

DAFTAR PUSTAKA

- Afiyanti, Y. (2008). Validitas dan reliabilitas dalam penelitian kualitatif. *Jurnal Keperawatan Indonesia*, 12(2), 137-141.
- Amabile, T. M., Schatzel, E. A., Moneta, G. B., & Kramer, S. J. (2004). Leader behaviors and the work environment for creativity: Perceived leader support. *The Leadership Quarterly*, 15(1), 5-32.
- Anney, V. N. (2014). Ensuring the quality of the findings of qualitative research: Looking at trustworthiness criteria. *Journal of emerging trends in educational research and policy studies*, 5(2), 272-281.
- Awalla, E., Tulus, F., & Laloma, A. (2018). Pengembangan Kompetensi ASN Di Kantor BKD Melonguane Kabupaten Kepulauan Talaud. *Jurnal Administrasi Publik*, 4(56).
- Baartman, L. K., Bastiaens, T. J., Kirschner, P. A., & Van der Vleuten, C. P. (2006). The wheel of competency assessment: Presenting quality criteria for competency assessment programs. *Studies in educational evaluation*, 32(2), 153-170.
- Beusaert, S. A., Segers, M. S., & Gijssels, W. H. (2011). Using a personal development plan for different purposes: Its influence on undertaking learning activities and job performance. *Vocations and Learning*, 4(3), 231-252.
- Berings, M. G. M. C., & Poell, R. F. (2005). Measuring on-the-job learning styles. *British Journal of Occupational Learning*, 3(2), 3-12.
- Berings, M. G., Poell, R. F., & Simons, P. R. J. (2005). Conceptualizing on-the-job learning styles. *Human Resource Development Review*, 4(4), 373-400.
- Boyatzis, R. E. (2008). Competencies in the 21st century. *Journal of management development*, 27(1), 5-12.
- Callahan, J. L., & Watkins Jr, C. E. (2018). The science of training III: Supervision, competency, and internship training. *Training and Education in Professional Psychology*, 12(4), 245.
- Cheetham, G., & Chivers, G. E. (2005). *Professions, competence and informal learning*. Edward Elgar Publishing.
- Chen, H. C., & Naquin, S. S. (2006). An integrative model of competency development, training design, assessment center, and multi-rater assessment. *Advances in Developing Human Resources*, 8(2), 265-282.
- Creswell, J. W., & Creswell, J. (2016). *Research design* (pp. 155-179). Thousand Oaks, CA: Sage publications.
- Creswell, J. W., & Poth, C. N. (2016). *Qualitative inquiry and research design: Choosing among five approaches*. Sage publications.

- De Vos, A., De Hauw, S., & Van der Heijden, B. I. (2011). Competency development and career success: The mediating role of employability. *Journal of vocational behavior*, 79(2), 438-447.
- De Vos, A., De Hauw, S., & Willemse, I. (2015). An integrative model for competency development in organizations: The Flemish case. *The International Journal of Human Resource Management*, 26(20), 2543-2568.
- Drejer, A. (2000). Organisational learning and competence development. *The learning organization*.
- Eisele, L., Grohnert, T., Beausaert, S., & Segers, M. (2013). Employee motivation for personal development plan effectiveness. *European Journal of Training and Development*.
- Ellström, P. E., & Kock, H. (2012). Competence development in the workplace: concepts, strategies and effects. In *International Perspectives on Competence Development* (pp. 44-64). Routledge.
- Etikan, I., Musa, S. A., & Alkassim, R. S. (2016). Comparison of convenience sampling and purposive sampling. *American journal of theoretical and applied statistics*, 5(1), 1-4.
- Fatmawada, S. (2016). Pengembangan Kompetensi Tenaga Kependidikan Di Universitas Negeri Makassar. *Jurnal Office*, 2(2), 109-114.
- Garavan, T. N. (2007). A strategic perspective on human resource development. *Advances in Developing Human Resources*, 9(1), 11-30.
- Gill, A., Kock, H., & Ellström, P-E. (2005). Why do small enterprises participate in a programme for competence development? Paper presented at European Conference on Educational Research (ECER), Dublin, Ireland.
- Grossman, R., & Salas, E. (2011). The transfer of training: what really matters. *International journal of training and development*, 15(2), 103-120.
- Guest, G., Namey, E. E., & Mitchell, M. L. (2013). Qualitative research: Defining and designing. *Collecting qualitative data: A field manual for applied research*, 1-40.
- Hancock, B., Ockleford, E., & Windridge, K. (2009). An Introduction to Qualitative Research. El NIHR RDS para el East Midlands/Yorkshire y Humber.
- Handayani, S. (2016). Faktor Determinan Pengembangan Kompetensi Aparatur Sipil Negara Di Kabupaten Biak Numfor. *Gema Kampus Iisip Yapisi Biak*, 11(2), 32-39.
- Hartini, S., Bhakti, C. P., Hartanto, D., & Ghiffari, M. A. N. (2018, December). Teacher Pedagogic Competency Development Model: A Literature Review. In *5th Asia Pasific Education Conference (AECON 2018)* (pp. 211-215). Atlantis Press.

