

Perlunya perencanaan kepegawaian untuk menghadapi era asn / Novia Putri Andriani Mahar Dheny

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Abstrak

ABSTRACT

In a state, Human Resources acting as public service actors for example in a developing country such as Indonesia called Civil Servant. The mission of state personnel in the era of the ASN Act is to move the Civil State Apparatus from the comfort zone to the competitive zone. The human resources at Bogor Center for Plant Conservation Botanical Gardens amounted to 261 people with details of 12 employees occupying structural positions (10 employees with concurrent functional posts), 130 employees occupying 9 certain functional positions, and 131 employees occupying general functional positions. After analyzing and mapping the employee, there were 23 staffs in 5 certain functional positions, 2 persons in Personnel Analyst, 7 persons in Public Relation Department, 7 persons in the position of Archive, 6 persons in Position of Computer Companion, and 1 person in Position of Goods / Services Procurement Manager. With the data, to go to the era of ASN Regulation which has begun in 2018, it is necessary to make a good plan of human resources, so that the goals and targets of an agency can be achieved.