

DAFTAR PUSTAKA

- Abercrombie, Nicholas, Stephen Hill, dan Bryan S. Turner, 2010, *Kamus Sosiologi*, terjemahan Desi Noviyani, Pustaka Pelajar, Yogyakarta.
- Albrow, Martin, 1996, *Birokrasi* (Terjemahan), Tiara Wacana, Yogyakarta
- Anggara, Sahya, 2018, *Ekologi Administrasi : Holistik, Kontempores, dan Kontekstual*, Pustaka Setia, Bandung.
- Azhari, 2011, *Mereformasi Birokrasi Publik Indonesia (Studi Perbandingan Intervensi Pejabat Politik Terhadap Pejabat Birokrasi di Indonesia dan Malaysia)*, Pustaka Pelajar, Yogyakarta.
- Bahar, Saifroedin, 1995, *Masalah Etnisitas dan Ketahanan Nasional : Risiko atau Potensi*, Dalam Ichlasul Amal dan Armaidy Armawi (eds) Sumbangan Ilmu Sosial Terhadap Konsepsi Ketahanan Nasional, Gadjah Mada University Press, Yogyakarta.
- Bernadin, H. John, Joice E.A. Russell, 2013, *Human Resource Management : Experiential Approach*, McGraw-Hill, Inc, Singapore.
- Blau, Peter M & Meyer, Marshall W., 1987, *Birokrasi Dalam Masyarakat Modern* (Terjemahan), UI- Press, Jakarta.
- Brooks, David, 2002, *The Merit of Meritocracy*, The Atlantic Monthly.
- Bruynooghe, S.P., Isy Faingold, Trina Q. Firmalo, Ann E. Futrell, Jonathan A Kent, Rohan Mukherjee, 2009, *Implementation of Civil Service Legislation in Vietnam: Strengthening Elements of a Position-Based System*, Princeton University, New Jersey, USA.
- Cardoso, Faustino Gomes, 1995, *Manajemen Sumber Daya Manusia*, Andi, Yogyakarta
- Charmaz, K., 2006, *Constructing Grounded Theory : A Practical Guide Through Qualitative Analysis*, Sage, London.
- Collins, Randall, 1986, *Weberian Sociological Theory*, Cambridge, MA, University Press, Cambridge.
- Corbin, J., Strauss, Anselm L., 1990, *Grounded Theory Research: Procedures, Canons, and Evaluative Criteria*, Qualitative Sociology, Vol.13 No. 1.
- Creswall, J.W., 1994, *Research design: Qualitative and Quantitative approach*, Thousand Oaks, CA: Sage.

- Czudnowski, M, 1975, *Hand Book of Political Science, Nongovernt Politics*, Wesley Publishing, Company Inc.
- Dahl, Robert A., 1967, *Democracy in the United State: Promises and Performance*, 2nd ed., Rand McNally, Chicago.
- , 1989, *Democracy and ist Critics*, Yale University Press, New Haven.
- Daymond, Christin., Holloway, Immy, 2011, *Qualitative Research Methods*, Routledge, New York.
- Denhardt, R.B. & J.V. Denhardt, 2000, *The New Public Service*, dalam *Public Administration Review*, Vol 60, No.6.
- Denscombe, Martyn, 2007, *The Good Research Guide: for Small-Scale Social Research Projects*, Third Edition, Open University Press, New York, USA.
- Downs, Anthony, 1967, *Inside Bureaucracy*, Little Brown and Company, Boston.
- Edelman, Peter, 2008, *Courts and The Making Public Policy Affirmative Action*, The Centre for Social –Legal Studies University of Oxford.
- Eisenstadt, S.N., & Lemarchand R (ed), 1981, *Political Clientelism, Patronage and Development*, Sage, London.
- Emerson, Donald K (ed), 1983, *Indonesia Beyond Soeharto*, Gramedia, Jakarta.
- Erasmus, B., Swanepol, B., Schenk, H., Westhuizen, E..J.van der, & Wessels, J.S., 2005 , *South African Human Resource Management for the Public Sector*, Cape Town: Juta.
- Evers, Hans Dieter & Tilman Schiel, 1992, *Kelompok-Kelompok Strategis: Studi Perbandingan Tentang Negara, Birokrasi, Dan Pembentukan Kelas di Dunia Ketiga*, Yayasan Obor: Jakarta.
- Frederickson, George H., 1984, *Administrasi Negara Baru*, LP3ES, Jakarta.
- , 2010, *Social Equity and Public Administration: Origins, Develpments, and Applications*, M.E. Sharpe, Inc, New York.
- Fred, W, Riggs., 1996, *Administrasi Negara-Negara Berkembang, Teori Masyarakat Prismatic* (Terjemahan), PT. RajaGrafindo Persada: Jakarta.

- Gert, Hans Heinrich., & C. Wright Mills, 1958, *From Max Weber: Essays in Sociology*, Oxford University Press, 2004.
- Glaser, B. G., & Strauss, A., 1967, *The Discovery of Grounded Theory: Strategies for Qualitative Research*, Aldine, Chicago .
- Gordon, George J., 1982, *Public Administration in America*, St. Martin Press, New York.
- Grindle, Merilees, 1980, *Politic and Policy Implementation In The Third World*, Princetor, New Jersey Princetor University Press.
- Gunaryo, Ahmad (et), 2001, *Hukum, Birokrasi, dan Kekuasaan Di Indonesia*, Walisongo Research Institute (WRI), Semarang.
- Hale, S.M, 1995, *Controversies in Sociology : A Canadian Introduction*, Mississauga, Copp Clark, Canada .
- Hamidi, 2004, *Metode Penelitian Kualitatif*, UMM Pres, Malang.
- Handerson, K., Dwivedi, O., *Bureaucracy and the Alternatives in World Perspective*
- Haque, Harob & Breslin, 1998, *Comparative Government and Politics*, Mac Millan Press, London.
- Hasibuan. Malayu SP, 2006, *Manajemen Sumber Daya Manusia*, Bumi Aksara, Jakarta.
- Henry, Nicholas, 1995, *Administrasi Negara dan Masalah-Masalah Publik*, PT Raja Graffindo Perkasa, Jakarta.
- Herman, 2006, *Analisis Implementasi Kebijakan Rekrutmen PNS Nasional*, Puslitbang Badan Kepegawain Negara, Jakarta.
- Herrnstein, Richard J., 1971, *IQ in the Meritocracy*, Atlantic Monthly Press, Boston.
- Hochschild, J.L, 1995, *Facing up to the American Dream: Race, Class, and the Soul of The Nation*, Princenton, NJ: Princenton University Press.
- Hofferbert, R., 1974, *The Study of Public Policy*, Bobbs Merrill, Indianapolis, Ind.
- Howlett, Michael, M. Ramesh, 1995, *Public Policy: Policy Cyles and Policy Subsystems*, Oxford University Press.

- Ihalauw, Gouw, W., Tirta, Y., 2011, *Dari Realitas Bisnis Menuju ke Konstruksi Model*, UPH, Jakarta.
- Islamy, Irfan, 2003, *Perspektif Birokrasi Max Weber*.
- Ismail, M., 2009, *Politisasi Birokrasi* (2ed.), Malang: ASH-SHIDDIQY PRESS.
- Ito, Jack, 2002, *Caree Mobility and Branding in the Civil Service: An Empirical Study*, International Recruitment and Selection Strategies, IPMA-HR, Washington, D.C.
- Jacson, Karl, 1981, *Urbanisasi dan Pertumbuhan Hubungan Patron-Klien*, Jakarta
- Jones, Charless, O., 1984, *An Introduction To The Study of Public Policy*, North Scituate Massachussets: Dux Bury Press.
- Johnson, N., & Svara, J, 2011, *Justice for All: Promoting Social Equity in Public Administration*, M.E, Sharpe, Inc, New York.
- Jones, Gareth R., 2007, *Organizational Theory, Design, and Change 5th*, Pearson Education Inc., New Jersey.
- Keban, Yeremias T, 2007, *Pembangunan Birokrasi di Indonesia: Agenda Kenegaraan yang Terabaikan*, Pidato Pengukuhan Guru Besar Fisipol UGM Yogyakarta.
- , 2008, *Enam Dimensi Strategis Administrasi Publik: Konsep, Teori, dan Isu* (2nd ed.), Gava Media, Yogyakarta.
- Kingsley, J Donald, 2003, *Representative Bureaucracy*. In *Representative Bureaucracy: Classic Readings ad Continuing Controversies*, edited by Julie A. Dolan & David H. Rosenloom. M.E. Sharpe, Armonk, New York.
- Kismartini, 2014, *Sumber Daya Aparatur Modal Utama Mewujudkan Tata Kelola dan Kelembagaan Dalam Meningkatkan Daya Saing Bangsa*, Badan Penerbit UNDIP Semarang.
- Klingner, D.E. & Nalbandian J., 1985, *Public Personnel Management: Contexts and Strategies*, Prentice-Hall, Inc. Englemood Cliffs, New Jersey .
- Krislov, Samuel, 1974, *Representative Bureaucracy*, Reprinted by Permission of Prentice- Hall, Englewood Cliffs, Prentice-Hall, New Jersey.
- Kumorotomo, Wahyudi, 2014, *Etika Administrasi Negara*, PT Raja Grafindo Persada, Jakarta.

- Kuswandono, 2007, *Kepemimpinan Politis Dalam Organisasi Pemerintahan*, Tarsito, Bandung.
- La Palombara, Josep, 1967, *Bureaucracy and Political Development*, Princenton Univeristy Press, New Jersey.
- Liliweri, Alo, 2005, *Prasangka dan Konflik : Komunikasi Lintas Budaya Masyarakat Multikultural*, LkiS, Yogyakarta.
- Lofland, John & Lyn H. Lofland, 1984, *Analyzing Social Settings: A Gide to Qualitative Observation and Analysis*, Belmont, Cell, Wadsworth Publishing company.
- Long E., Norton, 1982, *Bureaucracy and Constitutionalism, Dalam Frederickson, H, George and Kevin B Smith, The Public Administration Theory Primer*, Westview: A Member of the Perseus Books Group, Kansas and Nebraska.
- Lucia, Antoinette D., & Lepsinger, R, 1999, *The Art and Science of Competency Model*, San Francisco- Universitas Kristen Maranatha.
- Manullang & Marihot Manullang., 2010. *Manajemen Sumber Daya Manusia*, BPFE, Yogyakarta.
- Martin, Kasey J, 2014, *Implementing Social Equity in the Public Sector: How Community Colleges Achieve the Dream*, Dissertation for the program Doctor of Philosophy at Virginia University.
- Mas'oed, Mohtar, 1994, *Politik, Birokrasi dan Pembangunan*, Penerbit Pustaka Pelajar, Yogyakarta.
- McCloscky, H. & Zaller, J, 1984, *The American Ethos: Public Attitudes Toward Capitalism and Democracy*, Harvard University Press, Cambridge .
- McKenna, Eugene & Nick Beech, 1986, *The Essence of Human Resource Management*, Alih Bahasa Totok, *Manajemen Sumber Daya Manusia*, Ghalia Indonesia, Jakarta.
- McNabb, David, 2002, *Research Methods Public Administration and Nonprofit Management, Quantitative and Qualitative Approaches*, M.E. Sharpe Armonk, London, England, New York.
- McNamee, S.J., & Miller, R.K.J, 2009, *The Meritocracy Myth (2nd ed.)*, Plymouth, UK: Rowman & Littlefield Publishers, Inc.

