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Evaluation of Human Resource Performance at the Regional Disaster Management Agency in West Nusa Tenggara Province

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ABSTRACT

Drought is a recurring disaster in West Nusa Tenggara Province, and effective disaster management relies heavily on the performance of human resources. This study aims to evaluate the performance of the human resources at the Regional Disaster Management Agency (Badan Penanggulangan Bencana Daerah, BPBD) in addressing drought disasters in the province. The research employed a descriptive method with a qualitative approach, collecting data through direct observation and documentation. Data analysis followed the document analysis model developed by Miles and Huberman, which involves data reduction, data presentation, and conclusion. The findings indicate that the human resources of BPBD West Nusa Tenggara Province (BPBD-NTB) have been effective in preventing and recording the impacts of drought in the region. Furthermore, BPBD-NTB has implemented comprehensive emergency planning, infrastructure development projects such as dam construction, and public awareness initiatives, including socialization and education programs to enhance community knowledge about drought risks and preventive actions. Reporting mechanisms were also identified as an essential component of employee performance, particularly for addressing ongoing and future drought challenges. Over the past five years, the study found that Central Lombok Regency experienced the most significant impact, with 1,368,652 people affected by drought. This underscores the critical role of human resources in disaster management and mitigation efforts in West Nusa Tenggara Province.

Keywords: *BPBD West Nusa Tenggara; Disaster Mitigation; Drought Management; Human Resource Performance; Public Awareness Programs*

1. Introduction

Human resources (*Sumber Daya Manusia*) are the driving force of an organization. The progress or decline of an activity in finding achievements is determined by reviewing the human resources working on it (Haq & Maunah, 2023). Human resources or employees in the organization are very important in efforts to achieve planned goals. Human resources play an active and pivotal role in every activity, whether at the institutional or individual level, as they serve as planners, implementers, and key drivers in achieving desired goals (Supardi, 2016). Human resource development can function as a standalone entity or as a primary function within the human resources department. In an organization, human resource development encompasses education and training aimed at enhancing individual performance.

Human resource development refers to preparing individual employees to take on different or higher responsibilities within an organization. It typically focuses on enhancing the intellectual and emotional capabilities required for improved job performance. Human resource development encompasses training activities, career development, and organizational development within the human resource management system (Putra & Sobandi, 2019).

Based on the explanation above, it can be concluded that human resources are essential for achieving goals, both at the institutional and individual levels. Human resources are the primary element of an organization, surpassing other resources such as capital and technology, as humans are the ones who control these factors (Arief, 2021). The success of an organization is largely determined by the quality of its human resources (Kulla et al., 2018). This aligns with how the performance of the Regional Disaster Management Agency (*Badan Penanggulangan Bencana Daerah*) significantly impacts the management of various natural disasters.

Based on the opening of the 1945 Constitution in the fourth paragraph, namely "*Protecting the entire Indonesian nation and all of Indonesia's territory and advancing public welfare.*" This statement has the meaning that every citizen has the right to receive protection of basic rights, including protection and the right to be free from fear, threats, and risks, including the impact of disasters. Protection of these basic rights makes it an obligation for the government to realize it in the form of programs that are in accordance with the statement.

In line with the objectives of the constitution mentioned above, it is a must for the government to protect disaster management, which is included in the scope of effective and efficient disaster management. Based on Law No. 24 of 2007 concerning the implementation of disaster management, a disaster is an incident or series of incidents that threaten and disrupt the lives and livelihoods of the community caused by natural, non-natural, or human factors. This incident has the potential to cause human casualties, natural damage, material losses, or mental impacts (Danil, 2021; Umeidini et al., 2019). Upon careful observation, the definitions above identify three components: disasters, threatening events (which can be either natural or non-natural), and human factors. The implication is that disasters and threatening events (from now on referred to as threats) are two different things; threats can become disasters if humans are vulnerable and cannot face threats or vulnerability to disasters. In general, geographical conditions, astrological positions, and human activities in Indonesia contribute to increased levels of certain disasters, including floods, landslides, droughts, forest and land fires,

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hurricanes, tidal waves, earthquakes, volcanic eruptions, technological failures, and the spread of disease.

Various disasters that have occurred in Indonesia have provided many lessons for the people of Indonesia and the world. The many victims of life and property in these disasters occurred due to the lack of knowledge and unpreparedness of the community in anticipating disasters. In addition, these disaster incidents have also made many people increasingly aware of the importance of planning and organizing in disaster management (Lessy & Bemba, 2019). One of the disasters that is felt almost every year by the people of West Nusa Tenggara province is drought.

