rank of education more higher and long period of work not so influenced with ability of Civil Service Analyst for implementing management of civil service. Based on analyze of correlation indicate that it apparently there is a weak correlation and not significant between the rank of education and the long period of work with the ability of Civil Service Analyst for implementing management of Civil Service.