

JURIDICAL ASPECTS OF REGULATION OF GOVERNMENT COMPETENCY DEVELOPMENT IN ACCORDANCE WITH THE POSITION LEVELS FOR ASN EMPLOYEES IN THE BALI PROVINCE GOVERNMENT

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ABSTRACT

Competency development for ASN employees is very necessary in order to increase competence according to the level of position of ASN employees. Competency development in accordance with the provisions of Article 69 of Law Number 5 of 2014 concerning State Civil Apparatus which is abbreviated as the ASN Law, there are 3 (three) types of competency development for ASN employees namely technical competence, managerial competence, socio-cultural competence. In addition to competency development as regulated in the ASN Law, competency development is also regulated in accordance with Article 233 of Law Number 23 of 2014 concerning Regional Government. In addition to fulfilling technical competence, managerial competence and socio-cultural competence, every ASN employee who occupies the position of head of regional apparatus must meet competence. The Bali Province Personnel and Human Resources Development Agency, in accordance with Bali Governor Regulation Number 56 of 2021, Position of Organizational Structure, Functions and Work Procedures of Regional Apparatuses within the Bali Provincial Government, has not explicitly regulated the development of government for ASN employees.

The research method used is normative legal research using a statutory approach, a conceptual approach. The purpose of this study is to determine the regulation of government competency development. The results of the study need to have arrangements for the implementation of government competency development in the regional apparatus of the Bali Province Personnel and Human Resources Development Agency. In order to meet government competency standards according to the level of position of ASN employees after participating in government competency development through Education and Training of Domestic Government Leadership organized by the Bali Province Personnel and Human Resources Development Agency in collaboration with the Human Resources Development Agency of the Ministry of Home Affairs in accordance with the mandate of the Government Law Region and Minister of Home Affairs Regulation Number 108 of 2017 concerning Government Competence.

Keywords: Local Government Law, Government competency development.

INTRODUCTION

The 2019-2024 vision of the Indonesian government is the realization of an advanced Indonesia that is sovereign, independent and has a personality based on mutual cooperation. The mission of advanced Indonesia related to the development of the competence of ASN employees is to improve the quality of Indonesian people and the synergy of the Regional Government within the framework of the Unitary State of the Republic of Indonesia.

Improving the quality of Indonesian people is very necessary because the development of human resources is the key so that Indonesia becomes more advanced. Human resource development is carried out in synergy between the central government in this case the Human Resources Development Agency of the Ministry of Home Affairs of the Republic of Indonesia, the State Administration Agency and the Provincial Government in this case the Governor as the representative of the central government to carry out the policies issued by the central government.

The vision of a developed, sovereign Indonesia was followed up by the Governor of Bali with the Vision of Nangun Sat Kerthi Loka Bali which means "Maintaining the Sanctity and harmony of Bali's Nature and its contents, to realize a prosperous and happy Krama Bali life, sakala-niskala towards the life of Balinese manners and Gumi in accordance with Bung Karno's Trisakti principle is politically sovereign, economically independent, and has a natural cultural personality through patterned, comprehensive, planned, directed, and integrated development within the framework of the Unitary State of the Republic of Indonesia based on the values of Pancasila on June 1, 1945.

In realizing the Vision of Nangun Sat Kerthi Loka Bali, it is pursued through 22 (twenty two) Bali Development missions which are the direction of the Bali Development policy as the implementation of a planned universal development pattern. Governor of Bali Regulation Number 56 of 2021 concerning the Position of Organizational Structure, Functions and Work Procedures of Regional Apparatus within the Bali Provincial Government, the Bali Province Personnel and Human Resources Development Agency is given the authority of the Regional Government to carry out one of the missions, namely the 6th mission. The 6th mission is to develop highly competitive human resources, namely quality and integrity, quality, professionalism and morality as well as having a solid identity that is developed based on the values of local wisdom of Balinese manners.

