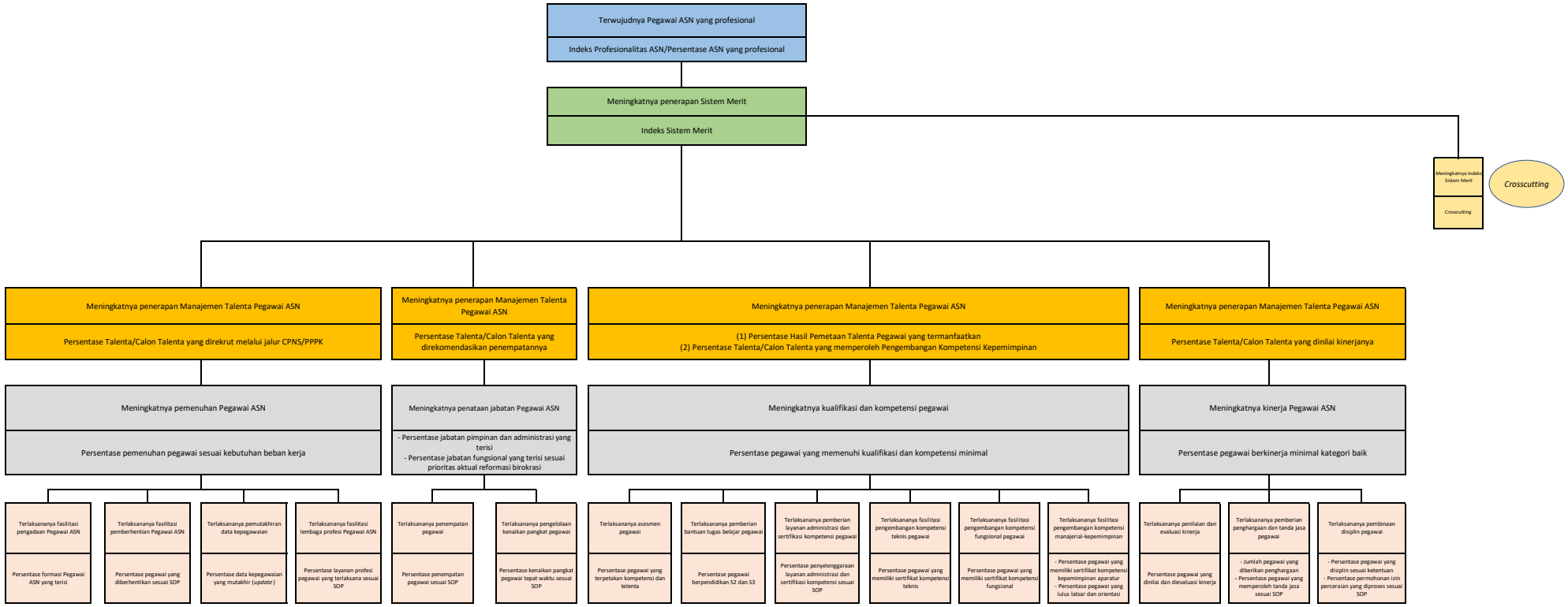POHON KINERJA BADAN KEPEGAWAIAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA