

**ANALYSIS OF COMPETENCY-BASED HUMAN RESOURCE
MANAGEMENT TO ACHIEVE THE EFFECTIVENESS OF GOVERNMENT
PROGRAM SUPERVISION AT INSPEKTORAT KOTA BANDAR LAMPUNG**

ABSTRACT

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This study specifically examines how Inspektorat Kota Bandar Lampung manages the process of competency planning and evaluation, recruitment and selection, performance management, compensation, career management, and human resource training and development.

The research uses a descriptive analytical qualitative method with data collection techniques in the form of interviews with the main Informant, key Informant and triangulation Informant. This study uses the researcher himself as a research instrument. The data analysis technique used the Matthew B. Miles and A. Michael Huberman Techniques. Validity test using data triangulation techniques (triangulation of data sources, triangulation of methods and triangulation of previous research)

The results of the study show that despite good efforts, there is still a gap between the competencies needed and the competencies possessed by employees. In addition, the lack of budget support and high workload are the main obstacles in competency development. This research provides important recommendations for Inspektorat Kota Bandar Lampung to continue to improve the quality of its human resources through a more comprehensive and sustainable development program.

Keywords: competency-based HR management, Inspectorate, supervision, effectiveness, competency development