The Human Resources Development and Personnel Agency has the task of carrying out supporting functions of government affairs which are the authority of the Province in the field of personnel and human resource development, with the aim of realizing a civil servant management merit system, abbreviated as PNS. Article 21 of the ASN Law, that every ASN employee has the right and opportunity to develop competence. Article 69 paragraph 2 of the ASN Law states that competence consists of technical competence, managerial competence, and socio-cultural competence. Competency development is the right of ASN employees, therefore every government agency, both central and local governments, is obliged to prepare an annual competency development plan as stated in the annual work plan of the respective agency's budget.

Article 203 of Government Regulation Number 11 of 2017 concerning Civil Servant Management states that every civil servant has the same rights and opportunities to be included in competency development. Competency development for every civil servant is carried out at least 20 (twenty) hours of lessons in 1 (one) year which can be obtained by civil servants in various ways, by involving civil servants through the development of technical competence, managerial competence, socio-cultural competence, and functional competence. The development of other competencies to fulfill the right to 20 (twenty) hours of lessons, according to the Regulation of the Head of the Institute of State Administration Number 10 of 2008 concerning the Development of Civil Servant Competencies, can be done through seminars/competencies/ workshops, workshops or workshops, upgrading courses, technical guidance, socialization. Coaching, mentoring, e-learning, distance training, detachment (secondment), outdoor learning, benchmarking.

ASN employees in developing their careers must also meet other competency requirements, which must be possessed, namely the development of government competencies in accordance with the level of position. ASN employees must participate in the development of government competencies as confirmed by Article 233 of Law Number 23 of 2014 concerning Regional Government which is abbreviated as the Regional Government Law. Article 233 paragraph (1) confirms that ASN employees who occupy the position of regional heads must meet the technical, managerial and socio-cultural competency requirements. Furthermore, Article 233 paragraph (2) states that in addition to meeting the competencies as referred to in paragraph (1), every ASN employee who occupies the position of Head of Regional Apparatus must meet government competence. ASN employees who meet government competency requirements apply *mutatis mutandis* to ASN employees who occupy administrator and supervisory positions, must also meet government competency requirements. Regulations related to government competence as mandated by Article 233 paragraph (4) of the Law on Regional Government, the issuance of Minister of Home Affairs Regulation Number 108 of 2017 concerning Government Competence.

The Bali Province Personnel and Human Resources Development Agency in accordance with Bali Governor Regulation Number 56 of 2021 concerning the Position of Organizational Structure, Functions and Work Procedures of Regional Apparatuses within the Bali Provincial Government and Governor Regulation Number 59 of 2021 concerning the Second Amendment to Governor Regulation Number 59 of 2019 concerning the Establishment UPTD within the Bali Provincial Government, in this case the UPTD HR Competency Development of the Bali Province Personnel and Human Resources Development Agency, the implementation of Government Competency Development has not been explicitly regulated in the organizational structure of the Bali Province Personnel and HR Development Agency. Further regulation regarding competency development needs to be strictly regulated, the field that organizes Government competency development.

Based on this background, the authors are interested in raising the title of Juridical Aspects of Regulation of Government Competency Development in accordance with the Position Levels for ASN Employees in the Bali Province Government.

RESEARCH METHOD

The type of research is normative legal research or library law research. Legal research literature is usually called "Legal Research" or legal Research Instruction.

REVIEW OF RELATED LITERATER

Definition of Competency Development

The 2020-2024 reform demands more competent ASN employees. Competence in this case can be measured by the ability of ASN employees in carrying out their duties and functions in accordance with the provisions of the applicable laws and regulations. The ability of ASN employees in providing good service to the community/customers and assessing their integrity and honesty, to form competent civil servants. Competence consists of 3 (three) namely knowledge, skills and attitudes. Competence is a standard requirement for every ASN employee to carry out his duties and functions effectively and efficiently. Competencies possessed by ASN employees according to their duties and functions must continue to be developed in accordance with the demands of work and the needs of the community as users of public services. Competence is the ability (ability) or a person's capacity to do various tasks in a job, where this ability is determined by two factors, namely intellectual ability and

physical ability. (Stephen Robbin, 2007:38). Competence is the knowledge, skills, and attitudes/behavior of a civil servant that can be observed, measured, and developed in carrying out the duties of his position as confirmed in the Regulation of the State Administration Agency Number 10 of 2018 concerning the Development of Civil Servant Competence.

