Policy Implementation On Civil Servant Recruitment

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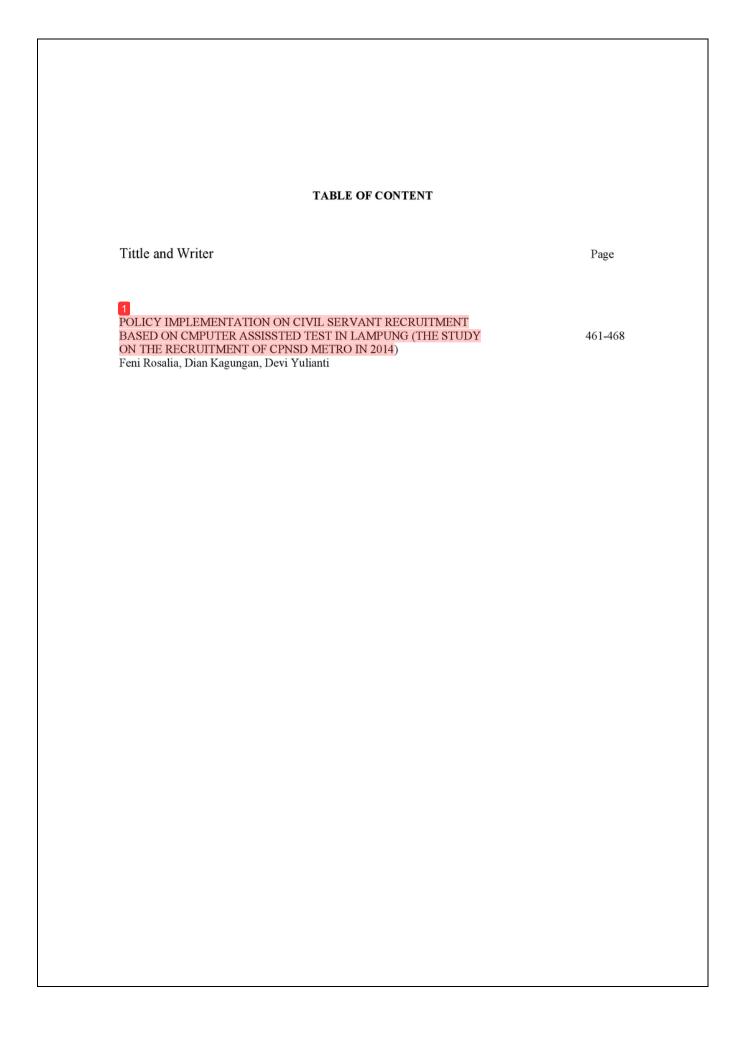
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Policy Implementation on Civil Servant Recruitment Based on Cmputer Assissted Test in Lampung
(The Study on The Recruitment of CPNSD Metroi 2014)

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Abstract

Good Corporate Governance with public participation in leading and evaluating the result of human resources selection reflects the good characteristic of government and as the important phase of human resources bureaucratic reformation together with the grand design and road map of reformation declared by Ministry of Administrative and Bureaucratic Reform. Based on Regulation Number 5 in 2014 about Civil Apparatus, the objective recruitment process, transparent, and accountable is a the beginning of forming the qualified and professional bureaucrat.

This research was aimed for (1) analyzing the implementation of recruitment for civil servant in Metro in 2014 based on computer assisted test (2) formulating good governance policy analysis based on the phenomenon or filed research and giving the recommendations for forming good governance policy in Metro related to the bureaucrat recruitment process. The method used in this research was qualitative approach with descriptive type. The data obtained by FGD with relevant informan. The location was in Metro.

