ABSTRACT

Managing auditor performance is a critical aspect of supporting accountability and efficiency in state financial management, particularly within the Financial and Development Supervisory Agency (BPKP). BPKP faces significant challenges, including underperformance in Strategic Objective 4 indicators related to corruption control effectiveness in local governments and enterprises, as well as competency gaps between auditors in central and regional units. To address these issues, this study proposes a people analytics approach leveraging predictive analytics. People analytics is a data-driven method aimed at forecasting employee performance based on historical patterns, thereby enhancing talent management effectiveness and facilitating proactive decision-making.

This research aims to explore the implementation of people analytics by predicting employee performance for the subsequent year based on performance data from 2022-2023. A quantitative approach was employed, using secondary data sourced from BPKP's Human Resources Bureau. The data was analyzed through multinomial logistic regression to generate quick predictions with high accuracy and identify significant variables. For improved precision, predictions were also conducted using the random forest algorithm.

By leveraging predictive analytics, BPKP can identify key factors influencing auditor performance, enabling the organization to improve accountability, efficiency, and the overall quality of its oversight. This study recommends expanding the application of people analytics to include larger datasets and more advanced predictive techniques. Furthermore, the organization is advised to adopt retention strategies that incorporate reward-based systems and continuous competency development programs to ensure auditors maintain optimal performance.

Keywords: *People Analytics, Auditor Performance, Training and Development, Predictive Analytics, BPKP, Talent Management.*