

IMPLEMENTASI REKRUTMEN PEGAWAI NEGERI SIPIL DALAM MEWUJUDKAN SISTEM MERIT MELALUI COMPUTER ASSISTED TEST DI KANTOR REGIONAL I BADAN KEPEGAWAIAN NEGARA YOGYAKARTA

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INTISARI

Tujuan dari penelitian ini adalah untuk mengetahui implementasi rekrutmen pegawai negeri sipil dalam mewujudkan sistem merit melalui *computer assisted test* di Kantor Regional I Badan Kepegawaian Negara Yogyakarta, juga mengetahui hambatan yang dihadapi serta solusi terhadap implementasi rekrutmen pegawai negeri sipil dalam mewujudkan sistem merit melalui *computer assisted test* di Kantor Regional I Badan Kepegawaian Negara Yogyakarta.

Metode penelitian yang digunakan dalam penulisan hukum ini adalah normatif empiris dengan sifat deskriptif. Penelitian ini diawali dengan penelitian kepustakaan untuk memperoleh data sekunder dilanjutkan dengan penelitian lapangan untuk memperoleh data primer. Data yang diperoleh dari hasil penelitian kepustakaan dan lapangan dianalisis secara kualitatif. Analisa pada penelitian ini dilakukan dengan menggunakan analisa data kualitatif yang disusun secara deskriptif untuk mencapai tujuan penelitian.

Kesimpulan dari hasil penelitian penulis adalah implementasi rekrutmen pegawai negeri sipil melalui *Computer Assisted Test* di Kantor Regional I Badan Kepegawaian Negara Yogyakarta telah diterapkan secara terbuka dalam mewujudkan sistem merit yang diatur dalam Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Republik Indonesia Nomor 36 Tahun 2018 Tentang Kriteria Penetapan Kebutuhan Pegawai Negeri Sipil dan Pelaksanaan Seleksi Calon Pegawai Negeri Sipil Tahun 2018. Hal ini terbukti dengan pelaksanaan rekrutmen pegawai negeri sipil di tahun 2018 dari mulai perencanaan kebutuhan pegawai negeri sipil hingga pelaksanaan seleksi dengan tes telah berjalan dengan optimal. Pelaksanaan rekrutmen PNS melalui CAT BKN di Kantor Regional I BKN masih saja ditemui hambatan-hambatan, sehingga belum efektif dan efisien.

Kata Kunci: Rekrutmen, Pegawai Negeri Sipil, Kantor Regional I Badan Kepegawaian Negara Yogyakarta

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IMPLEMENTATION OF CIVIL SERVANT RECRUITMENT IN MAKING A MERIT SYSTEM THROUGH THE COMPUTER ASSISTED TEST IN REGIONAL OFFICE I OF CIVIL SERVICE AGENCY YOGYAKARTA

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ABSTRACT

The purpose of this study is to understand the implementation of civil servant recruitment in realizing a merit system through computer assisted tests at Regional Office I of Civil Service Agency Yogyakarta, and also to find out the obstacles faced and its solutions to the implementation of civil servant recruitment in realizing a merit system through computer assisted tests in Regional Office I of the Civil Service Agency, Yogyakarta.

This law research uses both empirical normative approach and descriptive approach. This research begins with literature study to obtain secondary data followed by field research to obtain primary data. Data obtained from the results of literature study and field research are analyzed qualitatively. Data were analyzed using descriptive qualitative approach to complete the research objectives.

The result of the study showed that the recruitment of civil servants through computer assisted tests at Regional Office I of Civil Service Agency, Yogyakarta has been implemented in realizing a merit system as it is regulated in the Minister of Administrative and Bureaucratic Reform of the Republic of Indonesia regulation number 36, 2018 about criteria for determining needs of civil servants and the execution of civil servant candidates in 2018. This is evidenced by the implementation of recruitment of civil servants in 2018 from the planning of civil servants' needs to the selection using tests. However, the implementation of the 2018 civil servant through a computer assisted test at the Regional Office I of the Civil Service Agency, Yogyakarta still encountered obstacles in its implementation.

Keywords: Recruitment, Civil Servants, Regional Office I Civil Service Agency Yogyakarta

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