

ABSTRAK

Fassya Anandita, 1228010073, 2026, “Manajemen Pengembangan Karier Pegawai Pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kota Sukabumi”

Pengembangan karier Aparatur Sipil Negara (ASN) merupakan aspek penting dalam meningkatkan profesionalisme aparatur. Namun, pelaksanaan pengembangan karier ASN di BKPSDM Kota Sukabumi belum sepenuhnya optimal, terutama dalam aspek pemahaman angka kredit, pemerataan kesempatan pengembangan kompetensi, dan penguatan sistem merit. Penelitian ini bertujuan untuk menganalisis manajemen pengembangan karier ASN di BKPSDM Kota Sukabumi berdasarkan teori Busro (2018) yang meliputi dimensi kejelasan karier, perbaikan mutu kerja, dan pengembangan diri.

Penelitian ini menggunakan metode kualitatif dengan pendekatan deskriptif. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan dokumentasi.

Hasil penelitian menunjukkan bahwa pengembangan karier ASN telah dilaksanakan melalui promosi, mutasi, pendidikan, pelatihan, serta penerapan manajemen talenta berbasis merit. Namun, pelaksanaannya belum optimal karena masih terdapat keterbatasan pemahaman ASN terhadap mekanisme angka kredit, belum meratanya akses pengembangan kompetensi, dan program yang masih cenderung berorientasi administratif. Angka kredit berperan sebagai dasar pengembangan karier ASN, khususnya pada jabatan fungsional.

Penelitian ini menyimpulkan bahwa manajemen pengembangan karier ASN di BKPSDM Kota Sukabumi telah berjalan cukup baik, tetapi masih memerlukan penguatan dalam aspek sosialisasi, monitoring dan evaluasi, serta pengembangan kompetensi yang lebih terarah guna mendukung profesionalisme ASN.

Kata Kunci: Pengembangan Karier, ASN, Angka Kredit, Manajemen Talenta, Kompetensi.

ABSTRACT

Fassya Anandita, 1228010073, 2026, “Career Development Management of Employees at the Regional Personnel and Human Resource Development Agency of Sukabumi City”

Career development is an important aspect of improving the professionalism of Civil Servants (ASN). However, the implementation of career development at the Regional Civil Service and Human Resource Development Agency (BKPSDM) of Sukabumi City has not been fully optimal, particularly in terms of understanding credit points, equal opportunities for competency development, and strengthening the merit system. This study aims to analyze the career development management of ASN at BKPSDM Sukabumi City based on Busro's (2018) theory, which consists of career clarity, work quality improvement, and self-development dimensions.

This study employed a qualitative method with a descriptive approach. Data were collected through observation, interviews, and documentation.

The results indicate that ASN career development has been implemented through promotion, transfer, education, training, and the application of merit-based talent management. However, its implementation has not been optimal due to limited understanding of the credit point mechanism, unequal access to competency development, and programs that still tend to be administratively oriented. Credit points play an important role as the basis for ASN career development, particularly for functional positions.

This study concludes that career development management at BKPSDM Sukabumi City has been implemented fairly well but still requires improvements in socialization, monitoring and evaluation, and more targeted competency development to support ASN professionalism.

Keywords: Career Development, Civil Servants, Credit Score, Talent Management, Competency