

ABSTRACT

Hermawati Mappiwali, 2016. The Implementation of Personnel Policy by Local Government on Position Promotion in Bulukumba Regency. Guided by: H. Muhlis Madani and Nuryanti Mustari.

The objective of this study was to know the personnel regulation in office promotion at Youth and Sports Education Office in Bulukumba Regency, by intergrating at inter-organizational behavior, implementer's behavior, and target group behaviour in Bulukumba Regency. This study used qualitative descriptive approach with data used was secondary data through documentation analysis. Primary data was obtained through observation and interview. Data analysis was conducted from the beginning of the research process using the steps of data reduction, data display and verification to know about the implementation of personnel policy by local government on position promotion in Bulukumba Regency.

The research finding were the Policy of Personnel by Local Government In Position Promotion in Bulukumba Regency is running well. Where the implementation of this policy is fully also met as the expectation. In addition, the relationship between organizations is good but on the commitments of SKPD were still less. There was implementation of the policy itself which is not accordance with existing rules and mutual agreement. The Implementer behavior is still less in terms of professionalism so as in terms of number of staff and competence. Although the control of the organization was on going but the need on proffesional staff who really professional to carry out the task given should be fulfilled. The down side of target group attitudes indicate that they have not fully understood the content of the policy so it is imperative that this policy should be socialized to employee as the target of the policy itself.

Key Words: *Policy Implementation, Personnel Policy*

