

ABSTRAK

Badan Pengembangan Sumber Daya Manusia (BPSDM) Provinsi Sulawesi Selatan dalam melaksanakan Latsar CPNS di masa pandemi tidak menerapkan pembelajaran online, melainkan dilakukan pembelajaran Klasik (Tatap Muka) dengan tetap mematuhi protokol kesehatan yang ditetapkan pemerintah. Beberapa kendala menjadi dasar bagi BPSDM Provinsi Sulawesi Selatan untuk tetap melaksanakan Latsar CPNS Klasik (Tatap Muka) sehingga pelaksanaan Diklat CPNS lebih efektif, karena hal ini akan menentukan pencapaian diklat tujuan. Pelaksanaan Latsar CPNS Klasik yang dilakukan dengan sistem klasikal (tatap muka) dinilai mampu menciptakan ASN sesuai dengan yang diharapkan dari tujuan Latsar tersebut. Dalam penelitian ini penulis menggunakan penelitian kualitatif, penelitian yang dilakukan adalah deskriptif, yaitu untuk mengetahui atau menggambarkan realitas dari peristiwa yang sedang diteliti. sehingga memudahkan penulis untuk mendapatkan data yang objektif agar dapat mengetahui dan memahami mengapa Penyelenggaraan Diklat Dasar Pegawai Negeri Sipil di Badan Pengembangan Sumber Daya Manusia Provinsi Sulawesi Selatan pada masa pandemi Covid 19 masih berjalan efektif.

Penyelenggaraan pendidikan dan pelatihan di Badan Pengembangan Sumber Daya Masyarakat Provinsi Sulawesi Selatan pada masa pandemi COVID-19 termasuk dalam kategori baik berdasarkan hasil penelitian yang menunjukkan bahwa pendidikan dan pelatihan mulai dari materi pelatihan, metode penyampaian, sarana dan prasarana, kapasitas widyaiswara (penyaji), proses pembelajaran setiap materi, proporsi waktu dalam penyampaian materi dan metode pelaksanaannya baik dan efektif sebagaimana diungkapkan oleh para informan yang pernah mengikuti kegiatan Diklat Dasar CPNS di BPSDM Sulawesi Selatan Propinsi. Sebelumnya dapat disimpulkan bahwa penyelenggaraan pendidikan dan pelatihan di Badan Pengembangan Sumber Daya Masyarakat Provinsi Sulawesi Selatan pada masa pandemi COVID-19 berada pada kategori baik berdasarkan hasil penelitian yang menunjukkan bahwa pendidikan dan pelatihan mulai dari materi pelatihan, penyampaian metode, sarana dan prasarana, kapasitas widyaiswara (penyaji), proses pembelajaran setiap materi, proporsi waktu dalam penyampaian materi dan metode pelaksanaan yang baik dan efektif sebagaimana diungkapkan oleh para informan yang pernah mengikuti kegiatan Diklat Dasar CPNS di BPSDM Provinsi Sulawesi Selatan.

Berdasarkan kesimpulan yang diperoleh dalam penelitian ini, maka diusulkan saran-saran berikut sebagai pelengkap hasil penelitian sebagai berikut. Mengingat pentingnya pelaksanaan kegiatan Diklat CPNS maka disarankan agar Badan Pengembangan Sumber Daya Manusia Provinsi Sulawesi Selatan mempertahankan mekanisme pelaksanaan diklat yang ada saat ini karena menurut penilaian kajian ini sudah baik, efektif dan kondisi efisien. akan lebih baik jika lebih ditingkatkan, seperti metode pelaksanaan yang lebih disiplin.

Kata Kunci: *Efektivitas Pelaksanaan LATSAR, Sistem Klasikal, Pengembangan Sumber Daya Aparatur*

ABSTRACT

The Human Resources Development Agency (BPSDM) of South Sulawesi Province in carrying out the CPNS Latsar during the pandemic did not apply online learning, but classical learning (face to face) while still complying with the health protocols set by the government. Several obstacles became the basis for the BPSDM of South Sulawesi Province to continue to carry out the Classic CPNS Latsar (Face to Face) so that the implementation of CPNS Training was more effective, because this would determine the achievement of the training objectives. The implementation of the Classic CPNS Latsar which is carried out with the classical system (face to face) is considered capable of creating ASN in accordance with what is expected from the objectives of the Latsar. In this study the authors use qualitative research, the research is descriptive, namely to find out or describe the reality of the event being studied. making it easier for the author to obtain objective data in order to know and understand why the Implementation of Basic Civil Service Education and Training at the Human Resources Development Agency of South Sulawesi Province during the Covid 19 pandemic is still running effectively.

The implementation of education and training at the Community Resources Development Agency of South Sulawesi Province during the COVID-19 pandemic was included in the good category based on research results which showed that education and training started from training materials, delivery methods, facilities and infrastructure, capacity of widyaiswara (presenters), the learning process of each material, the proportion of time in the delivery of the material and the method of implementation are good and effective as expressed by the informants who have participated in the CPNS Basic Education and Training activities at the BPSDM South Sulawesi Province. Previously it could be concluded that the implementation of education and training at the Community Resource Development Agency of South Sulawesi Province during the COVID-19 pandemic was in the good category based on research results which showed that education and training started from training materials, delivery of methods, facilities and infrastructure, capacity of widyaiswara (presenter), the learning process of each material, the proportion of time in the delivery of the material and a good and effective implementation method as expressed by the informants who have participated in the CPNS Basic Education and Training activities at BPSDM South Sulawesi Province.

Based on the conclusions obtained in this study, the following suggestions are proposed as a complement to the research results as follows. Given the importance of implementing CPNS training activities, it is recommended that the Human Resources Development Agency of South Sulawesi Province maintain the current training implementation mechanism because according to the assessment of this study it is good, effective and efficient condition. it would be better if it was further improved, such as a more disciplined implementation method.

Keywords: *Effectiveness of LATSAR Implementation, Classical System, Apparatus Resource Development.*