The result of this research showed that : (1) the recruitment process was done by the regulation and using the procedures (2) the candidates who met the requirements had the rights to follow the selection process done by Badan Kepegawaian Daerah Metro. Meanwhile the supporting factors for this research showed that : (1) there were some infrastructures such as computers, local networking, LCD, TV, the rooms for monitoring, server, waiting and test, (2) the candidates were discipline to follow the selection process, (3) the computer assisted test system was easier and more transparent than the old system. The obstacles found in this research were : (1) the access of networking was difficult for the candidates who lived far away, (2) the website of BKD sometimes was inactive, (3) the computer system was in trouble during the test and (4) the remote area from the test location.

The recommendations given for this research were : (1) The government should give the information access for remote location, (2) the government should build good internet

infrastructures, (3) the government should pick the strategic location

1. **Introduction** Good Governance includes the involvement of public participation as well as evaluating the results of the selection of personnel resources reflects the characteristics of good governance and an important phase of bureaucratic reform the field of civil service in line with the stipulation of grand design and a road map for reform of the bureaucracy by the Ministry of Administrative Reform and Reformation Bureaucracy. Accordance with the mandate of Law Number 5 of 2014 concerning the State Civil Apparatus, the recruitment process is objective, transparent and accountable is an early manifestation of the civilian state apparatus and qualified professionals. Studies conducted claimed that the practice of case brokers in recruitment, bribery (corruption, collusion, nepotism, abuse of authority) and a series of other modes were always the case. The data obtained by the Ministry of Administrative Reform and Bureaucratic Reform suspect fraudulent recruitment civilian state apparatus in 40 regions in Indonesia. Some indications of fraud, among other participants failed the test but did not take the exam, engineering test scores, or the committee does not report test results to the Civil Service Agency (BKN). As a rule, the test results are usually in collaboration with the Higher Education reported to the State Personnel Board. The key to all of the above problems is that in the long term, recruiting candidates for Civil Servants and information-technology/CAT (Computer Assisted Test), seems to be immediately realized quickly to ensure capable recruitment in producing quality resource bureaucratic apparatus who have the competence and better integrity. Thus the expected closing loopholes that allow fraud, abuse of authority, corruption, collusion and nepotism and politicization in the recruitment of Civil Servants. For the short term, all elements of society ranging from academia, NGOs, mass media, political parties, the Regional Representatives Council, and other civil society groups to jointly oversee this recruitment process. In other words, the increase in public participation to continue to monitor and supervise the implementation of the reform of the bureaucracy is not only the field of civil service but in all areas and practices of manipulation and other collusion can be minimized or even eliminated

    1.1. Purpose Research The specific objectives to be achieved in this study are: 1. Evaluating the various problems for the implementation of the selection process of personnel resources in Metro City 2013/2014 2. Formulating a policy framework for good governance based on the findings of the problems in the practice of governance in Metro City as well as providing advice on the preparation of good governance in Metro City, especially with regard to the evaluation results of the implementation process of selection of personnel resources public in 2013/2014 3. Producing a model of good governance through the development of public participation to participate and evaluating the selection of personnel resources-based Computer Assisted Test (CAT) in Metro City 2013/2014

    1.2. The Specific Benefits ofThis Research Are:
    1. Improving the system of internal and external oversight of the bureaucracy in order to reform the bureaucracy.
    2. Producing a draft legal public policy models to support bureaucratic reform the field of civil service through the involvement of public participation in evaluating the selection of personnel resources-based Computer Assisted Test (CAT).
    3. Publication of the results of this study in the scientific national or international journal.

2. Research Methods

2.1 Type and Research Approach
This type of research is descriptive qualitative approach, to describe the event or phenomenon accordance with the facts that occurred in the study site, where each of the data generated in the form of words written or spoken of people and behaviors that can be observed (Bogdan and Taylor Moleong, 2005). Through descriptive qualitative approach, the researchers intend to conduct an objective representation of the symptoms present in the matter of research is the development of public participation to participate and evaluate the selection of personnel resources-based Computer Assisted Test (CAT).

2.2. Research Location
The location of this research was at the Metro, BKD Kota Metro and the the ombudsman representatives of Metro.

