

RINGKASAN

Penelitian ini berjudul “Transformasi Pengembangan Kompetensi ASN Melalui Program ASN *Talent Academy* pada Unit Pusbangkader ASN LAN RI”. Penelitian ini dilatarbelakangi Undang-Undang tentang ASN yang menyatakan bahwa setiap pegawai ASN wajib melakukan pengembangan kompetensi melalui pembelajaran secara terus menerus. Kemenpan RB menyampaikan kesempatan ASN dalam mengakses pengembangan kompetensi masih tidak merata karena banyaknya pelatihan yang tidak dapat diakses seluruh ASN. Kemudian besarnya jumlah ASN yang termasuk generasi milenial yang akan berperan sebagai calon pemimpin masa depan. Tujuan penelitian ini yaitu untuk mengetahui transformasi pengembangan kompetensi ASN melalui program ASN *Talent Academy* yang dilaksanakan oleh Pusbangkader ASN LAN RI.

Penelitian ini menggunakan metode penelitian kualitatif. Teknik pemilihan informan menggunakan teknik *purposive sampling*. Pengumpulan data yang digunakan dalam penelitian ini adalah data primer yang sumbernya dari wawancara kepada informan dari Pusbangkader ASN LAN RI yang berjumlah 5 (orang). Adapun data sekunder didapat dari literatur yang relevan seperti peraturan, pedoman atau modul serta observasi di *LMS ASN Talent Academy*.

Hasil penelitian menunjukkan bahwa transformasi pengembangan kompetensi ASN melalui program ASN *Talent Academy* ini didasarkan kebutuhan nasional dimana LAN RI mengakui pentingnya pengembangan kompetensi ASN agar meningkatkan kualitas layanan publik. Program ini telah melakukan transformasi dan adaptasi pada era digital dengan menggunakan metode pembelajaran *blended* dan *full e-learning*. Selanjutnya sumber belajar dalam program ini juga bertransformasi dengan menghadirkan pakar hingga praktisi yang tersertifikasi dalam ICF (*International Coaching Federation*). ASN *Talent Academy* menawarkan variasi pengembangan kompetensi yang dapat disesuaikan dengan kebutuhan dan perubahan yang dimana tidak semua pelatihan mampu melakukan variasi tersebut.

Kata kunci: Pengembangan Kompetensi, Transformasi Program, ASN *Talent Academy*

SUMMARY

This research is entitled “Transformation of ASN Competency Development Through the ASN Talent Academy Program at the Pusbangkader ASN Unit LAN RI”. This research was motivated by the Law on ASN which states that every ASN employee is obliged to develop competency through continuous learning. Meanwhile, the Ministry of Administrative and Bureaucratic Reform said that opportunities for ASN to access competency development are still uneven because there is a lot of training that is not accessible to all ASN. Then, the large number of ASN including the millennial generation will act as future leaders. The purpose of this research is to determine the transformation of ASN competency development through the ASN Talent Academy program implemented by the Pusbangkader ASN LAN RI.

This research used qualitative methods. The informant selection technique uses purposive sampling technique. The data collection used in this research is primary data sourced from interviews with informants from Pusbangkader ASN LAN RI, totaling 5 (people). Secondary data was obtained from various relevant literature such as regulations, guidelines or modules as well as making observations on the ASN Talent Academy learning page.

The results of the research show that the transformation of ASN competency development through the ASN Talent Academy program is based on national needs where LAN RI recognizes the importance of developing ASN competency to improve the quality of public services. This program has transformed and adapted to the digital era by using blended and full e-learning methods. Furthermore, the learning resources in this program are also transformed by presenting learning resources from experts to practitioners who have been verified by the ICF (International Coaching Federation). ASN Talent Academy offers variations in competency development that can be adapted to needs and changes, where not all training is capable of carrying out these variations.

Keywords: Competency Development, Program Transformation, ASN Talent Academy