Development is an effort to improve the technical, theoretical, conceptual and moral abilities of employees in accordance with the needs of the position. The purpose of development is to increase work productivity (Hasibuan: 2002: 69). Notoatmodjo (2003:4) suggests that human resource development is a process of planning education, training and managing personnel or employees to achieve optimal results. Development represents a future-oriented investment in employees and emphasizes increasing the ability to carry out new tasks in the future (Siagian, 2007: 183). Human Resources is states that human resources are various activities or activities that are directed at learning for individuals and groups. (Stewart dan McGoldrick-1996:250)

Competency development is an effort to fulfill the competency needs of civil servants with position competency standards and career development plans (Regulation of the Head of LAN-RI 10 of 2018). Government competence is the ability and characteristics possessed by an ASN employee which is needed to carry out government management tasks according to the level of his position within the Ministry of Home Affairs and Regional Government in a professional manner. (Permendagri RI Number 108 of 2017).

ANALYSIS

The Bali Province Personnel and Human Resources Development Agency has the task of carrying out the functions of supporting government affairs which are the authority of the Province in the field of staffing and human resource development. Article 31 of the Bali Governor Regulation Number 56 of 2021 that the position of the organizational structure, duties and functions as well as the work procedures of the regional apparatus of the Bali Province Human Resources Development and Personnel Agency consists of:

- a. Head of Agency;
- b. Secretariat consist of
 1. General and Personnel Sub-Section,
 2. Substance Unit for Programming, Evaluation and Reporting
 3. Finance Sub Division.
- c. The Field of Procurement, Dismissal, and Personnel Information, consists of
 1. Planning and Procurement Substance Unit,
 2. Substance Unit for Dismissal and Facilitation of ASN Services
 3. Data Substance Unit and Information System
- d. Apparatus Development Division, consisting of
 1. Competency Development Substance Unit;
 2. Career Development Substance Unit.
 3. Functional Position Substance Unit.
- e. The field of mutation and promotion consists of:
 1. Mutation Substance Unit;

2. Unit Substance Rank
 3. Promotional Substance Unit.
- f. Apparatus Performance Appraisal and Award areas consist of:
1. Apparatus Performance Assessment and Evaluation Substance Unit;
 2. Award Substance Unit;
 3. Disciplinary Substance Unit.
- g. Competency Certification and Institutional Management, in charge of:
1. Competency Certification Substance Unit;
 2. Institutional Management Substance Unit and Competency Development Personnel;
 3. Substance Unit for Learning Resources Management and Cooperation.
 4. UPTD
 5. Functional.

The field that coordinates HR competency development is held by the Human Resources Competency Development UPTD, in accordance with the provisions of Governor Regulation Number 59 of 2021 concerning the Second Amendment to Governor Regulation Number 59 of 2019 concerning the Establishment of Regional Technical Implementation Units within the Bali Provincial Government. The structure of the UPTD Human Resources Competency Development consists of:

1. Head of Sub Division of Administration
2. Head of Technical and Functional Development Section
3. Head of Managerial and Cadre Competency Development Section

The Head of UPTD HR Competency Development has the following duties:

