

Analisis kebijakan penempatan Pegawai Negeri Sipil pada Jabatan Struktural di Kabupaten Muna dan Kota Kendari = policyanalysis of the civil servants placement onstructural position in the Muna District and Kendari City / Arifin Utha

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Abstrak

[ABSTRAK

Tujuan penelitian ini untuk menganalisis isi kebijakan penempatan PNS pada jabatan struktural, dan implementasinya di Kabupaten Muna dan Kota Kendari. Penelitian ini menggunakan pendekatan kualitatif karena dipandang sebagai pendekatan yang tepat untuk menjawab permasalahan kompleksitas isi kebijakan dan implementasinya di Kabupaten Muna dan Kota Kendari. Data dihimpun dari informan terkait melalui wawancara. Hasil penelitian menunjukkan telah terjadi inkonsistensi isi kebijakan di beberapa level mulai dari policy level, maupun organizational level sampai pada operational level, karena ketidaktegasan pembuat kebijakan (aktor kebijakan), dan ketidakjelasan isi kebijakan. Sistem merit belum dijadikan dasar dalam implementasi kebijakan penempatan PNS pada jabatan struktural di lingkup instansi pemerintah Kabupaten Muna dan Kota Kendari, karena penentuan penetapan calon pejabat struktural tidak dilakukan melalui mekanisme, tidak dilakukannya assesment (penilaian) kompetensi yang sebenarnya, penetapan penempatan pejabat struktural tidak didasarkan atas sistem merit, serta adanya indikasi spoils system, nepotisme dan patronage pada penentuan penempatan PNS pada jabatan struktural di Kabupaten Muna. Sementara, di Kota Kendari, selain spoils system dan nepotisme juga adanya indikasi akomodasi terhadap kepentingan etnisitas dalam penentuan penempatan PNS pada jabatan struktural, adalah beberapa indikator memperkuat bahwa penempatan PNS pada jabatan struktural masih jauh dari prinsip-prinsip sistem merit. Praktik penentuan penempatan pejabat struktural yang terjadi di lingkup instansi pemerintah Kabupaten Muna disamping didasarkan atas kepentingan partai politik, kekuasaan bupati, juga tidak terlepas dari kepentingan keluarga, pertemanan dan kekerabatan. Praktik penentuan penempatan PNS pada jabatan struktural di Kota Kendari disamping lebih banyak didasarkan pada kepentingan akomodasi terhadap kepentingan etnisitas, juga tidak terlepas dari kepentingan partai politik, keluarga, pertemanan, kekerabatan, dan kekuasaan walikota. Hal ini pulalah yang merupakan salah satu faktor yang berpengaruh tidak diterapkannya sistem merit dalam penempatan PNS pada jabatan struktural di lingkup instansi Pemerintah Kabupaten Muna dan Kota Kendari selama tahun 2008-2011. Implikasi teoritis penelitian ini menunjukkan bahwa penggunaan pendekatan sistem merit dalam penempatan PNS pada jabatan struktural akan memperkuat sistem pemerintahan daerah itu sendiri tidak bertentangan dengan azas demokrasi malah saling melengkapi.;

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ABSTRACT

The purpose of this study was to analyze the contents of the policy on the placement of civil servants structural position, and its implementation in Muna District and Kendari City. This study used a qualitative approach because the wilderness as the right approach to address the complexity of the content of the policy and its implementation in Muna District and Kendari City. Data were collected through interviews of informants related. The results show the contents of the policy inconsistency has occurred at several levels ranging from policy level, and organizational level to the operational level, because indecision policy makers (policy actor), and the vagueness of policy content. Merit System has not been used as a basis for policy implementation civil servant placement on structural positions in the scope of government agencies Muna District and Kendari City, because the determination of the structural determination of official candidates was not made by the mechanism, not doing the assessment (assessment) of actual competence, determination of placement is not based structural officials on the merit system, as well as indications Spoils system, nepotism and patronage in determining the placement of civil servants in a structural position in Muna. Meanwhile, in the Kendari City, besides spoils system and nepotism are also indications of accommodation of the interests of ethnicity in determining the placement of the structural position of civil servants, are some indicators that the placement of civil servants reinforce the structural position is far from the principles of the merit system. Practice determining the placement officer's structural scope Muna Regency besides government agencies based on the interests of a political party, the regent power can not be separated from the interests of family, friendship and kinship. Civil Servant placement determination practices in structural positions in Kendari City besides more based on the interests of property against the interests of ethnicity, can not be separated from the interests of a political party, family, friendship and kinship, and the power of the mayor. This is precisely what is one of the factors that influence non-application of the merit system in the civil service placement on the scope of the structural positions in government agencies Muna Regency and Kendari City during the years 2008-2011. The theoretical implication of this study indicate that the use of the approach in the placement of the merit system in the civil servants in the structural position will strengthen the local governance system itself is not contrary to the principle of democracy instead, The purpose of this study was to analyze the contents of the policy on the placement of civil servants structural position, and its implementation in Muna District and Kendari City. This study used a qualitative approach because the wilderness as the right approach to address the complexity of the content of the policy and its implementation in Muna District and Kendari City. Data were collected through interviews of informants related. The results show the contents of the policy inconsistency has occurred at several levels ranging from policy level, and organizational level to the operational level, because indecision policy makers (policy actor), and the vagueness of policy content. Merit System has not been used as a basis for policy

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