

ABSTRACT

Implementation of the building program through Education and Training performed by the Local Civil Servant Board (LCSB) in Asmat Regency is greatly important as one of the manifestations of policy on local civil servant resources management for the optimum performance and output of both government and development at the local level. The strategic functions of LCSB in improving the quality of human resources in local government include: a) improving the quality of civil servant performance; b) enhancing civil servant's potential; c) eliminating the inability of civil servant in performing functions and tasks; d) correcting the errors of work; e) maintaining the quality of human resources; f) promoting the achievement of civil servant; and g) developing the image of local government. Purposes of this study are to find out the implementation of the building program through Education and Training performed by LCSB to the Local Civil Servant in Asmat Regency, as well as factors influencing it.

The study used a descriptive qualitative method with a case study design. Location of the study was the Office of LCSB in Asmat Regency Papua Province. Data used in the study were primary data obtained by using interview technique, dan secondary data were obtained using a documentary study. The data collected were analyzed using a qualitative technique.

Result of the study indicates that the implementation of the building program through Education and Training performed by LCSB to the Local Civil Servant in Asmat Regency was relatively good. It can be seen from the steps of the establishment of implementing organization, program socialization, program performance to evaluation of the implementation. However, it should be recognized that the implementation of the building program through Education and Training performed by LCSB to the Local Civil Servant underwent some obstacles. Factors influencing the implementation included: (1) communication, where the guides of the Education and Training implementation was frequently carried out in a less smooth manner, less consistent and unobvious; (2) resources where the implementing staff of the Education and Training were relatively limited in quantity and quality with inadequate access to information, limited authority, and insufficient facilities; (3) disposition, where there were tendencies among local bureaucratic officials to make aspirations and interests of civil servant homogenous, while they tended to promote parochialism in the lower sections of bureaucracy; and (4) bureaucratic structure, where the working procedures of bureaucracy tended to make homogenous for certain groups, while factionalization occurred among the lower sections of bureaucracy. By such implementation, the performance of LCSB in performing the building program through the Education and Training to the Local Civil Servant in Asmat Regency should be improved, readapted, and reordered in order that it can in turn produces bureaucratic human resources with both adequate quality and quantity.

Keywords: Education and Training Implementation, Communication, Resources, Disposition, Bureaucratic Structure, Local Civil Servant Board