

ABSTRAK

Erawaty H. Karim, NIM. 711520033, 2022. Kebijakan Pengembangan Karir Pegawai Di Bagian Umum Dan Kepegawaian Di RSUD Aloe Saboe. Program Pascasarjana Universitas Negeri Gorontalo Dibawah Bimbingan Dr. Ismet Sulila, S.E, M.Si dan Dr. Irawaty Igrisa, S.Pd, M.Si

Tujuan penelitian yakni untuk mengetahui dan mendeskripsikan: 1). Kebijakan Pengembangan Karir Pegawai Di Bagian Umum dan Kepegawaian Di RSUD Aloe Saboe, dikaji dari: a). Standar Kompetensi ASN, b). Pembinaan Disiplin, c). Pengembangan Kompetensi dan Pembinaan Karier, d). Masa Kerja, e). Profil Pegawai. 2). Faktor Penentu Keberhasilan Kebijakan Pengembangan Karir Pegawai Di Bagian Umum dan Kepegawaian Di RSUD Aloe Saboe, dikaji dari: a). Prestasi Kerja, b). Kesetiaan Pada Organisasi, c). Pembimbing dan Sponsor, d). Kesempatan Untuk Bertumbuh.

Metode penelitian yang digunakan adalah kualitatif deskriptif, lokasi penelitian adalah di RSUD Prof. Dr. H. Aloe Saboe. Teknik pengumpulan data berupa observasi, wawancara dan dokumentasi yang selanjutnya dianalisis menggunakan data kualitatif berdasarkan konsep Miles dan Huberman.

Hasil penelitian menunjukkan bahwa: 1). Kebijakan Pengembangan Karir Pegawai Di Bagian Umum dan Kepegawaian Di RSUD Aloe Saboe, dikaji dari: a). Standar Kompetensi ASN, b). Pembinaan Disiplin, c). Pengembangan Kompetensi dan Pembinaan Karier, d). Masa Kerja, e). Profil Pegawai telah dilaksanakan namun belum optimal pada standard kompetensi ASN, pengembangan kompetensi dan pembinaan karier pegawai pun serta profil pegawai, pegawai di Bagian Umum dan Kepegawaian Di RSUD Prof. Dr. H. Aloe Saboe sehingga perolehan jenjang karire dinilai masih lambat. Adapun 2). Faktor Penentu Keberhasilan Kebijakan Pengembangan Karir Pegawai Di Bagian Umum dan Kepegawaian Di RSUD Aloe Saboe, dikaji dari: a). Prestasi Kerja, b). Kesetiaan Terhadap Organisasi, c). Pembimbingan dan Sponsor, d). Kesempatan Pegawai untuk Tumbuh telah dilaksanakan namun belum optimal pada aspek prestasi kerja dan kesetiaan terhadap organisasi.

Kata Kunci: Kebijakan, Pengembangan Karier

ABSTRACT

Erawaty H. Karim, NIM. 711520033, 2022. Career Development Policy for Employees in the General and Staffing Divisions at Aloei Saboe Hospital. Gorontalo State University Postgraduate Program Under the Guidance by Dr. Ismet Sulila, S.E, M.Si and Dr.Irawaty Igirisa, S.Pd, M.Si

The research objectives are to identify and describe: 1). Policies for Career Development of Employees in the General and Staffing Divisions at Aloei Saboe Hospital, reviewed from: a). ASN Competency Standards, b). Discipline Development, c). Competency Development and Career Development, d). Working Period, e). Employee Profile. 2. The determinants of the success of the career development policy of employees in the general and civil service department at AloeiSaboe Hospital, studied from: a). Work Performance, b). Loyalty to the Organization, c). Advisors and Sponsors, d). Opportunity to grow.

The research method used is descriptive qualitative, the research location is in Prof. Hospital. Dr. H. AloeiSaboe. Data collection techniques in the form of observation, interviews and documentation which are then analyzed using qualitative data based on the concept of Miles and Huberman.

The results showed that: 1). The policy of career development of employees in the general and staffing department at AloeiSaboe Hospital, was studied from: a). ASN Competency Standards, b). Discipline Development, c). Competency Development and Career Development, d). Working Period, e). Employee Profiles have been implemented but are not optimal in ASN competency standards, competency development and career development for employees as well as employee profiles for employees in the General and Personnel Section of RSUD Prof. Dr.AloeiSaboe so that the acquisition of a career path is considered to be still slow. The determinants of the success of the career development policy of employees in the general and civil service department at AloeiSaboe Hospital, were studied from: a). work performance, b). loyalty to the organization, c). mentoring and sponsorship, d). Employee opportunities for growth have been implemented but have not been optimal in terms of work performance and loyalty to the organization.

Keywords: Policy, Career Development