

RECRUITMENT BUREAUCRACY ON STRUCTURAL POSITIONS IN THE WEST JAVA PROVINCIAL GOVERNMENT YEAR 2013-2015

Welasari

Political and Social Faculty, Padjadjaran University Bandung West Java, University Islam Riau,
Email: welasari18@gmail.com

Abstract

The starting point of the recruitment and structural selection process of civil servants is that they should not point to differences from various backgrounds in the bureaucracy (i.e. age, ethnicity, gender, sexual orientation). Understanding diversity is an important prerequisite for managing the recruitment and selection process. Indonesian country has gone through various recruitment systems for civil servants (PNS). But taken from each system, there are always various problems related to collusion, corruption, and nepotism.

Since 2013 the West Java Provincial Government is one of the provinces in Indonesia that uses Open recruitment is a new recruitment system where echelon II positions are publicly announced with the aim of minimizing the occurrence of nepotism, collusion and being able to produce the right people in structural positions (people who right in the right place). Merit system is one of the efforts used by the Indonesian government. Aims 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 still cannot answer all recruitment problems, this is caused by several things, the competencies possessed are not in accordance with the position promoted, there are still few who follow the auction process for structural positions.

The method used in this research is descriptive qualitative and takes the theory of open bidding where these terms are open recruitment terminology, which provides opportunities to candidates from external organizations, organizational goals for getting competent employees can be implemented.

The results showed that the open recruitment system was well carried out and made several changes in a positive direction including elected officials, minimizing the direct engagement made by regional heads. The competence of elected officials has been tested through several test phases. Studies show that public administrations that practice merit-based recruitment of their personnel are significantly less marked by corruption than administrations that do not recruit in this manner, there are some weaknesses that arise such as time tends to be longer and need high costs too. But overall, the open recruitment system has a pretty good impact on the recruitment system of Civil Servants in Indonesia.

Keywords: Recruitment Bureaucracy, Merit System, Open Recruitment.

1. INTRODUCTION

The Human Resources management reform of the apparatus is an urgent need to be urgently carried out in order to obtain state apparatus, especially professional, neutral, accountable, high-performing and

prosperous Civil Servants (PNS) to support good management of bureaucracy. HR management is a guideline for organizations to get employees, educate, train, foster and end employee work based on the rules of an organization. Efforts to make changes or realignment of the system, procedures and processes of staffing management are carried out in order to obtain a system that is conducive to existing changes. Research (Venelin Terziev, 2018; (Baedhowi, 2007) shows that the importance of human resources for social development. The key factor for socio-economic development is people. They are the basis of social management as a separate managerial area, whose purpose is the management of interactions between subjects and objects, (having their social character), which occur in certain social environments. The extent to which the subject and object act, because the elements of social management are adequate for changes in the environment, determined by their activities.

Human resources / apparatus is a factor that plays a role in an organization or government in providing services to the public. Human resource management is related to the recruitment and selection process, both in the public sector, namely the government

The starting point of the recruitment and structural selection process of civil servants is that they should not point to differences from various backgrounds in the bureaucracy (i.e. age, ethnicity, gender, sexual orientation). Understanding diversity is an important prerequisite for managing the recruitment and selection process. Indonesian country has gone through various recruitment systems for civil servants (PNS). But taken from each system, there are always various problems related to collusion, corruption, and nepotism.

Previous research related to bureaucratic recruitment at the appointment of structural positions has been carried out including:

The research was conducted by Bhasir Azhzhari (2012) entitled Recruitment Analysis through Open Bidding Announcement in the Selection of Prospective Echelon II. In his research, the recruitment process carried out through open tenders has not provided maximum results and requires considerable costs and requires considerable time in the recruitment process. While research on filling Structural positions was carried out by Isaac, M.Y. Tiyas Tinov, Hasanuddin, Baskoro Wicaksono (2012) with the title Analysis of Structural Filling System at the Provincial Government of Riau in 2012-2013 produced findings Structural structuring of positions in the Riau Province was carried out in two ways, namely procedural merit systems and system spoils substantially .

The process of bureaucratic recruitment at the appointment of civil servants in positions based on open assessment, thus the appointment in office is based on an assessment of the competency possessed by someone to occupy a certain position. Appointment of positions based on competency is known as the merit system. The merit / meritocracy system is a new personnel management system, and has been widely used by government bureaucracies in order to improve public services. The purpose of this merit system is the attitude of ASN neutrality from political interests.

Since 2013 the West Java Provincial Government is one of the provinces in Indonesia that uses open recruitment is a new recruitment system in which echelon II positions are publicly announced with the aim of minimizing the occurrence of nepotism, collusion and being able to produce people who are right in the structural position (people in the right place). The service system is one of the efforts used by the Indonesian government. Aims to produce civil servants who are competent in their fields and influence the quality of public services. Mia Rosmiati (2015) *Open Recruitment At West Java Provincial Government (Study At Education Department)* Dalam sistem *open recruitment* ini, pemerintah menggunakan sumber daya manusia eksternal

2. LITERATURE

According to Peter (2000: 110) states that the recruitment method must be based on Ethnic (Sexual) and Sexual Equality (Gender) Education

3. METHODOLOGY

The method used in this research is descriptive qualitative and takes the theory of open bidding where these terms are open recruitment terminology, which provides opportunities to candidates from external organizations, organizational goals for getting competent employees can be implemented.

4. RESULTS

The merit system refers to the reasons for seniority, skills and education, but the reality of using this mechanism is not the dominant structural structuring within the Riau Province government. Spoil system

refers more to personal closeness with the Governor / Deputy Governor, for example being a team of successful regional heads or segmental elites and other determinants.

The results showed that the open recruitment system was well carried out and made several changes in a positive direction including elected officials, minimizing the direct engagement made by regional heads. The competence of elected officials has been tested through several test phases. Studies show that public administrations that practise merit-based recruitment of their personnel are significantly less marked by corruption than administrations that do not recruit in this manner, there are some weaknesses that arise such as time tends to be longer and need high costs too. But overall, the open recruitment system has a pretty good impact on the recruitment system of Civil Servants in Indonesia.

5. CONCLUSIONS

KKN practices and practices based on political affiliation and personal closeness are increasingly eroded, which are proven to be increasingly ineffective in the process of managing apparatus resources in the current government bureaucracy and are irrelevant in efforts to modernize the bureaucracy that is required to make a real contribution to national development.

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