

Intisari

Kajian penelitian ini untuk mengetahui bagaimana implementasi kebijakan rekrutmen Calon Pegawai Negeri Sipil Tahun 2018 di Pemerintah Provinsi Papua dan faktor-faktor apa saja yang mempengaruhi implementasi kebijakan tersebut. Pelaksanaan Rekrutmen Calon Pegawai Negeri Sipil Tahun 2018 di Pemerintah Provinsi Papua mengalami penundaan dan baru dilaksanakan pada akhirnya dilaksanakan di Tahun Anggaran 2019. Beragam asumsi publik muncul terhadap pelaksanaan rekrutmen tersebut. Isu primordialisme, etnosentrisme disinyalir mewarnai kebijakan rekrutmen tersebut. Persentase kuota bagi OAP dan Non OAP muncul sebagai langkah afirmasi. Diberikannya kebijakan afirmasi mengacu pada UU No.21.2001 Tentang Otonomi Khusus Bagi Provinsi Papua. Ada Aspek keadilan, kesamarataan dan demokrasi yang ingin diakomodir dalam kebijakan afirmasi tersebut. Namun disisi lain, aksi tersebut dianggap marak akan *conflict of interest*.

Metode penelitian yang digunakan dalam penelitian ini adalah metode penelitian kualitatif dengan pendekatan deskriptif. Unit analisis dan objek penelitian ini adalah Pemerintah Daerah Provinsi Papua dan Kantor Regional IX BKN Provinsi Papua sebagai pelaksana kebijakan. Dengan melibatkan informan-informan yang membidangi kepegawaian, serta beberapa pejabat eselon II dan III sebagai pimpinan Satuan Perangkat Daerah di Pemerintah Provinsi Papua, serta beberapa perwakilan dari DPRP dan MRP. Teknik pengumpulan data dengan melakukan wawancara mendalam (*indepth interview*), observasi dan dokumentasi.

Hasil penelitian mengemukakan bahwa derajat keberhasilan implementasi kebijakan rekrutmen CPNS tahun 2018 di Pemerintah Provinsi Papua dipengaruhi oleh *content of policy* atau isi kebijakan dan derajat kegagalan implementasi kebijakan rekrutmen CPNS lebih dominan dipengaruhi oleh faktor-faktor *Contexts of Policy* atau lingkungan kebijakan. Pelaksanaan *merit system* dalam rekrutmen Calon Pegawai Negeri Sipil tahun 2018 menjadi ambivalen. Hasil tes seleksi mengikuti logika terpenuhinya kuota OAP dan bukan terpenuhinya formasi jabatan yang telah ditentukan.

Kata Kunci: Implementasi, Kebijakan, Rekrutmen, *Merit System*, Otonomi Khusus

Abstrak

This research study is to determine how the implementation of the recruitment policy for Prospective Civil Servants for 2018 in the Papua Provincial Government and what factors influence the implementation of the policy. The 2018 Recruitment of Candidates for Civil Servants in the Papua Provincial Government has been postponed and was only finally implemented in the 2019 Fiscal Year. Various public assumptions emerged regarding the implementation of this recruitment. The issue of ethnocentrism and primordialism is believed to have colored the recruitment policy. The percentage of quotas for OAP and Non OAP appears as an affirmation step. The issuance of an affirmation policy referring to Law No.21.2001 concerning Special Autonomy for Papua Province. There are aspects of justice, equality and democracy that want to be accommodated in this affirmation policy. But on the other hand, this action is considered to be rife with conflicts of interest.

The research method used in this research is a qualitative research method with a descriptive approach. The unit of analysis and the object of this research is the Regional Government of Papua Province and Regional Office IX BKN Papua Province as policy implementers. By involving informants in charge of personnel, as well as several echelon II and III officials as leaders of the Regional Apparatus Units in the Papua Provincial Government, as well as several representatives from the DPRD and MRP. Data collection techniques by conducting in-depth interviews (depth interview), observation and documentation.

The results of the study suggest that the degree of success in implementing the 2018 CPNS recruitment policy in the Papua Provincial Government is influenced by the content of policy or the content of the policy and the degree of failure in implementing the CPNS recruitment policy is more dominantly influenced by Context of Policy factors or the policy environment. The implementation of the merit system in the recruitment of Candidates for Civil Servants in 2018 is ambivalent. The results of the selection tests follow the logic of fulfilling the OAP quota and not the predetermined position formation.

Keywords: Implementation, Policy, Recruitment, Merit System, Special Autonomy