- Moerdono, 1993, *Birokrasi dan Administrasi Pembangunan*, Pustaka Sinar Harapan, Jakarta.
- Moleong J. Lexy, 2005, *Metodologi Penelitian Kualitatif*, Penerbit PT. Remaja Rosdakarya, Bandung.
- Mydral, G, 1944/1962, *An American Dilemma*, Harper and Row, New York .
- Nainggolan, 1987, *Pembinaan Pegawai Negeri Sipil*, Pertja, Jakarta.
- Neonbasu, Gregor dan Leu, Anselmus, 1992, *Meup Tabua Nekaf Mese Ansaof Mese (Sebuah Kajian Fenomenologis-Kritis) dalam Gregor Neonbasu dan Piet Manehat, ed. Agenda Budaya Pulau Timor (2)*, Atambua: Komisi Komunikasi Sosial Provinsi SVD Timor.
- Patilima, H., 2007, *Metode Penelitian Kualitatif*, Alfabeta, Bandung.
- Peters, B. Guy, 1978, *The Politics of Bureaucracy*, Longman Inc, New York.
- Pramusinto, Agus, 2009, *Mengembangkan Budaya Kepemimpinan Profesional Birokrasi*, Gava Media, Yogyakarta.
- , 2003, *Pengelolaan Hubungan Antara Pusat dan Daerah*, AIPI, Jakarta.
- Public Service Commission of Samoa, 2017, *A Policy To Gide Merit-Based Recruitment & Selection*, Samoa: Public Service Commission of Samoa.
- Purwanto, Erwan Agus dan Sulistyastuti, Dyah Ratih, 2012, *Implementasi Kebijakan Publik: Konsep dan Aplikasinya di Indonesia*, Gava Media, Yogyakarta.
- Rasyid, Ryaas, 1998, *Kajian Awal Birokrasi Pemerintahan dan Politik Orde Baru*, Yarsif Watampone, Jakarta.
- , 2000, *Makna Pemerintahan, Tinjauan dari Segi Etika dan Kepemimpinan*, Mutiara Sumber Widya, Jakarta.
- Rawls, John, 1971, *A Theory Of Justice*, Revised ed., Harvard University Press, Cabridge.
- , 1993, *Political Liberalism, The John Dewey Essays in Philosophy*, Colombia University, New York .
- Ritzer, George., & Goodman, Douglas.J., 2011, *Teori Sosiologi Modern*, Edisi Ke-6, Kencana, Jakarta.

- Rosenbloom, D.H., 1989, *Public Administration: Understanding Management, Politics, and Law in the Public Sector*, Second Edition, McGraw-Hill Book Company.
- Rush, Michael & Alttoff, Phillip, 2003, *Pengantar Sosiologi Politik*, Rajawali Press, Jakarta
- Said, M., Mas'ud, 2007, *Birokrasi di Negara Birokratis*, UMM Press, Malang.
- Santoso, Priyo. B, 1993, *Birokrasi Pemerintah Orde Baru (perspektif Kultural dan Struktural)*, Rajawali Pers, Jakarta.
- , 1997, *Birokrasi Pemerintah Orde Baru, perspektif Kultural dan Struktural*, Rajawali Pers, Jakarta
- Sears, D.O., Hetts, J.J., Sidenius, J., & Bobo, L, 2000, *Race in American Politics: Framing the Debates*.
- Selden, Sally C., 1997, *The Promise of Representative Bureaucracy*, Armonk, NY, M.E. Sharpe.
- Setiawa, Akhmad, 1998, *Perilaku Birokrasi Dalam Pengaruh Paham Kekuasaan Jawa*, Pustaka Pelajar, Yogyakarta.
- Setiyono, Budi, 2004, *Birokrasi Dalam Perspektif Politik dan Administrasi*, Pusat Kajian Otonomi Daerah dan Kebijakan Publik FISIP-UNDIP, Semarang
- , 2016, *Birokrasi Dalam Perspektif Politik dan Administrasi*, Penerbit Nuansa, Edisi Ketiga, Bandung.
- Siagian, Sondang, P., 1999, *Manajemen Sumber Daya Manusia*, Bumi Aksara, Jakarta.
- , 2007, *Administrasi Pembangunan: Konsep dimensi dan Strategi*, Gunung Agung, Jakarta.
- Silo, Akbar, 2013, *Model Birokrasi Kontekstual : Gravitasi Ekologis Kearifan Lokal dan Globalisasi*, Uncen Press.
- Simamora, Henry, 2001, *Manajemen Sumber Daya Manusia*, Bagian Penerbit STIE YKPN, Yogyakarta.
- Simananta, Sima & Aramkul, Aim, 2002, *Decentralization of Recruitment in Thai Civil Service, International Recruitment and Selection Strategies*, IPMA-HR, Washington, D.C.

- Simon, H.E., 1997, *Administrative Behaviour*, Rajawali, Jakarta.
- Sinambela, Litjan Poltak, dkk, 2006, *Reformasi Pelayanan Publik : Teori, Kebijakan dan Implementasi*, Bumi Aksara, Jakarta.
- , 2012, *Kinerja Pegawai: Teori, Pengukuran dan Implikasinya*, Graha Ilmu, Yogyakarta.
- , 2016, *Manajemen Sumber Daya Manusia: Membangun Tim Kerja yang Solid untuk Meningkatkan Kinerja*, PT. Bumi Aksara, Jakarta.
- Shepperd, Geoffrey, 2003, *Civil Service Reform in Developing Countries: Why is it Going Badly*”, Soul, Republic of Korea.
- Soekanto, Soerjono, 1993, *Beberapa Teori Sosiologi tentang Struktur Masyarakat*, Raja Grafindo Persada, Jakarta.
- Soetjipto, Ani W., 2005, *Politik Perempuan Bukan Gerhana*, Penerbit Buku Kompas, Jakarta.
- Sowa, E. Jessica, & Sally C. Selden, 2003, *Public Administration Review Pointers Artikel*, di review untuk Amelinda Savirani/ Pratikno.
- Spencer, Lyle M., & Signe M. Spencer, 1993, *Competence at Work: Models for Superior Performance*, John Wiley & Sons, Inc, New York.
- Stahl, Glenn. O., 1971, *Public Personal Administration*, New York: Harper & Row, Publishers, pp.30.
- Starling, G, 1998, *Managing the Public Sector*, 5th Edition, Harcourt Brace and Company, Florida.
- Sulistiyani, Ambar, Teguh dan Rosidah, 2003, *Manajemen Sumber daya Manusia : Konsep, Teori dan Pengembangan Dalam Konteks Organisasi Publik*, Graha Ilmu, Yogyakarta.
- Sugiyono, 2012, *Metode Penelitian Kuantitatif, Kualitatif dan R&D*, Alfabeta, Bandung
- Thoha, Miftah, 1991, *Perspektif Perilaku Birokrasi: Dimensi-Dimensi Prima Ilmu Administrasi Negara Jilid II*, Penerbit CV Rajawali, Jakarta.
- , 2000, *Birokrasi Pemerintahan di Era Reformasi*, Kencana, Jakarta.