Drought is a seasonal problem that the people of West Nusa Tenggara experience almost every year. This condition is, of course, a particular concern for the Regional Disaster Management Agency (BPBD), which is to continue to provide supervision and alternative solutions that help the community overcome this drought problem. The threat of drought is increasing along with global climate change, increasing environmental degradation, increasing population, and increasingly limited water availability. Conflicts over water use will increase in the future, both for drinking water, domestic needs, agriculture, industry and so on, which is a very important problem. Globally, one in four people in the world lacks drinking water, and one in three people lacks adequate sanitation facilities.

By 2025, around 2.7 billion people or about a third of the world's population will face severe water shortages (Dinar, 1998). In the 21st century, water will become a major world issue and a cause of conflict if it is not immediately addressed comprehensively. The condition of the world's water crisis has continued to increase in the last three decades. In the 1950s, only a few countries faced water shortages. However, until the end of the 1990s, the number of countries experiencing water deficits increased, with a population of around 300 million people (Gleick, 2023). It is estimated that 2/3 of the world's population will experience water shortages by 2050 if this is not addressed immediately (Abu-Zeid, 1998). The threat of drought, which causes a water crisis, also occurs in several regions in Indonesia. Several studies on water balance show that water surplus only occurs in the rainy season with a duration of around five months, while in the dry season, there is a deficit for 7 months.

This condition is certainly a concern, especially for the Regional Disaster Management Agency (*Badan Penanggulangan Bencana Daerah*, BPBD), to continue to provide supervision and alternative solutions that help the community overcome this drought problem. Based on the conditions above, the focus of this study is to describe the performance of human resources at the BPBD related to the drought disaster in West Nusa Tenggara Province. It is important to evaluate the performance of human resources at BPBD so that they can become a reference or benchmark in dealing with the drought disaster that hit West Nusa Tenggara Province in the last few months. The expected result is to be able to evaluate the performance of BPBD-NTB in handling the drought disaster that has hit the entire NTB region. And to be able to find solutions so that in the future, the disaster can be overcome easily without having to cause significant risks.

2. Research Methodology

2.1. Type of Research

This study employs a descriptive method with a qualitative approach. Qualitative research methods are used to examine conditions in natural settings (Sugiyono, 2017). They are based on a postpositivist philosophy, focusing on natural object conditions (as opposed to experimental settings). In these methods, researchers serve as key instruments, data collection is conducted

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through triangulation, data analysis is performed inductively, and the findings emphasize meaning rather than generalization. Through descriptive qualitative research, this study aims to analyze and describe the performance of human resources at the Regional Disaster Management Agency in addressing drought disasters in West Nusa Tenggara Province.

2.2. Subject and Object of Research

The subject of this study is the performance of human resources (HR) at the Regional Disaster Management Agency (Badan Penanggulangan Bencana Daerah) in relation to drought disasters in West Nusa Tenggara Province over the past five years (2019–2023). The object of this study includes all employees working at the BPBD in West Nusa Tenggara Province.

2.3. Location and Time of Data Collection

The location of this research is at the Regional Disaster Management Agency (*Badan Penanggulangan Bencana Daerah*) Office located on dr. Seodjono Street, Lingkar Selatan, Mataram, Lombok, West Nusa Tenggara. This research was conducted from October to November 2024 using observation and documentation techniques.

2.4. Data Source

This study utilizes two types of data: primary and secondary. Primary data was collected through direct observation at the office of the Regional Disaster Management Agency (*Badan Penanggulangan Bencana Daerah*) of West Nusa Tenggara Province. Secondary data was gathered from websites and other relevant sources, such as articles, books, and related materials. The official website of the Regional Disaster Management Agency can be accessed at the link: https://bpbd.ntbprov.go.id/.

2.5. Data Analysis Technique

The research data was analyzed using the document analysis method proposed by Miles and Huberman, which provides a systematic approach to qualitative data analysis. This method involves three key stages (Sugiyono, 2017):

1) Data reduction, where irrelevant or redundant data is filtered out to focus on the most significant information;
2) Data presentation, which involves organizing the data in a structured format, such as charts, matrices, or narrative descriptions, to facilitate interpretation; and
3) Drawing conclusions, where patterns, relationships, and insights are identified to answer the research questions and support findings. This structured approach ensures a comprehensive and methodical analysis of the research data.

