

# Analisis perencanaan dan pengembangan karir pegawai pada pengisian formasi jabatan pengawas di Badan Kepegawaian Negara = The analysis of career planning and development of the employee to compliance the formation of supervisor position at national civil service agency

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## Abstrak

Tesis ini membahas Analisis Perencanaan dan Pengembangan Karir Pegawai pada pengisian Formasi Jabatan Pengawas di Badan Kepegawaian Negara (BKN). Dengan hasil penelitian: perencanaan karir pegawai pada manajemen karir di BKN belum ada keselarasan, perencanaan karir pegawai tidak terarah dan tidak memiliki tujuan karir yang jelas karena manajemen karir di BKN tidak menetapkan jalur karir pegawai sesuai dengan kualifikasi dan kompetensi. Manajemen karir di BKN belum menyusun pola karir pegawai sesuai dengan potensi yang dimiliki pegawai dan kebutuhan organisasi. Kesimpulan: Perencanaan dan pengembangan karir pegawai pada pengisian formasi jabatan pengawas di BKN belum sesuai antara perencanaan karir individu dengan perencanaan karir organisasi, pegawai tidak merencanakan karirnya tetapi hanya mengikuti kesempatan yang ada sehingga perencanaan organisasi untuk pengisian formasi jabatan pengawas tidak terpenuhi.

.....This analysis focus on career planning and development to compliance the formation of Supervisor position at National Civil Service Agency(BKN) with the results of research that between a career planning with a career management in BKN has been no alignment, career planning of the employee is unfocused and do not have a clear career goals for management BKN career does not define a career path of the employees with appropriate qualifications and competence. BKN career management in employee career patterns have yet to develop in accordance with its potential employees and the needs of the organization. Conclusion: career planning and development of the employees to compliance the formations of supervisor position in BKN not fit between career planning of individuals with career planning organization, employees are not planning they career but simply follow the opportunities that exist so that the planning organization for compliance the formation of supervisor position not fullfil yet.