- , 2002, *Perspektif Perilaku Birokrasi : Dimensi Ilmu Administrasi Negara*, Jilid II, Rajawali Press, Jakarta.
- , 2003, *Birokrasi & Politik di Indonesia*, Raja Grafindo Persada, Jakarta.
- , 2008, *Birokrasi Pemerintah Indonesia di Era Reformasi*, Kencana Prenada Media Group, Jakarta.
- , 2011- cetakan ke-8, *Birokrasi & Politik di Indonesia*, Rajawali Press, Jakarta.
- , 2012, *Birokrasi Pemerintah Indonesia dan Kekuasaan di Indonesia*, Thafa Media, Yogyakarta,
- , 2016, *Manajemen Kepegawaian Sipil Di Indonesia*, Prenadamedia Group, Jakarta.
- Tjokrowinoto, Moeljarto, 2004, *Birokrasi Dalam Polemik*, Pustaka Pelajar: Yogyakarta.
- Tracey, W.R, 1994, *Human Resources Management & Development Handbook (2end ed.)*, USA: AMACOM.
- Turner, Jonathan H. Dan Alexander Maryanski, 2010, *Fungsionalisme*, ed, Anwar Effendi, Pustaka Pelajar, Yogyakarta.
- US Code Collection, *Merit System Principles*.
- Warner, B.W, 2001, *John Stuart Mill's Theory of Bureaucracy Within Representative Government: Balancing Competence and Participation*, Public Administration Review, Jul/Ag. Vol.61, Washington.
- Warwick, Donald P., 1975, *The Theory of Public Bureaucracy*, Cambridge, MA: Harvard University Press.
- Weber, M, 1904/1958, *The Protestant Ethic and The Spirit of Capitalism*, Charles Scribner's Sons, New York.
- , (2009(1946)), *Sosiologi*, Diterjemahkan tim penerjemah Promothea, Pustaka Pelajar, Yogyakarta.
- Wilensky, H., 1975, *The Welfare State and Equality*, University of California Press, Berkeley.

Wilson, James, 1989, *Bureaucracy: What Government Agencies Do and Why They Do It*, New York: Basic Books.

Woll Peter, 1983, *American Bureaucracy*, New York Company.

World Bank, 2003, *Civil Service Reform in Developing Countries: Why Isn't it Going Better?*

Zauhar, Soesilo, 2001, *Administrasi Publik*, Universitas Negeri Malang.

Peraturan Perundang undangan

Laporan RDP DPR RI 2010

Undang-Undang Nomor 22 Tahun 1999 Tentang Pemerintah Daerah.

Undang-Undang Nomor 43 Tahun 1999 Tentang Pokok- Pokok Kepegawaian

Undang-Undang Nomor 32 Tahun 2004 Tentang Pemerintah Daerah.

Undang-Undang Nomor 23 Tahun 2014 tentang Pemerintah Daerah

Undang-Undang Nomor 5 Tahun 2014 Tentang Aparatur Sipil Negara

Peraturan Menteri Pendayagunaan Aparatur Negara Dan Reformasi Birokrasi RI

Nomor 13 Tahun 2014 Tentang Tata Cara Pengisian Jabatan Pimpinan

Tinggi Secara Terbuka Di Lingkungan Instansi Pemerintah

PP No. 100 Tahun 2000 tentang Pengangkatan PNS Dalam Jabatan Struktural.

Himpunan Peraturan Kepegawaian Jilid I, BAKN, Jakarta, 1977.

PP Nomor 11 Tahun 2017 Tentang Manajemen PNS.

Journal dan Karya Ilmiah

Akpomuvire Mukcro, 2005, *Ecology of Recruitment and Selection of Personnel in The Federal Civil Service of Nigeria*, Journal of Human Ecology, 17 (1), 31-37.

Al-Habil, Wasim Ismail, 2011, *Positivist and Phenomenological Research in American Public Administration*, International Journal of Public Admnistration.

Ali, Desy Mutia, *Implementasi Sistem Merit pada Seleksi Jabatan Pimpinan Tinggi (JPT) Dalam Kepegawaian di Indonesia*, Badan Kepegawaian Negara, Jakarta.

Alrasyid, 2007, *Reformasi Birokrasi*, Jurnal Madani Edisi I/Mei 2007.

Ambasan, Remigius, 2001, *Etika Sosial Masyarakat Dawan-Timor*, Seri Buku VOX, 45:2.