- Haryono, B. S., Zauhar, S., & Supriyono, B. (2012). *Capacity Building*. Universitas Brawijaya Press.
- Hayati, S., & Cikarang, B. (2020). Gambaran Kebutuhan Pelatihan Bagi Pejabat Fungsional Badan Sebagai Upaya Pengembangan Kompetensi Asn Di Propinsi Banten.
- Hidayat, F., Saputra, R., & Nurrahman, A. (2022). Pengembangan Kompetensi Sumber Daya Aparatur Melalui Diklat Teknis Pada Badan Kepegawaian Pendidikan Dan Pelatihan Daerah Kabupaten Magelang Provinsi Jawa Tengah. *Jurnal MSDA (Manajemen Sumber Daya Aparatur)*, 10(1).
- Hidayatullah, R., Indrayani, E., & Suwanda, D. (2021). Strategi Pengembangan Kompetensi Manajerial Aparatur Sipil Negara (Asn) Melalui Pendidikan Dan Pelatihan Di Kabupaten Naganraya Provinsi Aceh. *VISIONER: Jurnal Pemerintahan Daerah di Indonesia*, 13(1), 101-111.
- Hox, J. J., & Boeije, H. R. (2005). Data collection, primary versus secondary.
- Huemann, M., Keegan, A., & Turner, J. R. (2007). Human resource management in the project-oriented company: A review. *International journal of project management*, 25(3), 315-323.
- Jing, Y. (2016). Civil service executive development in China: An overview. *Sharpening The Sword Of State*, 49.
- Juhaeni, Y. S. (2019). Pedoman Perencanaan Pengembangan Kompetensi Pegawai di lingkungan Kementerian Perdagangan. Konferensi Nasional Ilmu Administrasi, 3(1).
- Karaevli, A., & Hall, D. T. (2006). How career variety promotes the adaptability of managers: A theoretical model. *Journal of Vocational Behavior*, 69, 359–373.
- Kaslow, N. J., Grus, C. L., Campbell, L. F., Fouad, N. A., Hatcher, R. L., & Rodolfa, E. R. (2009). Competency Assessment Toolkit for professional psychology. *Training and Education in Professional Psychology*, 3(4S), S27.
- Kementerian Tenaga Kerja. (2022). Paparkan Tantangan Dalam pengembangan kompetensi ASN, Sekjen Kemnaker: Pentingnya Sinergitas!. Diakses dari <https://kemnaker.go.id/news/detail/paparkan-tantangan-dalam-pengembangan-kompetensi-asn-sekjen-kemnaker-pentingnya-sinergitas>, pada 30 Maret 2022.
- Koper, R., & Specht, M. (2007). Ten-competence: Life-long competence development and learning. In *Competencies in Organizational e-learning: concepts and tools* (pp. 234-252). IGI Global.
- Lans, T., Tynjälä, P., Biemans, H., Ratinho, T., & Karimi, S. (2017). Entrepreneurship education with impact: opening the black box. *Education Research International*, 2017.

- Le Deist, F. D., & Winterton, J. (2005). What is competence?. *Human resource development international*, 8(1), 27-46.
- Lestari, N., Andri, S., & Adianto, A. (2021). Pengembangan Kompetensi Pegawai Negeri Sipil Pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kota Dumai. *JIAP (Jurnal Ilmu Administrasi Publik)*, 9(2), 95-112.
- Li, D. (2004). Trustworthiness of think-aloud protocols in the study of translation processes. *International Journal of Applied Linguistics*, 14(3), 301-313. doi: 10.1111/j.1473-4192.2004.00067.x
- Lockyer, J. (2003). Multisource feedback in the assessment of physician competencies. *Journal of Continuing education in the Health Professions*, 23(1), 4-12.
- Marsick, V. J., & Watkins, K. E. (2003). Demonstrating the value of an organization's learning culture: the dimensions of the learning organization questionnaire. *Advances in developing human resources*, 5(2), 132-151.
- Moulton, S., Sunardi, O., & Ambrosini, G. (2017). Competency: Development, integration, and application. *Business Management Journal*, 2(2).
- Mulder, M., Gulikers, J., Biemans, H., & Wesselink, R. (2009). The new competence concept in higher education: error or enrichment?. *Journal of European industrial training*.
- Nazara, D. K. (2020). Pengembangan Kompetensi Aparatur Sipil Negara Di Badan Kepegawaian Daerah Kabupaten Nias. *Jurnal Manajemen Pendidikan Dan Ilmu Sosial*, 1(1), 224-233.
- Nuntaboot, K. (2020). Factors influencing competency development of nurses as perceived by stakeholders in Vietnam. *Belitung Nursing Journal*, 6(4), 103-110.
- Nur, A. M. (2022). Pengembangan Kompetensi Pegawai di Lingkungan Pemerintah Kabupaten Karawang. *JIIP-Jurnal Ilmiah Ilmu Pendidikan*, 5(4), 997-1008.
- Patton, M. Q. (2015). *Qualitative research & evaluation methods*. sage.
- Prabawati, I., & AOktariyanda, T. (2018). Competency-based training model for human resource management and development in public sector. In *Journal of Physics: Conference Series* (Vol. 953, No. 1, p. 012157). IOP Publishing.
- Sampson, D., & Fytros, D. (2008). Competence models in technology-enhanced competence-based learning. In *Handbook on information technologies for education and training* (pp. 155-177). Springer, Berlin, Heidelberg.

