

Analisis Kompetensi Kerja Pegawai Negeri Sipil KASN: Studi Kasus di Sekretariat Komisi Aparatur Sipil Negara (Comissão da Função Pública) Díli, Timor-Leste = Analysis of Work Competency of KASN Civil Servants: A Case Study at the Secretariat of the Civil Service Commission (Comissão da Função Pública) Dili, Timor-Leste

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Abstrak

Penelitian ini dilakukan di Comissão da Função Pública Díli, Timor-Leste, yang mana menunjukkan angka kelulusan yang rendah pada tes e-assessment career development berbasis TCExam. Rendahnya kelulusan pegawai negeri sipil pada tes tersebut mengakibatkan terhambatnya peningkatan SDM. Penelitian ini menggunakan pendekatan kualitatif untuk menggali dan memahami makna yang dimiliki individu atau kelompok terkait dengan masalah sosial atau aspek manusia. Jumlah informan yang diteliti yakni empat orang. Adapun hasil penelitian ditemukan dan dapat digambarkan bahwa Pegawai Negeri Sipil KASN cenderung memiliki kompetensi kerja yang kurang ideal sehingga yang menyebabkan rendahnya tingkat kelulusan tes pengembangan karir. Secara keseluruhan, kompetensi pegawai KASN Timor-Leste dipengaruhi oleh berbagai faktor seperti keyakinan dan nilai-nilai, karakteristik kepribadian, motivasi, isu emosional, kemampuan intelektual, dan budaya organisasi yang rendah, yang berkontribusi pada rendahnya kompetensi mereka dalam melaksanakan tugas, termasuk dalam menempuh tes pengembangan karir.

.....This research was conducted at the Comissão da Função Pública Díli, Timor-Leste, which shows a low passing rate in the TCExam-based on e-assessment career development test. The low passing rate of KASN employees on this test has hindered human resource development. This study uses a qualitative approach to explore and understand the meanings held by individuals or groups related to social issues or human aspects. The number of informants studied was four. The research findings indicate that KASN employees tend to have suboptimal work competence, leading to the low passing rate in career development tests. Overall, the competence of KASN employees in Timor-Leste is influenced by various factors such as beliefs and values, personality traits, motivation, emotional issues, intellectual ability, and a low organizational culture, which contribute to their low competence in performing tasks, including taking career development tests.