

Analisis pelaksanaan rekrutmen dan seleksi pegawai jabatan fungsional analis kepegawaian di Kantor Pusat Badan Kepegawaian Negara = The analysis implementation of the recruitment and selection of functional positions of personnel analyst / Jojor Onom

Jojor Onom, author

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Abstrak

ABSTRAK

Tesis ini membahas pelaksanaan seleksi dan rekrutmen pegawai jabatan fungsional Analis Kepegawaian. Penelitian ini menggunakan pendekatan kualitatif deskriptif. Tujuan penelitian ini adalah untuk menganalisis pelaksanaan rekrutmen dan seleksi pegawai Jabatan Fungsional Analis Kepegawaian di Kantor Pusat Badan Kepegawaian Negara. Hasil penelitian pada pelaksanaan rekrutmen jabatan fungsional Analis Kepegawaian Rekrutmen internal Analis Kepegawaian sumbernya melalui dua cara yaitu melalui Inpassing perpindahan dari Jabatan Fungsional Umum, penyesuaian dari pejabat struktural eselon 5 dan Kelulusan Pendidikan Ilmu Kepegawaian. Hasil penelitian pada pelaksanaan seleksi jabatan fungsional Analis Kepegawaian menunjukkan bahwa belum adanya standar kelulusan ujian seleksi CAT Analis Kepegawaian; Hasil ranking CAT belum digunakan dengan baik; Badan Kepegawaian Negara tidak melakukan wawancara kepada peserta ujian; Jumlah yang ada batasan-batasan usia terkait dengan persyaratan.

ABSTRACT

This thesis focuses on the implementation of the selection and recruitment of functional positions Personnel Analyst. This study used descriptive qualitative approach. The purpose of this study was to analyze the implementation of the recruitment and selection of employees Functional Analyst Personnel at National Civil Service Agency. The results of the study on the implementation of the recruitment functional analyst internal Recruitment Employment Staffing Analyst source through two ways, namely through Inpassing displacement of Functional Works, an adjustment of officials from echelon 5 and Graduate Education Personnel Science. Results of research on the implementation of the selection of functional positions Personnel Analysts indicate that the absence of selection test passing standard CAT Analyst Personnel The results of the ranking CAT has not been used properly State Personnel Board did not conduct interviews to examinees The existing number of limitations related to the age requirements.