- a. Prepare plans and work programs for UPTD;
- b. Coordinate the work program of Sub Divisions and Sections;
- c. Coordinate the Head of Sub Division, Head of Section, and functional officials;
- d. Guiding and giving instructions to the Head of Sub-Division, Head of Section, and subordinates in accordance with the guidelines and provisions of the Legislation;
- e. Assessing the work performance of subordinates;
- f. Coordinate the preparation of the budget/financing of activities at the UPTD to be submitted to the Head of the Agency through the Secretary of the Agency;
- g. Coordinate the results of monitoring, evaluation and reporting of the results of the implementation of activities in the UPTD every month, quarter, semester, and yearly to be submitted to the Head of the Agency through the Secretary of the Agency;
- h. Preparing and compiling materials for technical policies on institutional management, including the implementation of bureaucratic reform, institutional accreditation, institutional service standards, Institutional Standards and Procedures (SOP) and other institutional standards;
- i. Inventory of innovation results of training alumni;
- j. Conducting post/impact evaluation of training;
- k. Prepare annual calendars, journals/magazines, and agency profiles;
- l. Coordinate the management of HR development;
- m. Formulating policy materials for human resource development cooperation;

- n. Coordinate monitoring, evaluation, and preparation of reports on the implementation of the HR Competency Development UPTD program;
- o. Coordinate the implementation of tasks with related functions;
- p. Implement the internal control system;
- q. Carry out other official duties assigned by superiors in accordance with the guidelines and provisions of the legislation; and Report the results of the implementation of duties to the Head of the Agency through the Secretary of the Agency.

The Head of the Technical and Functional Competency Development Section, has the following duties:

- a. Prepare plans and work programs for the Section;
- b. Guiding and giving instructions to subordinates in accordance with the guidelines and provisions of the Legislation;
- c. Assessing the work performance of subordinates;
- d. Prepare budget/financing activities in the Section to be submitted to the Head of the UPTD through the Head of the Administrative Sub-Section;
- e. Monitoring, evaluating and reporting the results of the implementation of activities in the Section every month, quarter, semester, and year to be submitted to the Head of UPTD
- f. Carry out the implementation of technical competency development for ASN and non ASN based on the guidelines and provisions of the Laws and Regulations;
- g. Carry out the implementation of functional officer competency development for ASN based on the guidelines and provisions of the Laws and Regulations;
- h. Implement and be responsible for the implementation of socio-cultural competence development for ASN and non ASN.
- i. Facilitating the deepening of duties for the leaders and members of the Regency/Municipal DPRD;
- j. Coordinate the implementation of tasks with related functions;
- k. Implement the internal control system;
- l. Carry out other official duties assigned by superiors in accordance with the guidelines and provisions of the legislation;
- m. Report the results of the implementation of tasks to the Head of UPTD.

The Head of the Managerial and Cadre Competency Development Section has the following duties:

- a. Prepare plans and work programs for the Section;
- b. Guiding and giving instructions to subordinates in accordance with the guidelines and provisions of the Legislation;
- c. Assessing the work performance of subordinates;
- d. Prepare budget/financing activities in the Section to be submitted to the Head of the UPTD through the Head of the Administrative Sub-Section;
- e. Monitoring, evaluating and reporting the results of the implementation of activities in the Section every month, quarter, semester, and yearly;
- f. Carry out the implementation of competency development for CPNS and cadre Basic Training based on the guidelines and provisions of the Laws and Regulations;
- g. Carry out the implementation of the development of Leadership Competencies, High Leadership Positions, Administrators and Supervisors;
- h. Coordinate the implementation of tasks with related functions;
- i. Implement the internal control system;

- j. Carry out other official duties assigned by superiors
- k. Report the results of the implementation of tasks to the Head of UPTD.