3. Results and Discussion

3.1. Drought Disaster

Drought is a phenomenon when water is absent in a place at a certain time and is caused by several events. For example, drought occurs when there is only one active water source that is used by many villages or when people have to search for water several kilometers away and queue to get water. According to Adam & Rudiarto, drought is a type of natural disaster with the main characteristic of decreasing water availability in a certain area for a certain period (Wibowo & Rahman, 2022). Sukamto, in his book on disaster anticipation management, states that drought can happen to anything, including humans, plants, and animals. Drought disasters can cause crop failure for plants or crops and a shortage of clean water for humans (Surya &

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Suwetha, 2021). This is supported by the statement of Faizah & Buchori, who emphasized that the natural hazard of drought is a complex and recurring hazard that impacts all aspects of ecology, economy, society, agriculture, culture, and politics (Faizah & Buchori, 2019).

One of the most frequent threats that has a significant impact on agricultural systems and production, especially food crops, is drought (Sukarman et al., 2020). This occurs not only in scale, intensity, and effects but also in the distribution of areas. Apart from natural factors, drought can also occur because many people are still unable to manage existing water resources optimally (Susetyaningsih, 2014). In addition, the lack of facilities and infrastructure that support water utilization can trigger excessive exploitation. When water sources dry up, problems will arise in meeting water needs (Lestari et al., 2021). The situation will be even worse if an area only has a few water sources and the distance to get them is relatively far.

3.2. Characteristics of West Nusa Tenggara Province

West Nusa Tenggara (*Nusa Tenggara Barat*) Province consists of two major islands, Lombok and Sumbawa, along with hundreds of smaller islands. Out of the 280 islands in the province, 32 are inhabited. The total area of NTB Province spans 20,153.20 km² and is situated between 115°46'–119°5' East Longitude and 8°10'–9°5' South Latitude (Badan Pusat Statistik Provinsi Nusa Tenggara Barat, 2013).

West Nusa Tenggara Province is one of the regions in Indonesia that experiences two seasons each year: the rainy season and the dry season. The rainy season occurs at specific times, with its peak typically in December (Gunasti et al., 2024). According to data from the Meteorology, Climatology, and Geophysics Agency (Badan Meteorologi Klimatologi dan Geofisika, BMKG), the maximum temperatures in West Nusa Tenggara Province in 2012 ranged from 29.9°C to 34.2°C, while minimum temperatures ranged from 17.4°C to 22.6°C. The highest temperatures were recorded in October and the lowest in June (Badan Pusat Statistik Provinsi Nusa Tenggara Barat, 2013). The province has relatively high humidity levels, ranging from 77% to 85%, with an average wind speed of 4–7 knots and a maximum wind speed of up to 26 knots.

West Nusa Tenggara Barat is included in the same equatorial regime group as several other regions, such as Jakarta, East Java, Central Java, East Nusa Tenggara (*Nusa Tenggara Timur*, NTT), and Bali. If referring to the same regional category, of course, several regions in the equatorial regime have almost the same characteristics. However, it is known that West Nusa Tenggara Barat, which is in the same climate region as the islands of Java and Bali, has lower rainfall conditions, even causing drought conditions. This phenomenon of decreased rainfall can be caused by several factors, including seasonal anomalies, especially in areas with a monsoon climate (monsoon areas) (Loo et al., 2015).

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Figure 1. Climate Regime Map in Indonesia
Source: (Mahrup et al., 2021)

The high level of seasonal drought in West Nusa Tenggara Province can be seen from the representation issued by the Meteorology, Climatology, and Geophysics Agency that there is almost no change in seasonal conditions throughout the 2020-2049 period on the map of the projection of the number of seasonal dry days.

