

MODEL PENGEMBANGAN KOMPETENSI JABATAN STRUKTURAL PADA PEMERINTAH KABUPATEN KULON PROGO

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Persyaratan kompetensi bagi PNS terutama bagi pejabat struktural menjadi sesuatu yang tidak dapat diabaikan. Hal ini untuk menunjang kinerja yang pada akhirnya adalah tercapainya visi dan misi institusi pemerintah. Bagi pejabat struktural sebenarnya kompetensi jabatan menjadi salah satu syarat dalam pengangkat dalam jabatan struktural (Peraturan Pemerintah Nomor 100 Tahun 2000). Namun pelaksanaannya seringkali terabaikan oleh karena belum jelasnya pemahaman tentang kompetensi jabatan itu sendiri.

Untuk mewujudkan pejabat struktural yang memiliki kompetensi yang memadai, harus diawali dengan menentukan kompetensi jabatan struktural. Dengan demikian setelah dapat diketahui kompetensi jabatan struktural akan memudahkan untuk menentukan personil yang sesuai dengan jabatan tersebut.

Model pengembangan kompetensi jabatan struktural pada Pemerintah Kabupaten Kulon Progo terdiri dari dua unsur yaitu *hard competence* (kompetensi yang tampak) dan *soft competence* (kompetensi yang tidak tampak). *Hard competence* terdiri dari pendidikan (*knowledge*) dan pelatihan atau Diklat (*skill*) yang dibutuhkan oleh jabatan tersebut. Sedangkan *Soft competence* juga terdiri dari 2 unsur yaitu kompetensi dasar dan kompetensi bidang.

Populasi dalam penelitian ini berjumlah 432 pejabat struktural. Dengan pertimbangan untuk mencapai sampel yang valid dalam menentukan sampel menggunakan tehnik *stratified random sampling*.

Penentuan *hard competence*, pada Pemerintah Kabupaten Kulon Progo telah diatur dengan Keputusan Bupati 249 Tahun 2003 tentang Analisis Kebutuhan Pegawai dalam Bentuk Kualifikasi Jabatan Struktural dan Jabatan Fungsional Umum yang berisi syarat pendidikan umum, syarat diklat pimpinan dan diklat teknis pada setiap jabatan.

Penentuan *soft competence* mengacu pada Keputusan Kepala Badan Kepegawaian Negara Nomor 46A Tahun 2003 tentang Pedoman Standar Kompetensi Jabatan Struktural PNS, yang terdiri dari kompetensi dasar dan kompetensi bidang. Hasil penelitian mendapatkan 5 jenis kompetensi dasar dan 10 jenis kompetensi bidang.

SUMMARY

STRUCTURAL POSITION COMPETENCE DEVELOPMENT MODEL IN KULON PROGO REGENCY ADMINISTRATION

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Competence requirement for civil servant (PNS) especially for structural official has become an important matter. This is needed in order to sustain work efficiency that will finally reach the government institution's mission and vision. For structural official, position competence is one of the requirements in support in structural position (Government Regulation No. 100 in the year of 2000). But its implementation is often neglected because there has not been a clear understanding about that position competence itself.

To bring into reality structural officials who have adequate competencies, it has to be started by deciding the structural position competence. So that after the structural position competence had known, it will be easier to decide officials who appropriate with that position.

Structural position competence development model in Kulon Progo regency administration consists of two elements that is *hard competence* (visible competence) and *soft competence* (invisible competence). *Hard competence* consists of education (*knowledge*) and training (*skill*) needed by the position. While *soft competence* also consists of two elements that is basic competence and field competence.

Population in this research was 432 structural officials. With the consideration of reaching valid samples in deciding the samples *stratified random sampling technique* is used.

Hard competence determination, in Kulon Progo regency administration has been arranged with Regent Decision about Official Needs Analysis in the Form of General Functional Position and Structural Position Qualification which consists of general education requirement, leadership training requirement, and technical training in every structural position.

Soft competence determination refers to the Decision of the Head of State Employee Affairs Agency No. 46A in the year of 2003 about the Standard Guidance of PNS Structural Position Competence, which consists of basic competence and field competence. From the results of the research, there were 5 kinds of basic competencies and 10 kinds of field competencies.

ABSTRACT

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Key Words :Hard competence, soft competence, vision, mission.