Table 1. Civil Servant of the Human Resources Development Agency for Bali Province

POSITION	IV/e	IV/d	IV/c	IV/b	IV/a	III/d	III/c	III/b	III/a	II/d	II/c	I/c	Total
Struktural		1		5		7	4						17
Fungisonal	2	5	3	4	7	13	6	4	6				50
Pelaksana						2	9	35	13	2	7	1	69
Total	2	6	3	9	7	22	19	39	19	2	7	1	136

The types of competency development as regulated in the ASN Law consist of:

- a. Technical competence as measured by the level and specialization of education, functional technical training and technical work experience.
- b. Managerial competence as measured by education level, structural or managerial training and leadership experience.
- c. Socio-cultural competence as measured by work experience is related to a pluralistic society in terms of religion, ethnicity and culture so that they have national insight.

Table 2. Managerial Competency Development in 2021

Training Name	Implementation date
National Leadership Training Tk. II	4 June to 21 September 2021
Class 1 Administrator Leadership Training	2 March to 27 June 2021
Class II Administrator Leadership Training	26 August to 30 November 2021
Class 1 Supervisory Leadership Training	23 February to 12 June 2021`
Class II Supervisory Leadership Training	7 April to 30 July 2021
Class III Supervisory Leadership Training	4 August to 26 November 2021

To fulfill the competency development obligation of 20 hours of lessons for ASN employees, in addition to developing technical, managerial, socio-cultural competencies, work practices in agencies and exchanges between civil servants and private employees. Competency development through work practices in agencies and exchanges between civil servants and private employees coordinated by the State Administration Agency and the State Civil Service Agency

Various other competency developments have been regulated in the Regulation of the Head of the State Administration Number 10 of 2008 concerning the Competence Development of Civil Servants. PNS competency development can be carried out in two forms, first, competency development which emphasizes the face-to-face learning process in the classroom and competency development through on-the-job learning and/or learning outside the classroom. The form of competency development carried out through activities that emphasize the face-to-face learning process in the classroom can be carried out through channels including structural leadership training, managerial training, technical training,

functional training, socio-cultural training, seminars/conferences/selections, workshops or workshops, courses, upgrading, technical guidance, socialization, competency development pathways in other forms of classical training. Second, the form of competency development is carried out through activities that emphasize the learning process of work practices and/or learning outside the classroom. Forms of competency development through channels include coaching, mentoring, e-learning, distance training, detachment (secondment), outdoor learning (outbound), benchmarking (benchmarking), exchanges between civil servants and private employees/State-owned enterprises, agencies regionally owned enterprises, self-development, community of practices, workplace guidance, internships/work practices, competency development pathways in the form of other non-classical training.

The forms of Government competency development as referred to in Article 36 of the Regulation of the Minister of Home Affairs Number 108 of 2017 include education, training, mentoring, mentoring, apprenticeship, consultation and counseling, seminars and workshops, courses, upgrading, electronic and distance learning, debriefing/orientation assignments, deepening of tasks; and other competency development. The forms of government competence that have been carried out in 2019 are in the form of education and training known as Education and Training of Domestic Government Leadership in collaboration between the Bali Province HR Development Agency and the Ministry of Home Affairs' HR Development Agency.

Competency development of ASN employees in accordance with Bali Governor Regulation Number 7 of 2020 concerning One Stop Human Resource Competence Development within the Bali Provincial Government includes training, orientation, technical guidance, and socialization, workshops, and Focuss Group Discussions, workshops, seminars, and lectures , internship, coaching and mentoring, competency test.

The Importance of Government Competence for Civil Servants

Government competence is the ability and characteristics possessed by ASN employees in the form of knowledge, skills and behavioral attitudes needed in carrying out their duties. Government competence for ASN employees so that these ASN employees can carry out their duties professionally, effectively and efficiently. (Regulation of the Minister of Home Affairs Number 108 of 2017). Article 69 of the ASN Law as mentioned above that civil servant career development is carried out based on qualifications, competencies, performance appraisals, and the needs of government agencies. The competencies referred to include technical, managerial and socio-cultural competencies.