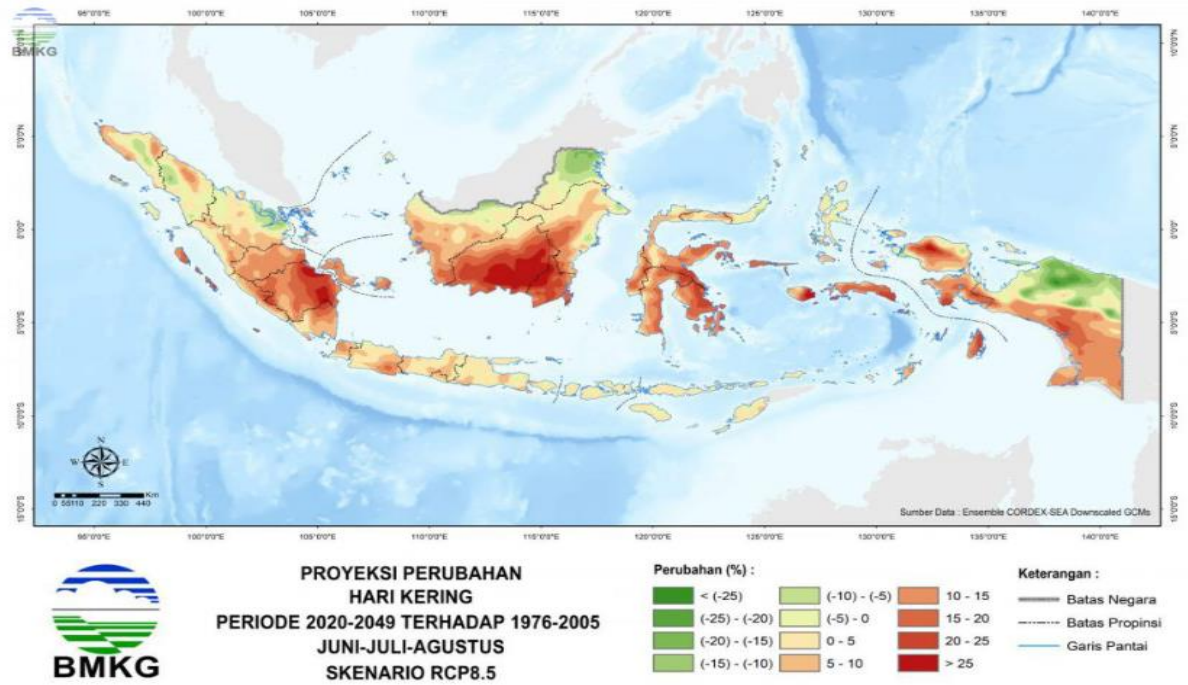

Figure 2. Seasonal Dry Day Projection Map
Source: (BMKG, 2024)

3.3. Profile of the Regional Disaster Management Agency of West Nusa Tenggara

The West Nusa Tenggara Barat Provincial Disaster Management Agency (*Badan Penanggulangan Bencana Daerah Provinsi Nusa Tenggara Barat*) was established in 2009 and is an institution that is under and responsible to the governor (Aminuddin & Pancawati, 2024). For

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overall disaster management, BPBD is a shift from the conventional emergency response approach, which places equal emphasis on every aspect of disaster management and concentrates on risk reduction (Rambe et al., 2016). Regional regulations determine the formation of BPBD. The central government recommends that the Regional People's Representative Council (Dewan Perwakilan Rakyat Daerah) establish the agency, which must coordinate with the Ministry of Home Affairs (Departemen Dalam Negeri) and the National Disaster Management Agency (Badan Nasional Penanggulangan Bencana). Currently, all provinces are required to establish it. The purpose of forming the BPBD is to enhance disaster management, with a focus on preparedness and reducing disaster risk.

BPBD-NTB is led by the chief executive, Ir. H. Ahmadi, SP-1, and oversees several fields such as 1). Prevention & Preparedness Field, 2). Emergency & Logistics Field, 3). Rehabilitation and Reconstruction Field and Disaster Management Cooperation Field, and 4). Firefighting and Rescue Field. Each field is supported by two sub-coordinators who are tasked with helping to achieve each program in each field. Based on the mission of the NTB Provincial Government, the BPBD-NTB refers to the first mission, namely "*NTB Resilient and Steady*" through "*Strengthening Disaster Mitigation and Development of Infrastructure and Regional Connectivity.*" To achieve this mission, the tasks of BPBD-NTB were developed, namely:

1) Determination of the formulation of disaster management plans and program policies.
2) Determination of the formulation of the policy for coordinating the implementation of disaster management.
3) Determination of the formulation of the policy for commanding the implementation of disaster management.
4) Determination of the formulation of the implementation policy in the implementation of disaster management.
5) Determination of the formulation of the evaluation policy and implementation of disaster management tasks.
6) Implementation of other service tasks in accordance with their fields of duties and functions.
7) Implementation of coordination/cooperation and partnerships with work units/agencies/institutions or third parties in the field of disaster management.
8) Guidance and supervision of the prevention and control of fire hazards in the Regency/City (BPBD-NTB, 2024).

