

Rancangan standar kompetensi jabatan satuan kerja teknologi informasi : Studi kasus Kementerian Luar Negeri = The design of job competency standards in information technology s working unit : A Case study of Ministry of Foreign Affairs

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Abstrak

ABSTRAK
UU ASN No 5 Tahun 2014 mengatur tentang Aparatur Sipil Negara ASN dimana poin utama yang melandasi diterbitkannya undang ini adalah agar seseorang ditempatkan pada posisi yang sesuai dengan kompetensi yang dimiliki Kementerian Luar Negeri Kemlu merupakan salah satu instansi pemerintah yang harus menjalankan amanat UU ASN tersebut Dalam penelitian ini penulis mengambil studi kasus satuan kerja Pusat Komunikasi Kemlu yaitu satuan kerja yang khusus menangani Teknologi Informasi TI di lingkungan Kemlu dan Perwakilan RI Dalam penilaian Peningkatan e Government Indonesia PeGI disebutkan bahwa Kemlu perlu melakukan pendataan SDM TI guna memperlancar penyelesaian pekerjaan dan meminimalisir personil ditempatkan tidak sesuai dengan kompetensinya Kompetensi merupakan kemampuan seseorang dalam menyelesaikan pekerjaannya Kompetensi tidak semata mata pengetahuan yang dimiliki tetapi juga kepada bagaimana pengetahuan itu dimanfaatkan untuk menyelesaikan tugas tugas dalam organisasi Kompetensi sendiri terdiri dari Hard Competency dan Soft Competency Hard Competency adalah kompetensi yang bersifat teknis pada pekerjaan sedangkan Soft Competency adalah kompetensi yang lebih mengarah pada kemampuan personil dalam mengelola pekerjaan dan mengembangkan hubungan dengan orang lain Oleh karena itu kedua kompetensi tersebut diperlukan dalam penyusunan standar kompetensi Kata kunci Standar Kompetensi Hard Competency Soft Competency UU ASN

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ABSTRACT

The Law of The Republic of Indonesia Number 5 of 2014 concerning on state civil apparatus have a main point that underlying the reason why this law issued specifically in order to put the right person in the right place according to the competency that they have Ministry of Foreign Affairs MoFA is one of the government institutions that should execute this mandate In this research study researcher would take case study in Pusat Komunikasi a working unit that handle Information Technology IT in the Ministry of Foreign Affairs MoFA head office and representatives around the world According to the Peningkatan e Government Indonesia PeGI MoFA should carry out the collection of IT human resources to accelerate the work and to minimize possibility putting the wrong man in the wrong place Competency is an ability to perform jobs Competency not just about the knowledge and skill but also about how the knowledge itself can be used to solve and perform our jobs Competency consist of Hard Competency and Soft Competency Hard Competency relates to the functional capacity of work which mainly deals with the technical aspect of job Soft Competency relates to the ability to manage job and develop an interaction with other persons Therefore this two types of competency are needed to construct competency standards Keywords Competency Standards Hard Competency Soft Competency Law of ASN;The Law of The Republic of Indonesia Number 5 of 2014 concerning on state civil apparatus have a main point that underlying the reason why this law issued specifically in order to put the right person in the right place according to the

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