- Asriani, 2009, *Implikasi Politik Etnisitas Dalam Tubuh Birokrasi Terhadap Pelayanan Pendidikan dan Kesehatan (Satu Tahun Masa Pemerintahan Gubernur H. Nur Alam, S.E)*.
- Aswin Eka Adhi, 2015, *Pola Netralitas Birokrasi Pemerintah: Studi Kasus Pemilihan Kepala Daerah di Kabupaten Karanganyar Propinsi Jawa Tengah Tahun 1997-2008*, Disertasi Ilmu Administrasi Negara FISIPOL UGM.
- Athey, T.R., & Orth, M.S, 1999, *Emerging Competency Methods for The Future*, Human Resource Management, 38 (3), 215-226.
- Au, W, 2016, *Meritocracy 2.0: High-Stakes, Standardized Testing as a Racial Project of Neoliberal Multiculturalism*, Educational Policy, 30 (1), 39-62.
- Babcock, W. A., & Freivogel, W. H, 2015, *The SAGE Guide to Key Issues in Mass Media Ethics and Law*, London, U.K. : SAGE Publishing.
- Bato, Marlin, 2013, *Etnik Suku Ende-Lio dan Ritual Adat*.
- Baumeister, R. F., & Leary. M. R., 1995, *The Need to Belong : Desire for interpersonal Attachments as a Fundamental Human Motivation*, Psychological Bulletin, 117, 497-529.
- Becton, J.B., Field, Hubert S., Giles, William F., and Allison Jones Farmer, 2007, *Racial Differences in Promotion Candidate Performance and Reactions to Selection Procedures: A Field Study in A Diverse Top-Management Context*, Journal of Organizational Behavior, 27 April 2007 in Wiley InterScience.
- Bell, D. A., 1972, *On Meritocracy and Equality*, Public Interest, 29, 29-68.
- , 2012, *Meritocracy is a Good Thing*, New Perspectives Quarterly, Vol 29 (1), 8-18.
- Bellows, T. J., (2009), *Meritocracy and the Singapore Political System*, Asian Journal of Political Science, 17 (1), 24-44.
- Bobo, L., & Kluegel, J.R, 1993, *Opposition to race-targeting: Self interest, stratification ideology, or racial attitudes?* American Sociological Review, 58, 443-464.
- Borbosa, L, 2014, *Meritocracy and Brazilian Society*, 54 (1), 80-85.

- Cao, Y., 2001, *Careers Inside Organizations: A Comparative Study of Promotion Determination in Reforming China*, Social Forces, 80 (2), 683-712.
- Castilla, E.J., & Benard, S, 2010, *The Paradox of Meritocracy in Organizations*, Administrative Science Quarterly, 55 (4), 543-676.
- Chitwood, S.R. , 1974, *Social Equity and Social Service Productivity*, Public Administration Review, 34(1), 29-35.
- Chong, T, 2014, *Vocational Education in Singapore : Meritocracy and Hidden Narratives*, Discourse: Studies in the Cultural Politics of Education, 35(5), 637-648.
- Clycq, N., Ward Nouwen, M.A., & Vandenbroucke, A, 2014, *Meritocracy, Deficit Thinking and the Invisibility of the System: Discourses on Educational Success and Failure*, British Educational Research Journal, 40 (5), 796-819.
- Cobb II, F., & Russel, N.M, 2015, *Meritocracy or Complexity: Problematizing Racial Disparities in Mathematics Assessment within the Context of Curricular Structures, Practices, and Discourse*, Journal of Education Policy, 30 (5), 631-649.
- Dida, Daniarsyah, 2016, *Penerapan Sistem Merit Dalam Rekrutmen Terbuka Promosi Jabatan Pimpinan Tinggi ASN (Suatu Pemikiran Kritis Analisis)*, Jurnal, Fakultas Ilmu Sosial dan Ilmu Politik, Universitas Padjajaran Bandung.
- Djojosoekarto, Agung dkk, 2012, *Nilai-Nilai Dasar Orang Papua dalam Mengelola Tata Pemerintahan: Studi Refleksi Antropologis, Partnership for Governance Reform Centre for Learning and Advancing Experimental Democracy Indonesia Forestry and Governance Institute*.
- Domingo, MA.Oliva Z, 2004, *Indigenous Leadership and Governance*, 48 (1 &2).
- Egorov, G., & Sonin, K, 2004, *A Political Theory of Populism*, Quarterly Journal of Economic, 128 (2).
- Engkus, *Administrasi Publik Dalam Perspektif Ekologi*, UIN Sunan Gunung Djati Bandung.
- Emmerson, Donald. K, 1983, *Understanding The New Order: Bureaucratic Pluralism*, Asian Survey, 28 (11).

- Fakhsiannor, 2016, *Analisis Faktor Ekologi Terhadap Administrasi Negara Dalam Transformasi Administrasi Modern*, 1 (1).
- Febrianda, Lis, 2009, *Rekonstruksi Regulasi Pelayanan Kependudukan dan Pencatatan Sipil Oleh Birokrasi Pemerintahan Dalam Perspektif Hukum Administrasi Negara*, Disertasi, Ilmu Hukum Universitas Diponegoro, Semarang.
- Fieldman, S, 1983, *Economic Individualism and American Public Policy*, American Politics Quarterly, 11, 3-29.
- Fieldman, S., & Zaller, J, 1992, *The Political Culture of Ambivalence: Ideological Responses to the Welfare State*, American Journal of Political Science, 36, 267-307.
- Frederickson, H. George, 1990, *Public Administration and Social Equity*, Public Administration Review, 50 (2), 228-237.
- Fryer, Roland, dkk, 2003, *Color Blind Affirmative Action*, Paper Seminar Department of Economic Boston University.
- Gedeona, Hendrikus T.W, 2004, *Nilai Keadilan Sosial dalam Pembangunan Ekonomi*, Jurnal Administrasi Publik, 3(2).
- Glaser, Barney G., 2002, *Constructivist Grounded Theory? Forum Qualitative Social Research*, 3 (3).
- Ghoffar, Abdul, 2017, *Dominasi Pemerintah Dalam Pengelolaan Zakat*, Disertasi MKP FISIPOL UGM.
- Gooden, Susan T, 2015, *PAR's Social Equity Footprint*, Public Administration Review, 75(3), 372-381.
- Grabosky, Peter N., Rosenbloom, David H., 1975, *Racial and Ethnic Integration in the Federal Service*, Social Science Quarterly, 56 (1), 71-84.
- Hardiman, F, Budi, 2008, *Teori Sistem Niklas Luhman*, Jurnal Filsafat Driyakara, 29 (3), Jakarta: Senat Mahasiswa STF Driyakara.
- Herman, 2012, *Meritokrasi Dalam Pengisian Jabatan Pegawai Negeri Sipil di Indonesia*, Disertasi: FISIP Universitas Indonesia, Depok.
- Hobson, J., 2004, *The Eastern Origins of Western Civilization*, Cambridge, U.K. : Cambridge University Press.
- Hopkin, Jonathan, 2006, *Cilentelisme and Political Party*