2.3. Research Focus
The focus of this research were:
1. Jurisdiction over some of the rules per Law on State Civil Invitation, namely the Law on the Fundamentals of Civil Service No. 8 of 1974 juncto OF No. 5 of 2014 concerning the State Civil Apparatus particularly the study of comparative implementation of the selection of resources LJK-based apparatus using Computer Assisted Test (CAT).
2. Indentificating the implementation process of recruitment resource based public computer apparatus asissted test (CAT) in 2013/2014 in Metro.
3. Evaluating the implementation of public personnel recruitment resource-based computer assisted test (CAT) at the study site, the city's Metro for the period 2013/2014.
4. Develop of public participation model in the evaluation of resource selection policy based computer assisted test apparatus in order to realize good governance (involving public participation to oversee the start of the selection process up to evaluate the results of its implementation).

2.4 Types and Sources of Data The primary data obtained through key informant competent to study this study were: 1. Key Informants were selected purposively based on the competence of the aspects of thought and that can be identified by the duties and functions (TOR) on the agencies, the Local Government Agencies, including Metro, The Head and staff in BKD Kota Metro. 2. Officials in the Regional Employment Board of Metro City and community participants were selected on the acceptance of public officials/CPNSD 2013/2014 were selected purposively. 3. The stakeholders that are concerned about the importance of public participation to evaluate the resource selection policy apparatus in Metro.
2.5 Data Collection Technique Data collected through interviews with key informants, documentation and field observation studies/field visits to research locations.
2.6 Data Analysis Technique The analysis of data using statistical techniques, further analysis was conducted qualitatively. Miles and Huberman in Sugiyono (2006) suggests that activity in the data analysis performed interactively and runs continuously until complete so that the data is already saturated. In qualitative research, the stages of data analysis include data reduction, data presentation and verrivication/conclution.
2.7 Data Validation To determine the validity of the data in qualitative research must meet several requirements in the examination of data using four (4) criteria (Moleong, 2005), namely: the degree of confidence credibility, transferability, dependability confirmability. To

check the credibility (Moleong, 2005), the researchers conducted a triangulation, and the negative case analysis techniques to the road collecting examples and cases that do not fit the pattern and trend information that has been collected and used as a comparison (Moleong, 2005)

3. Results And Discussion The process of recruitment of candidates for Civil Servants (CPNS) has some of the phenomena that we can be formulated as follows:

1. Implementation of the recruitment of candidates for Civil Servants were particularly vulnerable to acts of corruption/irregularities.

2. Local and national politicians often entrusted their relatives, friends, or a particular party to be assisted in the recruiting process, often used as a sizable illegal funding sources through bribery.

3. The practice of bribery difficult to follow because of the bribing and receiving bribes were equally benefited.

4. The team believed there should be at least four aspects of change in the recruitment/reform the recruitment process, including: Aspects of the formation; the recruitment process should be based on the proposals of each unit of the organization into the proposed mandatory formation based on the results, namely job analysis, workload analysis, redistribution of the Civil Service and Civil Servants projected needed each year.

In 2013 this exam questions were prepared by a team of experts consortium of 10 Universities, there was a validity test questions, questions submitted electronically, and the distribution of matter under police surveillance and a consortium of NGOs, among others. Indonesia Corruption Watch (ICW) of the implementation of selection. From this moment the execution time of the selection was done simultaneously, there was a procurement committee of the National Civil Servant Candidates and no procurement committee candidates for Civil Servants agency, a written test and a test of competence. In the past, the selection was not determined simultaneously, the committee exists only in their respective agencies and there was only a written test. Processing of exam results was crucial phase because it had always been an arena for engineering, manipulation and transactions between the procurement committee person, officials and the public to push through the recruitment of participants Regional Civil Servants Candidate undue pass. On that basis, the Ministry of Administrative Reform and Bureaucratic Reform policy making exam results processed by a consortium of Universities, was open, the value could be known to the participants, passing by passing grade, the results if submitted to the Minister of PAN and RB and the determination of graduation by PPK based on the processed consortium Universities.

