

RECRUITMENT AND SELECTION OF HEAD OF DEPARTMENT IN THE LOCAL GOVERNMENT OF WEST JAVA PROVINCE

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Abstract

This article to review research on recruitment and selection in the government area of the West Java Provincial. Research Recruitment and selection has been present in various journal and then into the issues and topics that are very important over the years in response to changes in the law and society, the problem is has attracted the attention of scientists and practitioners for research. Since 2013 the Government of the Province West Java, who meet the requirements of the post of the Government of the Province West Java, Government perform the process of mutation/sale through the charging position echelon II are vacant through the process of selection is open (open bidding). Whereas for employees who have occupied positions to development by allowing following a variety of training based on competency better education and training of technical, functional and structural which is held in the inside as well as outside the country. system of recruitment is intended to position echelon II, which was announced to the public to minimize the occurrence of nepotism, collusion, and can produce people right in the position of a structural (people who are in a right place). System open recruitment provides many opportunities for the organization to get the source power human beings who are competent and professional in their field, and the system is open up opportunities for all employees of the country which has meet the qualifications to occupy the post of either of the internal and external organization of government. Government uses source power human external which according to Randall S. Schuler and Susan E. Jackson (1997) source externally is a source to get employees of outside agencies that have weight or qualifications specified. The method used in this research is descriptive qualitative and takes the theory of a merit system and takes an open recruitment theory in which these terms are open recruitment terminology, which provides opportunities for candidates from external organizations, the organization's goal to get competent employees can be implemented. The results show that the recruitment achievement system has been carried out well and made several changes in a positive direction including elected officials, minimizing direct involvement conducted by regional heads, and this recruitment and selection research can be continued in the future and have contributed to recruitment and selection on staffing practices.

Keywords: Local Government, Open recruitment, selection.

1. RECRUITMENT AND SELECTION

1.1. Open Recruitment

Recruitment is expressed as demands for people because of the creation of new posts, expansion into new activities or areas, or the need for a replacement". Based on these definitions, it appears that recruitment was carried out due to the need for a change of position to expand new work areas and the existence of new

positions. In the recruitment process, there are several stages where the process begins by defining the requirements that must be met and ending with the following up. The recruitment stages according to and can be seen in the following flow (Aparisi, 2019: 220):

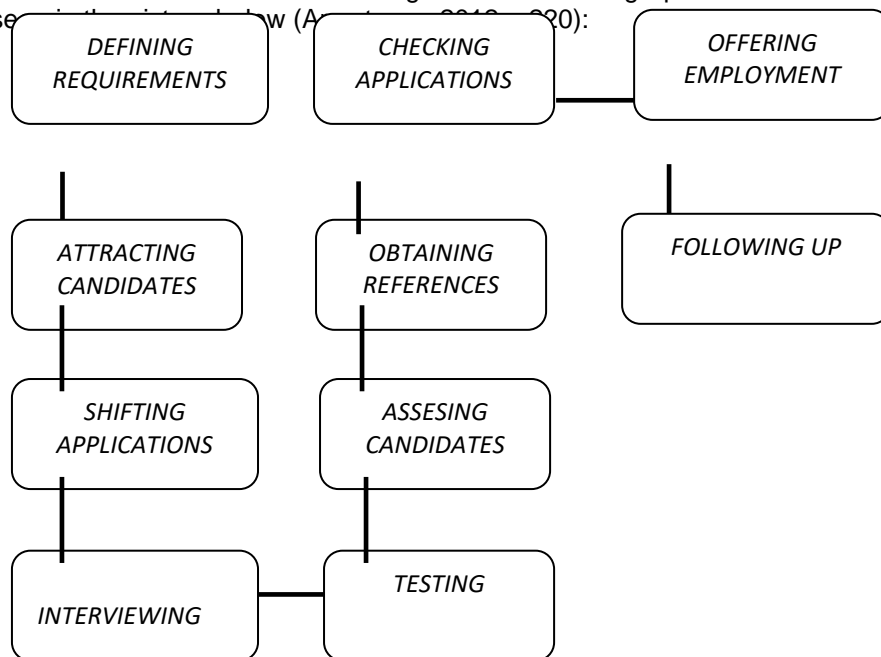


Fig. 1. Recruitment and Selection. It shows an image consisting of various Review recruitment and selection starting with the requirements for recruitment (defining recruitment) where there are several sub-profiles such as job profiles (role profiles) and candidate specifications (person specifications) Attracting candidates include three sub-stages: analysis of recruitment strengths and weaknesses, analyzing the types of people needed (analyzing the recruitment what sort of person needed) and identifying potential sources of candidates and the final step following up were introducing new employees into the environment.