As a government institution in the Province of West Nusa Tenggara, of course, BPBD-NTB consists of several supporting components that have their respective duties and authorities in carrying out each work program that has been formulated. So far, at least BPBD-NTB has 21 types of employee positions, as seen in the following table.

Table 1. BPBD-NTB Employee Position

No	BPBD-NTB Employee Position	Amount
1.	Chief Executive	1
2.	Secretary	1
3.	Head of Prevention and Preparedness Division	1
4.	Head of Rehabilitation, Reconstruction and Cooperation Division	1

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No	BPBD-NTB Employee Position	Amount
5.	Head of Emergency and Logistics Division	0
6.	Head of Fire and Rescue Division	1
7.	Head of General and Personnel Sub-Section	1
8.	Associate Policy Analyst	1
9.	Central and regional financial analysts	1
10.	Young Expert Policy Analyst	4
11.	First Expert Computer Analyst	3
12.	First Expert Disaster Analyst	2
13.	First Fire Analyst/First Expert	2
14.	First Expert Disaster Management Arranger	1
15.	Young Expert Disaster Management Arranger	1
16.	Skilled Archivist	1
17.	Skilled Firefighter	1
18.	Technical Policy Reviewer	13
19.	Office Administration	2
20.	Operational Service Manager	2
21.	Data and Information Processor	5
Total		**45**

Source: (BPBD-NTB, 2024)

Referring to **Table 1**, it can be seen that there is still one vacant position, namely the head of the emergency and logistics division. Of course, this condition needs to be the focus of future resolution because this sector is one of the most important parts that almost always needs a person in charge of every disaster or problem that arises in West Nusa Tenggara Province. This sector is the sector that is tasked with responding when a disaster occurs. Their job is to visit the disaster location quickly and precisely within the specified time to find out the scope of the disaster location, the number of victims, infrastructure damage, disruption to public and government services, and the capabilities of natural and artificial resources. In addition, they must provide appropriate advice on disaster management and assist the Regional Disaster Management Agency (*Badan Penanggulangan Bencana Daerah*, BPBD) Regency or City in coordinating related sectors in disaster management (Azzahra & Koesyanto, 2023). This is also supported by the statement to Prayitno & Fairus, emphasizing that the task of the emergency and logistics sector is to conduct a rapid and accurate assessment of the disaster location within a certain time, identify the scope of the disaster location, the number of victims, damage to infrastructure and facilities, disruption to public and government services, the ability of natural and artificial resources, and appropriate advice for disaster management (Prayitno & Fairus, 2022). In addition, this sector is responsible for assisting the Regency or City BPBD in coordinating related sectors in handling disaster emergencies.

Table 2. Distribution of BPBD-NTB Employee Types

Types of BPBD-NTB Employees	Amount
Civil Servant	36
Government Employees with Employment Agreements	9

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Types of BPBD-NTB Employees	Amount
Honorary Staff	73
Total	**118**

Source: (BPBD-NTB, 2024)

Referring to the distribution of employees at the West Nusa Tenggara Provincial Disaster Management Agency (*Badan Penanggulangan Bencana Daerah Provinsi Nusa Tenggara Barat*) office, as shown in **Table 2**, it is noted that the agency consists of 45 civil servants and Government Employees with Employment Agreements, along with 73 employees who hold Non-Civil Service status. A comparison of this data reveals that nearly half of the total employees at the BPBD-NTB office still have non-ASN status. Civil servants are part of the state apparatus whose duties include providing professional, honest, fair, and equitable services to the public while carrying out state, government, and development responsibilities (Putri et al., 2023). Honorary workers, also referred to as non-ASN workers, are appointed by personnel officers or other government officials to perform specific tasks within a government organization. Their salaries are paid through the State Revenue and Expenditure Budget (*Anggaran Pendapatan dan Belanja Negara*) or the Regional Revenue and Expenditure Budget (*Anggaran Pendapatan dan Belanja Daerah*) (Hardrian, 2023). Based on this definition, it is evident that a higher proportion of employees with Civil Servant (PNS) and Government Employee with Employment Agreement (PPPK) status within an institution or agency contributes to more optimal performance in supporting disaster management tasks at the Regional Disaster Management Agency of West Nusa Tenggara Province.

