

INTISARI

Promosi dan mutasi jabatan merupakan hal biasa sekaligus penting dalam suatu organisasi pemerintahan. Kesalahan dalam melakukan kegiatan promosi dan mutasi jabatan jika tidak dilakukan dengan baik dan benar dapat menimbulkan hambatan dalam penyelenggaraan pemerintahan. Oleh karena itu promosi dan mutasi aparatur pemerintah perlu dilakukan sehingga sesuai dengan tuntunan prinsip *good governance*.

Penelitian ini membahas implementasi sistem pelaksanaan promosi dan mutasi jabatan struktural di Pemerintah Kabupaten Mimika, Provinsi Papua. Penelitian menggunakan pendekatan kualitatif. Pengumpulan data penelitian menggunakan teknik studi dokumentasi dan wawancara kepada sejumlah narasumber dan informan terkait.

Hasil penelitian menunjukkan bahwa implementasi sistem pelaksanaan promosi dan mutasi dalam jabatan struktural di Kabupaten Mimika belum sepenuhnya dilakukan dengan baik dan obyektif. Beberapa persyaratan promosi dan mutasi dalam jabatan structural tidak sepenuhnya dilakukan berdasarkan penilaian kompetensi, kecakapan dan pengalaman, namun lebih ditentukan oleh faktor apa yang menjadi pertimbangan di luar factor tersebut serta subyektivitas pimpinan daerah.

Kata kunci: Jabatan Struktural, Promosi dan Mutasi, Kompetensi

Abstract

Job promotion and transfer is an important practice that is common in government organizations. Any mistake of flaw during job promotion and transfer is likely to generate serious obstacles and problems in the conduct of government functions and activities. To that end, job promotion and transfer of government officials, especially in structural positions is necessary but should be in line with principles of good governance.

The objective of this research is to examine the implementation of job promotion and transfer process in structural positions in Mimika district, Papua province. The research used qualitative research methods in collecting and analyzing data that included desk study, documentation, interview of key and relevant respondents.

Research results showed that the system used in implementing job promotion and transfer of government officials in structural positions in Mimika district, Papua district is still plagued by some shortcomings that include lack of objectivity, not meeting some of the requirements stipulated in laws and regulations to that effect such as basing the process on outcome of competence, ability, and experience evaluation. On the contrary, subjectivity of district leadership is considered as the main factor that influences the process of promotion and transfer of government officials occupying structural positions in the province. Research findings serve as invaluable input in drawing policy recommendations, which if implemented are expected to contribute to improving job promotion and transfer in Mimika district as well as other local governments that face similar conditions and context in Indonesia.

Key Words: Structural positions/jobs, promotion, transfer, competence, leadership.