

ABSTRACT

Optimal budget absorption is important for Regional Work Units (SKPD) in achieving effectiveness and efficiency in budget use. The phenomenon of increasing demands for accountability encourages the government to improve the performance of SKPD. In this case, human resource (HR) competency and organizational commitment have an important role in the budget absorption process. However, in the Siak Regency SKPD, there are problems in budget absorption which is not yet optimal. Therefore, this research aims to examine the influence of HR competency and organizational commitment on SKPD budget absorption in Siak Sri Indrapura Regency.

This research will use a quantitative approach as a research method. Data will be collected through distributing questionnaires and analyzing related documents. Respondents for this research will include SKPD heads, SKPD staff involved in the budget absorption process, as well as other related parties.

It is hoped that the results of this research will provide a better understanding of the factors that influence SKPD budget absorption in Siak Sri Indrapura Regency. Apart from that, it is also hoped that this research can provide recommendations and input for related parties to improve HR competency and organizational commitment style in absorbing SKPD budgets.

Keywords: *budget absorption SKPD, human resource competency, and organizational commitment, Siak Sri Indrapura Regency*