# Analysis of Organizational Resource Factors Affecting Personnel Preparedness for Disaster Response at The Palu City BPBD

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## ABSTRACT

**Background**: Preparedness entails a series of activities designed to anticipate disasters through organization and the efficient, effective utilization of organizational resources, such as personnel, facilities, and budgets. Interviews conducted at the Palu City Regional Disaster Management Agency (BPBD) revealed a shortage of staff trained in disaster preparedness . Furthermore, some of the agency's facilities do not meet regulatory standards. Although the agency received funding from the State Budget (APBN) prior to the disaster, these funds proved insufficient for the actual response. The study offers both theoretical and practical contributions by providing an integrated framework for understanding the relationship between organizational resources and disaster preparedness among BPBD personnel.
**Purpose**: This study aims to analyze the relationship between human resources, facilities, and budget and the disaster preparedness of personnel at the Palu City BPBD.
**Methods**: The population for this study consists of all employees at the BPBD of Palu City, totaling 60 employees, comprising both civil servants (ASN) and non-permanent staff (PHL). The sample in this study consisted of 60 employees of the Palu City BPBD, selected using the total sampling technique. The instruments used in this study included a questionnaire, writing materials, a camera, and field notes. Data analysis was conducted using univariate and bivariate methods.
**Results**: The research results indicate a relationship between human resources and personnel preparedness for disaster response at the Palu City BPBD (p=0.027), a relationship between facilities and personnel preparedness for disaster response at the Palu City BPBD (p=0.005), and a relationship between the budget and disaster preparedness among employees at the Palu City BPBD (p=0.013).
**Conclusion**: The Palu City BPBD should strengthen personnel capacity, improve disaster management facilities, optimize budget allocation, conduct regular training, assess equipment periodically, and enhance inter-agency coordination to improve institutional preparedness and operational readiness.

**Keywords**: *Organizational Resources; Personnel Preparedness; Disasters*