3.4. Human Resources of the Regional Disaster Management Agency of West Nusa Tenggara Province

In daily operational activities, every organization or agency must have goals to achieve. To achieve these goals, organizations or agencies must consider all aspects, including Human Resources (*Sumber Daya Manusia*). One of the best ways to achieve the goals of an institution or agency is to manage human resources as well as possible to meet the needs of the organization, in addition to considering other important components, such as financial conditions and available technology. According to Hardrian, low-quality human resources are an obstacle for agencies in achieving their goals because HR is one of the main factors in improving the performance of an organization or agency (Hardrian, 2023).

Even though an organization or agency has sophisticated equipment, it will not be effective if they do not have human resources. Human resources determine how long a process or activity is carried out by an organization or agency (Hidayati, 2020). With high quality and capability of human resources, work performance will automatically increase. The higher the quality of human resources, the easier it is for organizations or agencies to achieve their goals, and vice versa (Novitasari & Winarsih, 2020). Education programs must be improved to improve performance. The purpose of establishing a program is to develop human resources, especially in improving intellectual abilities and human personality (Onibala et al., 2019). Human resources with a high level of education are expected to make the best contribution toward achieving the goals set by the Regional Disaster Management Agency of West Nusa Tenggara Province (*Badan Penanggulangan Bencana Daerah Provinsi Nusa Tenggara Barat, BPBD-NTB*). To analyze the human resources at BPBD-NTB, refer to the following table.

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Table 3. Education Level of BPBD-NTB Employees

Employee Type	ES	JHS	SHS/VS	D1	D3	BSc	MSc	PhD	Total
Civil Servants and Government Employees with Agreements	-	-	8	-	2	23	12	-	45
Honorary Staff	2	-	37	2	5	26	1	-	73
Total	**2**	**0**	**45**	**2**	**7**	**49**	**13**	**0**	**118**

Source: (BPBD-NTB, 2024)

3.5. Performance of the West Nusa Tenggara Province Regional Disaster Management Agency regarding the Drought Disaster

Drought disaster is the topic of this study because the location of the province of West Nusa Tenggara in an area with high humidity levels makes many areas in West Nusa Tenggara experience drought almost every year. In his book, Jalaludin emphasizes that drought is an event that occurs during the dry season, especially when a long dry season is hitting (Jalaludin, 2021). Another understanding emphasizes that an area can be said to be experiencing drought if the area has not experienced rain for a long time or rainfall is below normal, so the water content in the soil is reduced or even nonexistent. This condition is supported by estimates of the level of drought distribution throughout the West Nusa Tenggara Province, as in the following figure.

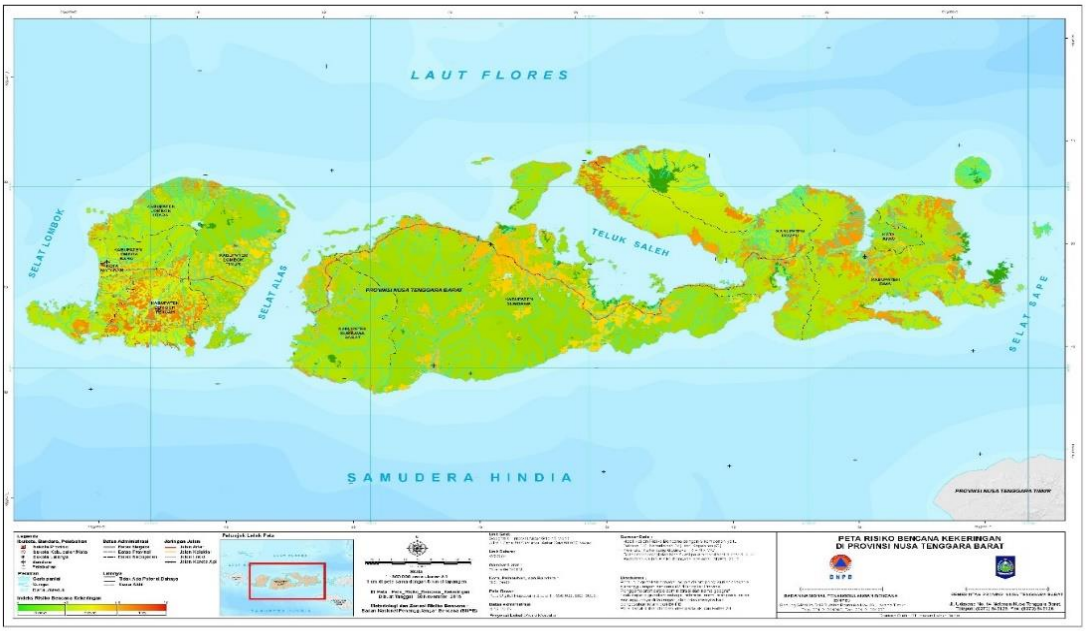

Figure 3. Drought Level in West Nusa Tenggara Province
Source: (BMKG, 2024)