Supervision or security carried out by various agencies such as the internal watch agency, the State Finance and Development, Agency for Development and Application of Technology, the State Intelligence Agency, the Corruption Eradication Commission, the Indonesian National Police, and Ministry of Administrative Reform and Bureaucratic Reform Consortium Governmental Organization community.

Based on the research team at the top, the Team also acknowledged that the current reform of the bureaucracy in the middle of a transition period so that the pace of reforms constantly confronted by the "great wall" bureaucracy of the old regime that was identical with acute culture of collusion, corruption and nepotism. Similarly, the reform measures recruitment of candidates for Civil Servants face extraordinary challenges of a corrupt bureaucracy. For the long term, the recruitment of candidates for Civil Servants-based information technology (IT), seemed to be immediately realized quickly to ensure the recruitment of candidates for Civil Servants of IT-based input was expected to produce quality

human resources bureaucracy who had the competence and integrity better. Ministry of Administrative Reform and Bureaucratic Reform, currently had computer

facilities assited test (CAT) in 12 regional offices and in 2013 it would also be built in 33 provinces as well as in 2014 to all districts/cities already had computer assited test. Candidates with recruitment of IT-based Civil Servants were expected closing loopholes that allow fraud, abuse of authority, corruption, collusion and nepotism and politicization in the acceptance of candidates for Civil Servants. For the short term, all elements of society ranging from academia, NGOs, mass media, political parties, the Regional Representatives Council, and other civil society groups to jointly oversee the process of recruiting candidates for Civil Servants in 2013 with this new pattern. Escorting start of the registration process, the distribution of exam, test execution, test result processing and supervision so that hope to start the bureaucratic reform from upstream could be realized. This was an important momentum and strategic long-term reform of the bureaucracy, especially in Lampung. Recruitment Candidates for Civil Servants in Lampung Province who ran an objective, transparent and fair was expected to give birth to the seeds of the net public service apparatus, integrity, competent and had the spirit of service to the community.

4. **Conclusions And Recommendations** The conclusion of this study were: 1. The implementation of procurement regional policies of Civil Servants Candidatebased Computer Assisted Test (CAT) 2014 in Metro was implemented in some steps (i) recruitment had been done guided by government regulations and guidelines to implement them in order to fill certain positions (ii) the eligible participants of CPNSD organized by BKD Metro City. The stages of selection ran well because the selection was transparent, objective, accountable and free from collusion, corruption and nepotism. 2. The supporting and inhibiting factors in the Procurement Process of Candidate Regional Civil Servants (CPNSD) with System-based Computer Assisted Test (CAT) 2014 in Metro include: (a) Supporting Factors : facilities and infrastructure to support the implementation of selection, among others: the server, the client computer, local network (local networking) using a wired LAN Unit, not using wifi, generators and UPS, Liquid Crystal Display (LCD) TVs for monitoring the results of the test and to play video, LCD projector for presentation and briefing test system with CAT, printers, lockers or storage of goods belonging to the participants and the waiting room, and most importantly the test room, server room and administrator, space monitoring, the lounge and space registration of participants. The inhabiting factors, such as (a) the network access that were difficult to reach by the participants of CPNSD residing in rural areas (do not have good internet access), (b) CPNSD test required participants to go to the center of the city in order to obtain good internet access, (c) the website sometimes was inactive and difficult to access, (d) computerization system that had been interference, before the conduct of the test, (d) the location was difficult and far from the center of the city.

The suggestions/recommendations necessary in connection with the results of this study were: 1. The local government should provide easy access to information that could be accessed by people in difficult areas to access the internet. 2. The local governmen must build a good internet facilities in areas that do not have a good internet connection like building a satellite internet so that people could more easily follow the process of recruitment. 3. For procurement CPNSD coming period, the local government should choose a more strategic location and proximity to the center of the city so they did not get any troubles to the test location.

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