- Imbroscio, D, (2016), *Urban Policy as Meritocracy: A Critique*, Journal of Urban Affairs, 38 (1), 79-104.
- Irawan, Bambang, *Social Equity Dalam Perkembangan Paradigma Administrasi Publik*.
- Jones, M., & Alony, I., 2011, *Guding The Useof Grounded Theory in Doctoral Studies*, International Journal of Doctoral Studies, 6, 95-114.
- Jost, J. T., Hunyady, Kivetz, Y., & Mosso, C, 2005, *System Justifying Functions of Complementary Regional and Ethnic Stereotypes: Cross-national evidence*. Social Justice Research, 18, 305-333.
- Jost, J. T., Ledgerwood, A., & Hardin, C. D, 2008, *Shared Reality, System Justification, and the Relational Basis of Ideological Beliefs*, Social and Personality Psychology Compass, 2, 171-186.
- Jost, J. T., Pelham, B. W., & Carvallo, M, 2002, *Non-conscious Forms of System Justification: Cognitive, affective, and behavioral preferences for higher status groups*. Journal of Experimental Social Psychology, 38, 586-602.
- Junaid. AR., M, 2012, *Perencanaan Promosi Jabatan Struktural (Studi Kasus di Kabupaten Polewali Mandar)*, Tesis, Magister Administrasi Publik, Universitas Gadjah Mada, Yogyakarta.
- Kalembang, Elpius, 2018, *Tanah Ulayat Sebagai Simbol Eksistensi Adat-Istiadat: Studi Kasus tentang Konflik Tanah Ulayat di Perbatasan RI dan RDTL segmen Bijael Sunan/Oelnasi*, Jurnal Sabda, 13 (1).
- Kerong, Fabiola T.A., *Relasi Struktur Masyarakat Dan Tata Zonasi Permukiman Adat Di Desa Nggela, Ende-Flores*, ATRIUM, 1 (1), 75-92.
- Kim, C.H., & Choy, Y.B., 2017, *How Meritocracy is Defined Today?* Economics and Sociology, 10 (1), 112-121.
- Koa, Selvianus, 2020, *Pemahaman tentang Filosofi Nekaf Mese Ansaof Mese dan Relevansinya Bagi Penyelesaian Konflik Perbatasan di Wilayah Kecamatan Naibenu – TTU – NTT Indonesia dengan Suku Costa – Distrik Oecuse – Timor Leste*, Skripsi, STFK Ledalero, Maumere.
- Kumorotomo, Wahyudi, 2006, *Demokrasi vs Meritokrasi: Mencari Jalan Tengah dari Kasus Pengangkatan Pegawai Honorer*. Makalah tentang Manajemen Pejabat Politik dan Pegawai Birokrasi.

- Lin, Y.C., Chyan Yang, 2002, *Fairness and Justice of The Procedures for The Promotion System by Recommendation in Government Organization : A Case Study of Taiwanese Police Officers*, International Journal of Public Administration, 25 (9 &10), 1235-1253.
- Lipsey, D, 2014, *The Meretriciousness of Meritocracy*, The Political Quarterly, 85 (1), 37-42.
- Lofland, John & Lyn H. Lofland, 1984, *Analyzing Social Settings: A Guide to Qualitative Observation and Analysis*, Belmont, Cell, Wadsworth Publishing Company.
- Longoria, Richard T, 2006, *Meritocracy and Americans' Views On Distributive Justice*, Dissertation Department of Government and Politics, University of Maryland, College Park.
- Ma'arif, 2013, *Posisi Strategis Birokrasi Dalam Transformasi Government ke Governance*, Jurnal Administrasi Publik dan Pembangunan, 4 (2).
- Mahajan, Gautam, 2017, Value dominant Logic, *Journal of Creating Value*, Vol 3 (2), 2017-235.
- Manehat, Piet, et.al., 1992, *Agenda Budaya Pulau Timor (2)*, Komisi Komunikasi Sosial Provinsi SVD Timor.
- Martin, G., Dymock, D., Billet, S., & Johnson, G, 2014, *In The Name of Meritocracy: Manager's Perceptions of Policies and Practices for Training Older Workers*, Ageing and Society, 34 (6), 992-1018.
- Martin-Satbanlima.blogspot.com, 2011, *Peran Adat Lio Dalam Pemerintahan Desa Wologai Kecamatan Detusoko Kabupaten Ende*, Artikel Penelitian.
- Martin, Kasey J, 2014, *Implementing Social Equity in the Public Sector: How Community Colleges Achieve the Dream*, Dissertation for the program Doctor of Philosophy at Virginia University.
- McCourt, W, 2007, *The Merit System and Integrity in The Public Service*, Conference on Public Integrity and Anticorruption in the Public Service, 29-30 May 2007, Bucharest.
- McNamee, J. S., & Miller, K. R. Jr. (2009). *The Meritocracy myth* (2nd ed.). Plymouth, UK: Rowman and Littlefield Publisher, Inc.
- Muhaimin, Yahya, 1980, *Beberapa Segi Birokrasi di Indonesia*, Prisma, No.10, Oktober.