- Sartika, D., & Kusumaningrum, M. (2017). Pengembangan Kompetensi Aparatur Sipil Negara di Lingkungan Pemerintah Provinsi Kalimantan Timur. *Jurnal Borneo Administrator*, 13(2), 131-150.
- Schoonenboom, J., Tattersall, C., Miao, Y., Stefanov, K., & Aleksieva-Petrova, A. (2007). A four-stage model for lifelong competence development. *Service Oriented Approaches and Lifelong Competence Development Infrastructures*, 131.
- Schwandt, T. A., Lincoln, Y. S., & Guba, E. G. (2007). Judging interpretations: But is it rigorous? trustworthiness and authenticity in naturalistic evaluation. *New Directions for Evaluation*(114), 11-25. doi: 10.1002/ev.223
- Shinnar, R. S. (2007). A qualitative examination of Mexican immigrants' career development: Perceived barriers and motivators. *Journal of Career Development*, 33(4), 338-375.
- Strauss, A., & Corbin, J. (2008). *Basics of qualitative research*. Sage publications.
- Sulaeman. (2021). Indeks Pembangunan Manusia Indonesia Duduki Peringkat 107 dari 189 Negara. Merdeka.com. <https://www.merdeka.com/uang/indeks-pembangunan-manusia-indonesia-duduki-peringkat-107-dari-189-negara.html>
- Sultana, R. G. (2012). Learning career management skills in Europe: a critical review. *Journal of Education and work*, 25(2), 225-248.
- Sundberg, L. (2001). A holistic approach to competence development. *Systems Research and Behavioral Science: The Official Journal of the International Federation for Systems Research*, 18(2), 103-114.
- Tompkins, J. (2002). Strategic human resources management in government: Unresolved issues. *Public Personnel Management*, 31(1), 95-110.
- Tracy, S. J. (2019). *Qualitative research methods: Collecting evidence, crafting analysis, communicating impact*. John Wiley & Sons.
- Tripathi, K., & Agrawal, M. (2014). Competency based management in organizational. *Global Journal of Finance and Management*, 6(4), 349-356.
- Trisliatanto, D. A. (2016). The Competency Development Model Based On Performance Orientation And Team Work. *Jurnal Manajemen dan Kewirausahaan*, 18(2).
- Vakola, M., Soderquist, K. E., & Prastacos, G. P. (2007). Competency management in support of organisational change. *International journal of manpower*.
- Van der Heijden, B. I., & Nijhof, A. H. (2004). The value of subjectivity: problems and prospects for 360-degree appraisal systems. *The International Journal of Human Resource Management*, 15(3), 493-511.
- Wilantoro, D. (2022). *Pengembangan Kompetensi Aparatur Sipil Negara Melalui Penerapan Pendidikan Dan Pelatihan Nonklasikal Di Badan*

Kepegawaian Dan Diklat Kabupaten Garut (Doctoral Dissertation, Ipdn Jatinangor).

Wirata, G., Widiyanti, N. L., & Sulandari, S. (2021). Peran Kepemimpinan Dalam Pengembangan Kompetensi Pegawai Negeri Sipil Pada Badan Pengembangan Sumber Daya Manusia (BPSDM) Provinsi Bali. *Journal of Contemporary Public Administration (JCPA)*, 1(1), 1-6.

Worthen, B. R., Sanders, J. R., & Fitzpatrick, J. L. (2011). *Program evaluation: Alternative approaches and practical guidelines*. Longman.