

Dampak moratorium penerimaan pegawai negeri sipil terhadap perencanaan pegawai di Kementerian Perhubungan =The impact of civil servant recruitment moratorium on employee planning at Ministry of Transportation

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Abstrak

Skripsi ini membahas mengenai dampak Moratorium Penerimaan Pegawai Negeri Sipil terhadap perencanaan pegawai di Kementerian Perhubungan. Moratorium Penerimaan Pegawai Negeri Sipil adalah kebijakan penundaan penerimaan PNS di instansi pusat dan daerah untuk melakukan penataan PNS. Penataan PNS dilakukan dengan membuat perencanaan pegawai selama lima tahun. Penelitian ini adalah penelitian kualitatif dengan desain deskriptif.

Hasil penelitian secara garis besar menggambarkan bahwa moratorium penerimaan pegawai negeri sipil memiliki dampak terhadap perencanaan pegawai di Kementerian Perhubungan, yaitu pelaksanaan perputaran pegawai, beban kerja, dan optimalisasi pegawai.

.....This research discusses about civil servant recruitment moratorium impact on employee planning and strategies at Indonesia Ministry of Transportation. The moratorium is a national policy that aims to re-organizing civil servant in both central and local government through postponing any recruitment activities. Reorganizing civil servant could be done by make employee planning for five years. This descriptive research uses qualitative method.

Based on the result, it is concluded that the moratorium on civil servant's recruitment has an impact to Indonesia Ministry of Transportation's recruitment planning and affecting several strategies like employee rotation, work load, and employee optimalization.