## ABSTRACT

**Mila Yuniarti. 172010009. Performance Analysis of the State Civil Apparatus of the Regional Development Planning Agency (BP4D) of Subang Regency (Subang Secretary case study. General and Staffing section of BP4D Subang Regency). Public Administration Program. Faculty of Social and Political Sciences. Pasundan University. Advisor. Drs. Rudi Martiawan, M.Si**

 Performance is the achievement of employees in carrying out both in quality and quantity. Employee performance is an important activity because it can be used as a measure of the success of the organization in its vision and mission. An agency needs to know the various inhibiting and supporting factors in the work process as a basis for improving strengths and strengthening supporting factors in order to achieve the agency's goals.

 This study aims to determine and analyze the performance of the State Civil Apparatus at the Regional Research and Development Planning Agency (BP4D) of Subang Regency. Especially in the secretariat of the general and staffing sub-section. The type of research conducted is qualitative with a descriptive approach. Technical data collection using interview, observation and documentation techniques, in the form of documents, archives and literature related to the Performance of the State Civil Apparatus at the Regional Research and Development Planning Agency (BP4D) Subang Regency. In this study, researchers used the theory of Bernadin and Russell by using six indicators. The results of this study indicate that the Performance of State Civil Apparatus in the Regional Research and Development Planning Agency (BP4D) of Subang Regency. has achieved good quality performance, although there are still several obstacles faced in achieving this ASN performance, such as: HR and the existing system at BP4D, of course, apart from the inhibiting factors, there are also supporting factors in achieving performance, namely: Motivation and Facilities and supporting infrastructure in the process of achieving ASN performance at BP4D Kab. Subang.

**Keywords:** Performance, State Civil Apparatus (ASN), Employee Work Target (SKP)