Article 233 of Law Number 23 of 2014 concerning Regional Government, that ASN employees must meet the requirements of technical, managerial and socio-cultural competence, in addition to meeting these competency requirements, every Head of Regional Apparatus is obliged to fulfill government competence. These provisions apply mutatis mutandis and apply to officials who occupy positions under them must also meet government competence. Regulations related to the development of Government competence as mandated by Article 233 paragraph (4) of the Regional Government Law have been regulated in accordance with the Minister of Home Affairs Regulation Number 108 of 2017. Furthermore, Article 2 of the Regulation of the Minister of Home Affairs Number 108 of 2017 that ASN Employees occupying high leadership positions, administrators and supervisory positions in the Regional Apparatus must meet the requirements of technical competence, managerial, socio-cultural, and government competence.

The government competency development program that was carried out before the merger of

the Bali Provincial Personnel Board and the Bali Province Human Resources Development Agency was Education and Training of Domestic Government Leadership. The program is still limited to Widyaaiswara and some structural officials in 2018. The Training of Facilitator (TOF) Education and Domestic Government Leadership Training Program is organized by the Bali Province Human Resources Development Agency in collaboration with the Human Resources Development Agency of the Ministry of Home Affairs. The Human Resources Development Agency of the Ministry of Home Affairs hopes that after the Widyaaisawara and several structural officials who have attended TOF Education and Training of Domestic Government Leadership, in this case the Provincial Human Resources and Human Resources Development Agency can plan Education and Training Programs for Domestic Government Leadership for Employees ASN to participate in Education and Training of Domestic Government Leadership in accordance with the level of position.

The development of government competence in the form of the Domestic Government Leadership Education and Training Program, which has been followed by ASN employees according to the level of position, according to applicable regulations, is followed up with a government competency test to obtain a certificate of government competence. ASN employees are said to be competent, as evidenced by a government competency certificate. The government competency certificate is one of the requirements for occupying positions in regional apparatus and career development of ASN employees in the regions as referred to in Article 3 paragraph (1) of the Regulation of the Minister of Home Affairs Number 108 of 2017.

The government competency test is carried out by the field of competency certification and institutional management of the Bali Province Personnel and Human Resources Development Agency. Meanwhile, the field that organizes the development of Government competence in the organizational structure has not yet been regulated which field will carry out the development of government competence. While the implementation of the development of functional, managerial, socio-cultural technical competencies in the organizational structure of the Bali Province Personnel and Human Resources Development Agency is the main task and function of the UPTD HR Competency Development, in the author's opinion the implementation of government competency development is also the task and function of the UPTD HR competency development

Based on the regulation of Law 23 of 2014 concerning Regional Government and Regulation of the Minister of Home Affairs Number 108 of 2017, all ASN employees who hold high leadership positions who lead regional apparatus and administrator positions, supervisory positions within the Ministry of Home Affairs and Provincial, Regency Governments and cities are required to participate in the development of government competence. The development of government competence aims to build the capabilities and characteristics possessed by an ASN employee to carry out government management tasks according to the level of his position in the Ministry of Home Affairs and Regional Government in a professional manner.

Scope and Objectives of Government Competency Development for Civil Servants.

Elucidation of Article 233 of the Regional Government Law, government competencies to be developed include knowledge, attitudes and skills related to decentralization policies, relations between central and regional governments, general government, regional financial management, Government affairs under regional authority, regional government relations with DPRD, and governance ethics. The objective of Government Competency Development is carried out to address the competency gap between ASN employees and the competency

standards for their positions. The form of competency development as described above is structured in various forms of government competency development, one of which is in the form of Education and Training of Domestic Government Leadership. The form of competency development as described above is structured in various forms of government competency development, one of which is in the form of Education and Training of Domestic Government Leadership. To assess the ability of government competence after the training participants follow the training material, followed by a government competency test according to the level of position of the training participants, with the aim of obtaining a certificate of government competence as one of the requirements for career development of ASN employees.

