

## **ABSTRACT**

*The Central and Regional Governments are obliged to provide optimal services to every citizen and this is in line with the priorities of Bureaucratic Reform. One of the efforts to accelerate bureaucratic simplification, the Pariaman City Government has equalized administrative positions to functional positions. The performance of functional officials in the equalization of positions contributes to increasing the achievement of public services to the community. Competence and career development are factors that can have an impact on the performance of functional officials in the equalization of positions.*

*This research aims to determine the competence, career development and performance of functional officials of position equalization in the Pariaman City Government. In addition, this study was conducted to determine the influence of competence and career development on the performance of functional officials in the Pariaman City Government.*

*Quantitative methods are used in this study by means of data collection by questionnaire and literature study. The sampling technique used was probability sampling on 118 functional officials from 23 Regional Apparatus Organizations in the Pariaman City Government. The Structural Equation Modeling (SEM) – Partial Least Square (PLS) analysis technique was used in this study.*

*The results of the study show that the competence of functional officials in the equalization of positions is in the competent category, career development is in the good category and performance is in the good category. Competence and career development have a positive and significant effect partially and simultaneously on the performance of functional officials for equalization of positions in the Pariaman City Government.*

*The results of this study can be used as evaluation material and can be used as strategic recommendations for organizations related to the development of human resource policies within local governments, especially in the context of equalizing basic positions. Improving the competence and career development of functional officials equalizing positions is very supportive in realizing high employee performance in an effort to provide public services to the community.*

**Keywords:** *Competence, Career Development, Performance*