Open recruitment is the new system of recruitment in which the positions of echelon II announced openly to the public with the aim of minimizing the occurrence of corruption

1.1.1 Selection

Selection is the process of choosing individuals who have relevant qualifications to fill jobs in an organization. Mathis & Jackson, 2005, p.278. "Selection is the final stage of the recruitment process, when decisions are made as to who will be selected for the recruitment process, when decision are made as to who will be selected for the vacant positions. Pynes, 2009, p. 180 . (Employee selection is the final stage of the recruitment process, where decisions are made about who will fill vacant positions)

The recruitment and selection field still faces some challenges, which are becoming increasingly complex and difficult to handle. Government Regulation No. 11 year

2017 about Management Employees of State Civil State explained that the policy and management of the State Civil Servants (ASN) are based on Qualifications, Competencies and Performance. regardless of the background behind the politics, race, colour of skin, origin, type of sex, marital status, age, or condition of disability.

Since 2013 the Government of the Province West Java, who meet the requirements of the post of the Government of the Province West Java, Government perform the process of mutation/sale through the charging position echelon II are vacant through the process of selection is open (open bidding). Whereas for employees who have occupied positions do development by allowing following a variety of training based on competency better education and training of technical, functional and structural which is held in the inside as well as outside the country.

System of recruitment is intended to position echelon II, which was announced to the public to minimize the occurrence of nepotism, collusion, and can produce people right in the position of a structural (people who are in a right place).

System open recruitment provides many opportunities for the organization to get the source power human beings who are competent and professional in their field, and the system is open up opportunities for all employees of the country which has meet the qualifications to occupy the post of either of the internal and external organization of government. government uses source power human external which according to Randall S. Schuler and Susan E. Jackson (1997) source externally is a source to get employees of outside agencies that have weight or qualifications specified.

Table 1. Open recruitment of the Position echelon II Year 2018 in the West Java Provincial Government

No	Position	type gender	Internal or external organization
1	Head of the Department of Energy and Mineral Resources	Male	Internal
2	Head of Cooperative and Small Business Service	Male	Internal
3	Head of the Department of Transmigration	Male	Internal
4	Head of Transportation Department	Male	External (From Bandung City)
5	Head of Bina Marga Office and Spatial Planning	Male	Internal
6	Head of Water Resources Agency	Female	Internal
7	Head of the Youth and Sports Service	Male	Internal
8	Head of the Village Community Empowerment Service	Male	External (From Bandung City)
9	Head of Communication and Information Section	Male	External (DKI Jakarta)
10	Head of the General Bureau of the Regional Secretariat	Male	Internal
11	Head of the Regional Secretariat Procurement of Goods and Services	Female	Internal
12	Head of the Legal and Human Rights Bureau of the Regional Secretariat	female	Internal
13	Head of the Regional Secretariat Public Relations and Protocol Bureau	Male	External (From South Kalimantan Provincial Government)
14	Head of Regional Secretariat Service and Social Development	female	External

From the data it can be seen that the echelon II position is dominated by the internal government of West Java Province with the data, nine officials come from within the government of West Java Province. While the other five, came from outside the West Java provincial government as many as five people and among the five people there were two officials from the Government of Bandung. The career process in civil servants is by the rules and competencies, and the process of implementing the open recruitment process is quite long, from November 2018 to February 2019. This open recruitment system that leads to a merit system is one of the efforts used by the Indonesian government. Aiming to produce civil servants who are competent in their fields and influence the quality of public services. But in reality, it turns out that this system is still not able to answer all recruitment problems, this is caused by several things, the competence held is not by the position being promoted, there are still some who participate in the auction process for structural positions, requiring quite a long implementation time. The method used in this research is descriptive

qualitative and takes the theory of a merit system and takes an open recruitment theory in which these terms are open recruitment terminology, which provides opportunities for candidates from external organizations, the organization's goal to get competent employees can be implemented.

The results show that the recruitment achievement system has been carried out well and made several changes in a positive direction including elected officials, minimizing direct involvement conducted by regional heads, and this recruitment and selection research can be continued in the future and have contributed to recruitment and selection on staffing practices (Employee selection is the final stage of the recruitment process, where decisions are made about who will fill vacant positions).

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