Government standards can be in accordance with the position of ASN employees, which include competency standards for implementers, government competency standards for functional positions, government competency standards for supervisory positions, government competency standards for administrator positions, government competency standards for primary leadership positions; and government competency standards for middle leadership positions. In accordance with Article 13 of the Regulation of the Minister of Home Affairs Number 108 of 2017 that the Government competency test is mandatory and voluntary. Mandatory government competency tests are conducted for supervisory positions, administrators, pratama high leadership positions and middle high leadership positions. While the government competency test is voluntary for implementing officials and functional officials such as Widyaishwara, Librarians, Asiparis and others.

Government Competency Certificate

To implement the policy regarding the development of government competence, it is necessary to set government competency standards as a reference in the implementation of the government competency test. The competency test is to obtain government competency certification for ASN employees.

Government competency certification is the process of giving government competency certificates to ASN employees which is carried out systematically and objectively through competency tests that refer to government competency standards. Government competency certification is carried out through a government competency test. Government competency certificate is proof of written acknowledgment of the mastery of government competence given by the Regional Government Administration Certification Agency. Domestic Government Organizing Certification Agency, hereinafter abbreviated as LSP-PDN. LSP_PDN is the implementing agency for competency testing and competency certification established by the Minister to carry out competency tests and government competency certification for ASN employees within the Provincial and District/City Governments.

Provincial LSP-PDN is the implementing agency for competency testing and competency certification established by the Governor to carry out competency tests and Government competency certification for ASN employees in the provincial and district/city governments within their territory. The government competency test is an assessment process carried out through the collection of relevant evidence to determine whether an ASN employee is competent or not at the level of office carried out by a government competency assessor. A government competency assessor is someone who has the competence and meets the requirements to conduct and/or assess government competence.

CONCLUSION

- a. Career development ASN employees must meet the competency requirements, both technical competence, managerial competence, socio-cultural competence. In addition to fulfilling these competency requirements, the career development of ASN employees as stipulated in Article 69 of the ASN Law, must meet the requirements for developing government competencies in accordance with Article 233 of Law Number 23 of 2014 concerning Regional Government. Government competency development is mandatory for ASN employees who occupy the position of regional heads and applies mutatis and mutandis to ASN employees holding administrator and supervisory positions, with the aim of meeting government competency standards through government competency tests. The arrangement for implementing government competency development has not been explicitly regulated in the organizational structure of the Bali Province Personnel and Human Resources Development Agency, namely in Bali Governor Regulation Number 56 of 2021 concerning the Position of Organizational Structure, Duties and Functions and Work Procedures of Regional Apparatus within the Bali Provincial Government.
- b. The form of government competency development that has been carried out by the Trainer of Training for Education and Leadership Training for Domestic Government organized by the Human Resources Development Agency of the Province of Bali in collaboration with the Human Resources Development Agency of the Ministry of Home Affairs in 2018. This is in accordance with the mandate of Law Number 23 of 2014 concerning Government regions and Regulation of the Minister of Home Affairs Number 108 of 2017 concerning Government Competence.

RECOMMENDATION

- a. There needs to be a regulation on the development of government competence in the structure of the Regional Apparatus of the Bali Province Personnel and Human Resources Development Agency, as the legal basis for implementing government competency development in the UPTD for Human Resource Competency Development.
- b. The development of government competence can be used as a condition for the career development of ASN employees, before occupying positions for regional heads and administrator positions, supervisory positions and also for functional and implementing officials.
- c. It is necessary to amend the Bali Governor Regulation Number 56 of 2021 concerning the Position of the Organizational Structure, Functions and Work Procedures of Regional Apparatus within the Bali Provincial Government, and the third amendment to the Governor's Regulation Number 59 of 2021 concerning the Second Amendment to the Governor's Regulation Number 59 of 2019 concerning the Establishment of a Technical Implementation Unit Regions within the Bali Provincial Government in terms of setting up government competence developers.

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