

Career Advancement of Civil Servants in the Government and Public Relations Bureau of the Regional Secretariat of North Sulawesi Province.

- **Author(s):** Evi Elvira Masengi ,Lexi. A. Lumingkewas ,Elvis. MC Lumingkewas ,Recky H. E Sendouw.
- **Abstract:** The focus of the problem in this study is the Career Advancement of Civil Servants in the Government and Public Relations Bureau of the Regional Secretariat in North Sulawesi Province. The formulation is as follows: (1) How to improve the career of civil servants in the Government and Public Relations Bureau of the Regional Secretariat of North Sulawesi Province? (2) What factors hinder the Career Advancement of Civil Servants in the Government and Public Relations Bureau of the Regional Secretariat of North Sulawesi Province? The research objectives are: (1) Describe, analyse and interpret the career advancement of civil servants at the Government and Public Relations Bureau of Regional Secretariat of the Province of North Sulawesi This study uses a qualitative approach with the researcher as the main instrument. The conclusions of this study are: (1) Career advancement at Government and Public Relations Bureau of the Regional Secretariat of the North Sulawesi Province has not been determined by the career system (rank) and work performance as well as the stipulated rules and regulations; (2) Factors that hinder Career Advancement at the Government and Public Relations Bureau of the Regional Secretariat of North Sulawesi Province, namely: (a) Placement in positions that are not following the career system, namely training background, competence and years of service (seniority); (b) Educational background and limitations of training; (c) Lack of trust from leaders due to poor work behaviour. (d) Lack of Employee Motivation. Suggestions submitted are: (1) Efforts to enhance a career in the Bureau of Government and Public Relations of the Regional Secretariat of North Sulawesi Province should be pursued by following the stipulated rules; (2) Factors that hinder Career advancement in the Government and Public Relations Bureau of the Regional Secretariat of the North Sulawesi Province should be continuously considered and improved, (3) Further relevant research.
- **Keywords:** Public Relations Bureau, Career Advancement