Based on the distribution in **Figure 3**, it is known that the darker the color in the area, the higher the level of drought in that area. This is certainly a guideline or important information for the Regional Disaster Management Agency of West Nusa Tenggara Province (*Badan Penanggulangan Bencana Daerah Provinsi Nusa Tenggara Barat*) that there is a need for a long-term program or strategy that must be implemented both to anticipate or overcome problems related to drought disasters. In this study, the drought problem that is the focus of the performance of BPBD-NTB refers to data for the last five years, starting from 2019-2023. Reports related to the

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conditions or impacts resulting from drought disasters, especially in the West Nusa Tenggara region, can be seen in the following table.

Table 4. Level of Drought Impact in West Nusa Tenggara

No	Year	Information			
		Subdistrict	Village	Affected Families	Affected People
1.	2019	69	302	185,462	674,801
2.	2020	77	370	208,891	742,657
3.	2021	74	298	162,261	599,819
4.	2022	74	296	157,826	570,464
5.	2023	75	311	165,906	581,932

Source: (BPBD-NTB, 2024)

Based on **Table 4**, it can be seen that the impact of the drought disaster in West Nusa Tenggara is fluctuating. In general, it can be seen that the highest impact of drought experienced by the people of West Nusa Tenggara occurred in 2020, with the number of people affected reaching 742,657 victims. In 2020, of course, the role and position of BPBD-NTB were very difficult because, in addition to the government focusing on the COVID-19 pandemic, it was also faced with drought conditions that had the highest impact in the last five years. After 2020, the impact of the drought disaster decreased. This indicates that although the sub-districts and villages affected by the drought disaster in 2021 and 2022 had the same number, the affected people were able to be minimized by a difference of 29,355 people. However, in 2023, BPBD-NTB noted that there was an increase in the number of people affected by the drought disaster. This condition can be seen from the increase of 11,468 people. This condition is certainly a major evaluation for BPBD-NTB to find additional sources of problems that cause a significant increase. If referring to the area with the level of affected souls, it can be seen in the following table.

Table 5. Distribution of Drought Impacts in Various Regions of West Nusa Tenggara

No	Regency/City	Year					Total
		2019	2020	2021	2022	2023	
1.	West Lombok	64,985	32,255	30,169	13,360	17,994	158,763
2.	Central Lombok	273,967	273,622	273,819	273,622	273,622	1368,652
3.	East Lombok	128,848	203,571	86,075	119,009	97,375	634,878
4.	North Lombok	28,136	26,036	15,584	13,229	13,873	96,858
5.	West Sumbawa	10,868	10,302	6,723	6,702	4,668	39,263
6.	Sumbawa	80,765	80,765	69,668	69,668	58,131	358,997
7.	Dompu	48,717	51,577	51,317	26,697	70,024	248,332
8.	Bima	20,918	39,175	40,825	22,538	23,486	146,942
9.	Bima City	17,597	25,354	25,639	25,639	22,759	116,988

Source: (BPBD-NTB, 2024)

