

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis strategi pengembangan sumber daya manusia dalam upaya peningkatan kinerja pegawai di Dinas Kesehatan Kabupaten Sumedang. Penelitian ini menggunakan metode kualitatif deskriptif dengan teknik penentuan informan menggunakan purposive sampling. Informan penelitian terdiri dari Kepala Sub Bagian Kepegawaian dan beberapa pegawai di Dinas Kesehatan Kabupaten Sumedang. Teknik pengumpulan data dilakukan melalui studi kepustakaan dan studi lapangan yang meliputi observasi, wawancara mendalam, dan dokumentasi. Teknik analisis data dilakukan melalui tahapan reduksi data, penyajian data, serta penarikan kesimpulan dan verifikasi.

Hasil penelitian menunjukkan bahwa pengembangan sumber daya manusia telah dilaksanakan melalui berbagai program, seperti pendidikan dan pelatihan (diklat), workshop, seminar, bimbingan teknis (bimtek), pembinaan berkelanjutan, serta penempatan pegawai sesuai kompetensi dan kebutuhan jabatan. Program-program tersebut secara umum mampu meningkatkan kompetensi teknis, disiplin, motivasi kerja, produktivitas, serta kualitas pelayanan kesehatan pegawai. Selain itu, hasil penelitian menunjukkan bahwa pengembangan sumber daya manusia memiliki hubungan positif terhadap peningkatan kinerja pegawai dan efektivitas organisasi.

Namun demikian, pelaksanaan pengembangan sumber daya manusia masih menghadapi berbagai kendala, seperti keterbatasan anggaran, belum meratanya kesempatan mengikuti pelatihan, tingginya beban kerja pegawai, kurang optimalnya monitoring dan evaluasi program, serta sistem manajemen yang belum sepenuhnya efektif. Oleh karena itu, diperlukan strategi pengembangan sumber daya manusia yang lebih sistematis, terencana, dan berkelanjutan melalui penerapan Training Need Analysis, pemanfaatan teknologi e-learning, pemerataan kesempatan pelatihan, penguatan evaluasi program, serta peningkatan motivasi dan dukungan organisasi terhadap pegawai agar tujuan peningkatan kinerja dapat tercapai secara optimal.

Kata kunci: Pengembangan Sumber Daya Manusia, Kinerja Pegawai, Strategi Pengembangan Sumber Daya Manusia, Instansi Pemerintah, Pelayanan Kesehatan.

ABSTRACT

This study aims to identify and analyze human resource development strategies in improving employee performance at the Health Office of Sumedang Regency. This research employed a descriptive qualitative method with purposive sampling techniques in determining the informants. The informants consisted of the Head of the Personnel Subdivision and several employees of the Sumedang Regency Health Office. Data collection techniques were conducted through literature studies and field studies, including observation, in-depth interviews, and documentation. Data analysis techniques involved data reduction, data presentation, conclusion drawing, and verification.

The results of the study indicate that human resource development has been implemented through various programs, such as education and training programs, workshops, seminars, technical guidance, continuous coaching, and employee placement based on competencies and job requirements. These programs generally succeeded in improving employees' technical competencies, discipline, work motivation, productivity, and the quality of health services. In addition, the findings reveal that human resource development has a positive relationship with employee performance improvement and organizational effectiveness.

However, the implementation of human resource development still faces several obstacles, including budget limitations, unequal access to training opportunities, high employee workloads, suboptimal monitoring and evaluation systems, and management systems that are not yet fully effective. Therefore, more systematic, planned, and sustainable human resource development strategies are required through the implementation of Training Need Analysis, the utilization of e-learning technology, equal distribution of training opportunities, strengthening program evaluation, and increasing employee motivation and organizational support so that performance improvement goals can be achieved optimally.

Keywords: *Human Resource Development, Employee Performance, Human Resource Development Strategy, Government Institution, Health Services.*