

## Paradigma manajemen Pegawai Negeri Sipil dalam Reformasi Birokrasi

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### Abstrak

It is property that each civil servants have success expectation to reach on their highest career . They are not only just want to serve to the State and Government, bur also want to get success on their achievement as a expected from their efforts to be civil servant. The problem is that there are wrong strategies which have been taken ; they just prefer to take a short cut way, cross the norms and just thinking an outcome first rather than to increase their capabilities and performances. If the professionalism and competence of civil servant to be the main consideration of their career, have the civil service management system facilitate it?.