

INTISARI

Kualitas pendidikan nasional dipengaruhi oleh beberapa faktor, salah satunya adalah efektivitas sistem rekrutmen tenaga pendidik. Skema rekrutmen PPPK Jabatan Fungsional Guru hadir sebagai upaya pemerintah untuk menata kembali sistem kepegawaian di instansi pendidikan sekaligus menjawab permasalahan status dan kesejahteraan Guru Honorer. Dalam praktiknya, pelaksanaan di tingkat daerah menunjukkan adanya dinamika hingga kendala yang cukup kompleks, baik dari aspek kelembagaan, sosial, maupun administratif. Maka dari itu, penelitian ini dibuat dengan tujuan untuk memahami bagaimana dinamika dan kendala dapat terjadi dalam rekrutmen PPPK Guru di Kabupaten Rembang. Penelitian ini menggunakan pendekatan kualitatif deskriptif dengan desain penelitian studi kasus. Data diperoleh melalui wawancara semi terstruktur dengan BKD, Dindikpora, dan Guru PPPK di Kabupaten Rembang, kemudian diperkaya dengan data sekunder dari dokumen kebijakan nasional, publikasi resmi pemerintah daerah, dan berita online. Analisis data dilakukan secara tematik dengan merujuk pada konsep *Merit-Based Recruitment* dan beberapa konsep lainnya untuk menelusuri dinamika rekrutmen dari identifikasi kebutuhan hingga penetapan keputusan. Hasil penelitian menunjukkan bahwa secara keseluruhan Kabupaten Rembang sudah mengikuti kebijakan nasional dalam rekrutmen PPPK Guru, tetapi dalam praktiknya masih terdapat beberapa kendala yang perlu diperhatikan untuk memaksimalkan efektivitas sistem rekrutmen. Kesimpulannya, meskipun prosedur pusat telah diikuti, dinamika lokal memperlihatkan adanya tantangan tersendiri yang muncul sebagai bentuk variasi praktik di lapangan.

Kata Kunci: Dinamika Rekrutmen, Rekrutmen PPPK Guru, *Merit-Based Recruitment*, Guru Honorer, Kebijakan Pendidikan.

ABSTRACT

The quality of national education is influenced by various factors, one of which is the effectiveness of the teacher recruitment system. The recruitment scheme for Government Employees with Work Agreements (PPPK) in functional teacher positions represents the government's effort to reform the personnel management system in educational institutions while addressing the status and welfare of honorary teachers. In practice, implementation at the regional level demonstrates complex dynamics and challenges in institutionally, socially, and administratively. Therefore, this study aimed to understand how these dynamics and challenges emerge within the recruitment process of PPPK teachers in Rembang Regency. This research uses a descriptive qualitative approach with a case study design. Data were collected through semi-structured interviews with the Regional Civil Service Agency (BKD), the Office of Education, Youth, and Sports (Dindikpora), and PPPK teachers in Rembang Regency. Data were supported by secondary data from national policy documents, official local government publications, and online news. Thematic analysis was conducted by referring to the concept of Merit-Based Recruitment and other relevant theoretical frameworks to trace the recruitment dynamics from needs assessment to appointment stages. The research findings indicate that, overall Rembang Regency has followed national policies in the recruitment of PPPK teachers, however, in practice, several obstacles remain that need to be addressed to optimize the effectiveness of the recruitment system. In conclusion, although the central procedures have been followed, local dynamics reveal distinct challenges that emerge as variations in practice at the field.

Keywords: *Recruitment Dynamics, PPPK Teacher Recruitment, Merit-Based Recruitment, Honorary Teacher, Education Policy.*