

## Desain program orientasi Calon Pegawai Negeri Sipil Kementerian Sosial RI = Orientation program design for Civil Servants Ministry of Social Affairs

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### Abstrak

<b>ABSTRAK</b><br>

Program Orientasi Calon Pegawai Negeri Sipil Kementerian Sosial RI bertujuan agar calon pegawai negeri sipil mengenal program pembangunan kesejahteraan sosial dan memahami tugas dan fungsi Kementerian Sosial RI. Penelitian ini merupakan desain program orientasi bagi calon pegawai negeri sipil Kementerian Sosial RI. Desain program orientasi CPNS Kementerian Sosial RI telah disesuaikan dengan teori orientasi berbasis kompetensi dan teori-teori yang mendukung program orientasi pegawai sehingga dapat meningkatkan kompetensi calon pegawai dan diharapkan memberikan manfaat bagi para peserta program. Penelitian tentang desain program orientasi ini dilakukan dengan pendekatan kualitatif dan disajikan secara deskriptif, sehingga diharapkan dapat menjadi pedoman perencanaan dan penyusunan program orientasi bagi CPNS Kementerian Sosial RI.

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<b>Abstract</b><br>

Orientation Programme for Civil Servants Ministry of Social Affairs aims to recognize candidates for civil servants and social welfare development program to understand the duties and functions of the Ministry of Social Affairs. This study is a design orientation programs for prospective civil servants the Ministry of Social Affairs. Design an orientation program employess Ministry of Social Affairs has been adapted to toeri competency-based orientation and theories that support employee orientation program so as to enhance the competence of candidates and is expected to provide benefits to program participants. Research on the design of an orientation program was conducted with a qualitative approach and are presented descriptively, that is expected to be a guide planning and orientation program for the Ministry of Social Affairs employees.