

HUMAN RESOURCES DEVELOPMENT OF STATE CIVIL SERVICES THROUGH INTEGRATED DIKLAT IN THE DIY PROVINCE OF EDUCATION AND TRAINING BOARD

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ABSTRACT

The research "Human Resources Development of State Civil Apparatus through Integrated Education and Training in the Yogyakarta Provincial Education and Training Agency" aims: (1) to analyze the results of the development of the State Civil Apparatus Human Resources through integrated training at the DIY Provincial Education and Training Agency; (2) to identify the dynamics of the problems faced in efforts to develop the human resources of the State Civil Apparatus through integrated training in the DIY Provincial Education and Training Agency. The rationale for choosing the focus of this research is because so far there have not been many research studies on integrated education and training which is a new approach applied in increasing the capacity of ASN and developing the human resources of the State Civil Apparatus through integrated training. The research approach used in this research is descriptive qualitative research. The data collection technique was done through observation, in-depth interviews, Focus Group Discussion (FGD), and documentation. The data analysis technique used in this study is a qualitative analysis technique which includes data unit processing, data reduction, data categorization including checking the validity of the data, and data interpretation. In checking the validity of the data, researchers used the triangulation technique of research data sources. The orientation for the achievement of the results of this study is to map the quality conditions of ASN human resources in the bureaucracy at the DIY Provincial Government, to analyze the dynamics of problems and the results of the results and provide recommendations to relevant stakeholders. Based on the results and previous discussion, it can be concluded that the implementation of CPNS Basic Training (Latsar) at the Yogyakarta Special Region Provincial Education and Training Board based on the three elements indicators has not been running optimally, this is because there are several aspects in some indicators that have not been fulfilled optimally. The results of this research include: (1) National journal publications accredited to the FIS UNY Natapraja Journal in 2020, (2) Speakers at the International Conference on Social Studies and Educations (ICED) in 2020, (3) Submit publications to reputable/indexed international journals Scopus Malaysian UiTM Agricultural Journal, and (4) Research reports as material for reviewing policy recommendations that will be provided to relevant stakeholders.

Kata Kunci: *Basic Education and Training, Human Resource Development, State Civil Apparatus.*