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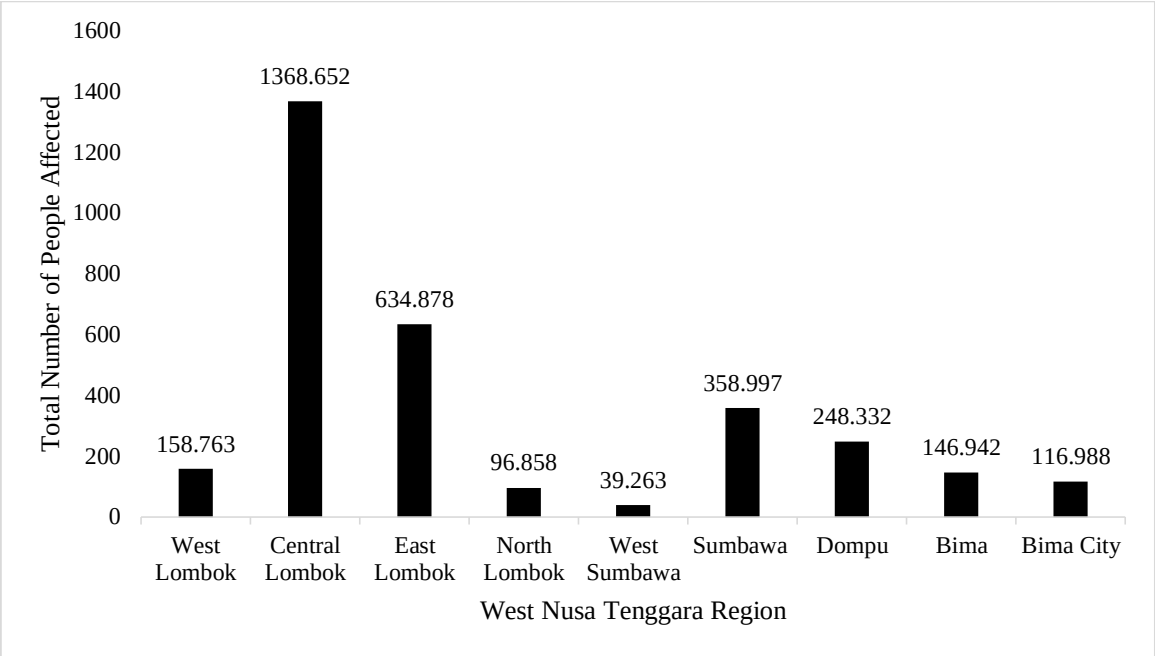

Figure 4. Total Number of People Affected in Various Regions in the Time Frame 2019-2023
Source: (BPBD-NTB, 2024)

Based on **Figure 4**, it can be seen that Central Lombok is the area with the highest level of impacted population compared to other areas, with 1,368,652 people. Central Lombok Regency has a tropical climate with a seasonal rainfall pattern, which means that the movement of monsoon winds from Asia and Australia greatly influences its climate conditions. In one year, this area experiences one peak rainy season and one peak dry season. Annual rainfall in Central Lombok Regency ranges from 1500 to 3000 millimeters (Murdhani et al., 2024). The area of potential drought in Central Lombok reaches around 114 hectares, or around 97.92% of the total area of the Regency (Murdhani et al., 2024). Eight sub-districts, namely Janapria, Jonggat, Kopang, Praya, West Praya, Southwest Praya, Central Praya, East Praya, and Pujut, are the sub-districts that face the highest threat of drought. Various previous studies have also emphasized that Central Lombok Regency is a strategic location for assessing the impact of drought disasters. According to Fauzi et al. Central Lombok Regency is one of the regencies in West Nusa Tenggara Province that has the highest dry land, with an area of 69,650 ha of dry land (Fauzi, 2021). Another study conducted by Rosyidy & Fariesta also proved that the category of drought in agricultural areas in Central Lombok Regency is included in the very severe category (Rosyidy & Fariesta, 2021).

Various data reports related to the impact of the drought disaster are one of the proofs of the performance that has been carried out by the West Nusa Tenggara Provincial Disaster Management Agency (*Badan Penanggulangan Bencana Daerah Provinsi Nusa Tenggara Barat*, BPBD-NTB) as an institution tasked with anticipating and evaluating every natural disaster that occurs in West Nusa Tenggara Province. With the level of education still dominated by high school/vocational school and undergraduate levels, there certainly needs to be a joint evaluation of all stakeholders in the BPBD-NTB office. The higher the level of education of all employees, of course, can be an additional point for the agency to be able to overcome every problem that arises in the future, especially those related to the drought disaster. With broad capabilities, of course, various patterns of thinking, resolution strategies, and other alternative opinions will emerge that expand the possibility of answers to the drought problem that has

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long been experienced in West Nusa Tenggara Province, especially in Central Lombok Regency as the area with the highest impact at this time.

4. Conclusion

Based on the results and discussion, it can be concluded that the human resources at the Regional Disaster Management Agency of West Nusa Tenggara Province have effectively carried out the processes of preventing and recording the impacts of the drought disaster in the province. This report data represents one aspect of the performance of each employee, particularly in addressing future drought disasters, which continue to affect West Nusa Tenggara Province. Over the past five years, it was found that Central Lombok Regency experienced the highest impact compared to other areas, with a total of 1,368,652 people affected.

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6. Declaration of Conflicting Interests

The author has declared no potential conflicts of interest concerning this article's research, authorship, and/or publication.

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