- Mulyadi, Erlin Wahyuni Asal, 2019, *Eksistensi Keadilan Sosial Dalam Implementasi Kebijakan Pendidikan Inklusif di Kota Yogyakarta*, Disertasi Manajemen dan Kebijakan Publik FISIPOL Universitas Gadjah Mada Yogyakarta.
- Morgan, Gareth, 1997, *The Image of Organization*, SAGE Publication, London.
- Mosher, Asserts, 1968, *Democracy and The Public Service*, dalam Disertasi "Minoritas and Represetative Bureaucray" by Jayme Lukas Kaniss, 1981.
- Newman, B.J., Johnston, C.D., & Lown, P.L, 2015, *False Consciousness or Class Awareness? Local Income Inequlity, Personal Economic Position, and Belief in American Meritocracy*, American Journal of Political Science, 59 (2), 326-340.
- Olsen, Johan P, 2005, *Maybe It Is Time to Rediscover Bureaucracy*, Journal of Public Administration Research and Theory, Edisi Maret 2005.
- Panayotakis, C, 2014, *Capitalism, Meritocracy, and Social Stratification: A Radical Reformulation of the Devis-Moore Thesis*, American Journal of Economics and Sociology, 73 (1), 126-150.
- Poocharoen, O., & Brillantes, A, 2013, *Meritocracy in Asia Pasific : Status, Issues, and Challengers*, Review of Public Personnel Administration, 33 (2), 140-163.
- Pratikno, *Urgensi Reformasi Basis Kekuasaan Birokrasi Di Indonesia*, Jurnal Kebijakan dan Administrasi Publik, UGM, 2 (1).
- Pratto, F., Sidanius, J., Stallworth, L.M., & Malle, B.F., 1994, *Social Dominance Orientation: A Personality Variabel Predicting Social and Political Attitudes*, Journal of Personality and Social Psychology, 67, 741-763.
- Prasojo, Eko, 2006-2007, *Reformasi Kepegawaian di Indonesia*, Jurnal Ilmiah Administrasi Publik, 7 (1).
- , 2013, *Seputar RUU Aparatur Sipil Negara*.
- Priyatno, Makhdum, 2013, *Rekonseptualisasi Meritokrasi Dalam Penempatan Pejabat Di Negara Kesatuan Republik Indonesia: Aplikasi SSM-Based Action Research danam Tiga Level Kelembagaan*, Disertasi FISIPOL Pascasarjana Departemen Ilmu Administrasi UI.

- Prioharyono, Emmed M., *Kekuasaan Politik dan Adat Para Mosalaki di Desa Nggela dan Tenda, Kabupaten Ende, Flores*, Antropologi Indonesia 33 (3).
- Ralp R. Premdas, 1996, *Etnicity and Elections in the Caribbean: A Radical Realignment of Power in Trinidad and the Threat of Communal Strife*, The Helen Kellogg For International Studies, Kellogg Institute.
- Randa Djawa, Ambrosius et.al., *Ritual Marapu di Masyarakat Sumba Timur*, 2 (1).
- Rauch, J., & Evans, P, 2000, *Bureaucracy and Growth: A Cross-National Analysis of the Effects of "Weberian" State Structures on Economic Growth*, American Sociological Review, 5, 48-65.
- Reynolds, J., & Xian, H, 2014, *Perceptions of Meritocracy in the Land of Opportunity*, Research in Social Stratification and Mobility, 37, 121-137.
- Reressy, Powel Nikolaus, 2019, *Dinamika Penanggulangan Kemiskinan dalam Pusaran Politik Kekerabatan di Kabupaten Kepulauan Tanimbar*, Disertasi Manajemen dan Kebijakan Publik FISIPOL Universitas Gadjah Mada Yogyakarta.
- Rhy Andrews (Cardiff University), George A. Boyne (Cardiff University), Kenneth J. Meier (Texas A&M), Laurence J.O'Toole, Jr (University of George), and Richard M. Walker (Cardiff University and the University of Hongkong), 2005, *Representative Bureaucracy, Organizational Strategy and Public Service Performance : An Empirical Analysis of English Local Governemnt*, Journal of Public Administration Research and Theory, 15 (4), 489-504.
- Riccucci, Norma M, 2009, *The Pursuit of Social Equity in the Federal Government: A Road Less Traveled?* Public Administration Review, 69 (3), 273-382.
- Rohani, Ratih, 2015, *"Implikasi Promosi Jabatan Secara Terbuka Terhadap Manajemen Aparatur Sipil Negara Di Indonesia"*, Tesis, Magister Hukum, Universitas Gadjah Mada, Yogyakarta
- Rong Ma & David G. Allen, 2009, *Recruiting Across Cultures: A Value Based Model of Recruitment*, Human Resource Management Review, 19 (4), 334-346.
- Rosenbloom, David, 2005, *Taking Social Equity Seriously in MPA Education*, Journal of Public Affairs Education, 11(3), 247-252.

- Sager, Fritz and Rosser Christian, 2009, *Weber, Wilson and Heger: Theories of Modern Bureaucracy*, Public Administration Review, 69 (6).
- Saputra, Boni et.al., 2018, *Indigeneous Public Administration : Melihat Administrasi Publik Dari Perspektif Kearifan Lokal (Local Wisdom)*, 15 (2).
- Sayrani, Laurensius, Petrus., 2013, *Birokrasi Dalam Masyarakat Plural: Dilema Representasi versus Meritokrasi*, Journal Politik dan Manajemen Publik, 6 (2).
- , 2017, *Dinamika Representasi Dalam Birokrasi Pemerintahan Di Propinsi Nusa Tenggara Timur*, Disertasi Manajemen dan Kebijakan Publik FISIPOL Universitas Gadjah Mada Yogyakarta.
- Scott, J.C., 1972, *Patron-Client Politics and Political Change in Southeast Asia*, American Political Science Review, 66 (1).
- Sealy, R, 2010, *Changing Perceptions of Meritocracy in Senior Woman's Careers*, Gender in Management: An International Journal, 25 (3), 184-197.
- Setyowati, C.A , 2016, *Merit System in Recruitment and Selection Process of Civil Servant Candidate in Malang Indonesia (Implementation of Recruitment and Selection of Civil Servant Candidate in 2010)*. Journal of Administration Sciences and Policy Studies, 4(1), 83-95.
- Sidete, Herman, 2016, "*Politisasi Promosi Jabatan Birokrasi (Kajian Politisasi Birokrasi dan Promosi Jabatan di Pemerintah Kabupaten Halmahera Barat)*", Tesis, Manajemen dan Kebijakan Publik, Universitas Gadjah Mada, Yogyakarta.
- S'liwa, M., & Johansson, M, 2014, *The Discourse of Meritocracy Contested/Reproduced: Foreign Woman Academics in UK Business Schools*, Organization, 21 (6), 821-843.
- Sniderman, P.M., Piazza, T., Tetlock, P.E., & Kendrick, A, 1991, *The New Racism*, American Journal of Political Science, 35, 423-447.
- Soenaryo, F.X., et.al., 2014, *Masyarakat Multikultural Kota Ende: Tinjauan Sejarah dan Integrasi*, Ilmu Sejarah Universitas Udayana Denpasar.
- Soeriadiredja, Purwadi, 2016, *Tatanan Hidup Orang Sumba: Studi Etnografis di Sumba Timur*, Prodi Antropologi Fakultas Ilmu Budaya Universitas Udayana Denpasar.

