

ABSTRAK

Penelitian ini menganalisis penerapan konsep *Dynamic Governance* dalam proses mewujudkan manajemen talenta di Pemerintah Kabupaten Gunungkidul. Jenis penelitian ini adalah kualitatif-deskriptif dengan pendekatan studi kasus. Data dikumpulkan melalui wawancara mendalam, dokumentasi, dan observasi, kemudian dianalisis dengan model interaktif Miles, Huberman, dan Saldaña. Hasil penelitian menunjukkan Pemerintah Kabupaten Gunungkidul telah mengadopsi prinsip *thinking ahead, thinking again, dan thinking across*, serta mulai mengembangkan dimensi *able people, agile process*, dan budaya organisasi adaptif. Namun masih terdapat kesenjangan pada aspek *forecasting* berbasis data, evaluasi sistematis, advokasi kebijakan, dan inovasi pembelajaran lintas institusi. Budaya SATRIYA dan BerAKHLAK menjadi fondasi nilai pemerintahan, tetapi birokrasi masih rentan terhadap pola *clientelistic* yang dapat melemahkan meritokrasi. Penelitian ini memberikan kontribusi pada literatur manajemen talenta sektor publik dan *dynamic governance*, sekaligus masukan praktis bagi percepatan implementasi sistem merit di daerah.

Kata Kunci: Dynamic Governance, Kapabilitas Dinamis, Able People, Agile Process, Budaya Organisasi, Manajemen Talenta, Sistem Merit

ABSTRACT

This study analyzes the application of Dynamic Governance in the process of implementing talent management within the Gunungkidul Regency Government. This research is qualitative-descriptive with a case study approach. Data were collected through in-depth interviews, documentation, and observation, and then analyzed using Miles, Huberman, and Saldaña's interactive model. The findings reveal that the local government has adopted the principles of thinking ahead, thinking again, and thinking across, as well as initiated the development of able people, agile processes, and an adaptive organizational culture. Nevertheless, gaps remain in data-driven forecasting, systematic evaluation, policy advocacy, and cross-institutional learning innovation. The SATRIYA and BerAKHLAK values serve as the cultural foundation of governance, yet the bureaucracy is still vulnerable to clientelistic tendencies that may undermine meritocracy. This study contributes to the literature on public sector talent management and dynamic governance while providing practical recommendations for accelerating the implementation of merit systems at the local level.

Keywords: Dynamic Governanc, Dynamic Capabilities, Able People, Agile Process, Organizational Culture, Talent Management, Merit System.