

## Mekanisme dan upaya penarikan pegawai negeri sipil di daerah pemekaran : studi kasus Kabupaten Administrasi Kepulauan Seribu

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### Abstrak

As an organization, state requires the human resource to run the governance function and development. Human resource required the have to own the professionalism to be able to run its duty better. Therefore, require to be performed a civil servants recruitment to fulfill the requirement of human resource. Fundamental problem of this research is how mechanism and efforts civil servants recruitment by Thousand Island Administration Regency to execute the duties of governance and development. Research approach used is qualitative with the type of case study research, cross sectional and pure research. While technique of data collecting used by in depth interview and literature study. Civil servants recruitment by Government of Province DKI Jakarta relate to Governmental Regulation Number 11 Year 2002 jo. Governmental Regulation Number 98 Year 2000 about Civil Servants Recruitment. So also with the regency/town in DKI Jakarta, inclusive of Thousand Island Administration Regency as redevide area from North Jakarta. However since year 2000, released of zero growth policy from Ministry of State Apparatus Enableness cause the recruitment inexistence of entire Indonesia after that time. This matter make the redevide area like Thousand Island Administration Regency officer insufficiency to run the governance duty and its development. Therefore, to remain run the governance and development, Thousand Island Administration Regency doing efforts to fulfil the its officer requirement. One of them is by employing ordinary or Daily Free-Worker referred as PLH to fill the officer blankness. But, this PLH in fact disagree with rule going into effect. Because not refer at PP No. 11 Year 2002 and its system of pay nor charged upon by APBD but by using personal budget from unit / organization employing the PLH. Result from this research is Thousand Island Administration Regency have done some efforts in civil servants recruitment, however still not yet optimal because collided by policy of zero growth and mindset from officer to placed at Thousand Island Administration Regency. There are four suggestions for this research, one of them is by considering system of pay for Daily Free-Worker better be charged upon by APBD, so that own the opportunity to be lifted to become honorary staff. then if passing other test conditions can become the CPNS.