-, Marapu : Agama dan Identitas Budaya Orang Umalulu, Prodi Antropologi Fakultas Ilmu Budaya Universitas Udayana Denpasar.
- So, B. W. Y, 2015, *Exam-centred Meritocracy in Taiwan : Hiring by Merit or Examination?* Australian Journal of Public Administration, 74 (3), 312-323.
- Sunaryo, Bambang, & Cicellia, Celly, 2014, *Nilai Penting Konsep Affirmative Action Policy Dalam Pengembangan SDM Aparatur Berbasis Merit*, Jurnal Kebijakan dan Manajemen PNS, 8(1), 3-5.
- Suryo, Djoko, 1993, *Transformasi, Budaya Birokrasi Dari Tradisional ke Modernitas*, Makalah dalam Seminar Reformasi Administrasi Negara, FISIPOL-UGM, Yogyakarta.
- Suryono, Agus, 2011, “*Pendekatan Kultural dan Struktural Dalam Realitas Birokrasi Di Indonesia*”, Malang.
- Suwitri, Sri., 2006, *Kajian Keadilan Sosial Dalam Manajemen Publik Komisi Pengupahan Provinsi Jawa Tengah*, 3 (1).
- Svara, James H and Burnet, James R, 2005, *Social Equity is a Pillar of Public Administration*, Journal of Public Affairs Education, 11(3), 253-258.
- Talib, N., & Fitzgerald, R, 2015, *Inequality Meritocracy: The Use of the Methapor of Diversity and the Value of Inequality within Singapore's Meritocratic Education System*, Critical Dsicourse Studies, 12 (4), 445-462.
- Tamin, Feisal, *Pengembangan SDM Aparatur Dalam Meningkatkan Kinerja birokrasi*, Jurnal Bisnis dan Birokrasi, 10 (2), FISIP-UI, Jakarta.
- Udak, Urikame Blasius, dkk., *Karakter Birokrasi Lokal*, Studi Determinasi Struktural dan Kultural Pada Birokrasi Pemerintahan Kabupaten Ngada, Kerjasama Yayasan Peduli Sesama (SANLIMA) dengan The Ford Foundation.
- Van Riper, Paul, 1971, *History of the United States Civil Service*, 111-112.
- Wahab, Abdullah, 2009, *Civil Service Recruitment Policy in Bangladesh: A Critical Analysis*, Paper submitted for NAPSIPAG Iinternational Conference at Executive Development Center, University Utara Malaysia, Kedah, MALAYSIA.

- Wahyuningrat, 2014, *Pengembangan Karier Pegawai Negeri Sipil : Studi tentang Pelaksanaan Promosi Jabatan Struktural di Kabupaten Cilacap dan Kota Surakarta Provinsi Jawa Tengah*, Disertasi, Fakultas Ilmu Administrasi Universitas Brawijaya Malang.
- Wahab, Abdullah, 2009, *Civil Service Recruitment Policy in Bangladesh: A Critical Analysis*, Paper submitted for NAPSIPAG Iinternational Conference at Executive Development Center, University Utara Malaysia, Kedah, MALAYSIA.
- Wantu, Satrio, M., 2011, *Rekrutmen Pejabat DI Lingkungan Birokrasi Pemerintahan Daerah Dalam Perspektif Bureaucratic Politics*, Disertasi, Fakultas Ilmu Administrasi Universitas Brawijaya Malang.
- Wiederkehr, V., Bonnot, V., Krauth-Gruber, S., & Darnon, C, 2015, *Belief in School Meritocracy as a System-Justifying Tool for Low Status Students*, *Frontiers in Psychology*, 6, 1053.
- Wiratama, Andhika, & Prsojo, Eko, 2019, *Merit System dalam Mekanisme Rekrutmen dan Seleksi Bintara Polri*, *Jurnal Ilmu Kepolisian*, 13 (2), 106-117.
- Walton, Gregory M., Spencer, Steven J., Eрман, Sam, 2013, *Affirmative Meritocracy*, 7 (1), 1-35.
- Woodrad, Colleen.,A, 2000, *Merit in Principle, Merit in Practice*, Disertation, Blacksburg, Virginia.
- , 2005, *The Reflective Practitioner Merit by Any Other Name-Reframing the Civil Service First Principle*, 65 (1), 109-116.
- Yakob, Rony, 2007, *Representasi Etnis Dalam Implementasi Kebijakan Rekrutment Pengangkatan Pejabat Eselon I dan II Di Birokrasi Pemerintah Daerah Provinsi Sulawesi Tenggara*, Disertasi, Fakultas Ilmu Administrasi Universitas Brawijaya Malang.
- Young, Michael, 1994, *The Rise of The Meritocracy*, New Brunswick : Transaction Publisher, Originally Published by Themes and Hudson in 1958.
- , 1998, *Meritocracy revisited*, *Society*, 35 (2), 377-379.
- , 2006, *Looking Back on Meritocracy*, *The Political Quarterly*, 77 (1), 73-77.

Zaman, M.S, 2015, *Merit-based recruitment: the key to effective public administration in Bangladesh*. Journal of Public Administration and Governance, 5 (3), 96-119.

Zhang, Z, 2015, *Crowding Out Meritocracy ? – Cultural Constrains in Chinese Public Human Resource Management*, Australian Journal of Public Administrations, 74 (3), 270-282.