

Human Resource Development Perspective in Analyzing the Strategic Environment: Case on Inspectorate Probolinggo Regency

Djony Harijanto*

Magister of Management Program, Faculty of Economic and Business, Universitas Islam Malang, Indonesia

Nik Sarina Nik Md Salleh

Faculty of Business and Management, Universiti Teknologi MARA Cawangan Kelantan, Malaysia

Hassan Touati

Department of Physic, Sidi Mohamed Ben Abdellah University, Morocco

Ida Bagus Agung Dharmanegara

Department of Management, Faculty of Economic and Business, Universitas Warmadewa, Indonesia

Hasrudy Tanjung

Faculty of Economic and Business, Universitas Muhammadiyah Sumatera Utara, Indonesia

Abstract

The purpose of this study was to conduct a strategic environmental analysis at the Inspectorate of Probolinggo Regency, East Java to improve the competence of auditors. The human resource development perspective is used here as a theoretical basis to identify factors both internally and externally, to then be identified and mapped in the form of strengths, weaknesses, opportunities, and threats. The results of this study reveal a description of the competitive environment of the Probolinggo Regency Inspectorate, especially in developing its auditors. Internally, the inspectorate environment is considered to be still less competitive due to the main weakness that stands out, namely the low personal awareness in auditor competency development. But the main strength identified is the internal training methods for auditors that are synchronized both inside and outside the workplace. Externally, the inspectorate environment is considered competitive considering the main opportunities, namely the existence of external training and competency tests for auditors, besides that the organization faces a major threat, namely changes in the landscape and the basis of the audit process in an organization.

Keywords: Auditor Competence, Human Resource Development, Strategic Environment Analysis

Introduction

The Probolinggo Regency Inspectorate is a regional apparatus that carries out the function of supporting the implementation of government affairs in the Probolinggo Regency Government in the field of supervision as regulated by Probolinggo Regency Regional Regulation Number 6 of 2016 concerning the Establishment and Composition of Regional Apparatuses concerning the Establishment and Composition of Probolinggo Regency Regional Apparatus and Probolinggo Regent Regulation No. 60 of 2016 concerning the Position of the Organizational Structure of Duties and

*Corresponding Author: Djony Harijanto (djony134@uisu.ac.id)

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