

Efektivitas Penerapan Sistem Computer Assisted Test (CAT) pada Seleksi Kompetensi Dasar Calon Pegawai Negeri Sipil di Kementerian Keuangan Tahun Anggaran 2019 = Effectiveness Application System of Computer Assisted Test (CAT) In the Selection of Candidates for Civil Servants at the Ministry of Finance for the 2019 Fiscal Year

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Abstrak

Dalam pengadaan CPNS di Indonesia, proses rekrutmen dan seleksi merupakan tahapan yang menjadi sorotan publik maupun pemerintah dalam pelaksanaannya. Adapun tahapan ini tidak terlepas dari beragam problematika seperti adanya miskomunikasi aktor-aktor yang terlibat dalam pelaksanaan dan juga terkait sarana dan prasarana yang mendukung proses seleksi. Skripsi ini bertujuan untuk mengetahui bagaimana efektivitas penerapan sistem Computer Assisted Test (CAT) pada seleksi kompetensi dasar CPNS di Kementerian Keuangan tahun anggaran 2019 dengan menggunakan dasar teori kriteria efektivitas sistem dan teori faktor-faktor penerimaan sistem oleh individu. Peneliti menggunakan paradigma post-positivist dengan teknik pengumpulan data wawancara mendalam dan studi kepustakaan. Temuan penelitian menunjukkan bahwa seleksi kompetensi dasar berbasis Sistem Computer Assisted Test (CAT) dalam seleksi calon pegawai negeri sipil di Kementerian Keuangan tahun anggaran 2019 sudah efektif. Penerapan sistem CAT dilaksanakan secara tersentral dan dalam bentuk online sehingga dapat memberikan kesempatan yang sama bagi semua masyarakat peserta seleksi. Namun, pemberian informasi yang lengkap bagi pelamar CPNS perlu dibenahi untuk meningkatkan pelaksanaan seleksi. Pelaksanaan SKD secara serentak di seluruh wilayah Indonesia dan melibatkan Tim Seleksi Instansi pengontrolan sistem CAT untuk SKD. Hal ini menjadikan penerapan sistem CAT dalam seleksi SKD CPNS di Kementerian Keuangan berjalan lebih efektif.

.....In the procurement of civil servants in Indonesia, the recruitment and selection process is a stage that is in the spotlight of the public and the government in its implementation. This stage is inseparable from various problems such as the existence of miss communication between the actors involved in the implementation and also related to the facilities and infrastructure that support the selection process. This thesis aims to find out how the effectiveness of the implementation of the Computer Assisted Test (CAT) system in the selection of basic competencies for civil servants at the Ministry of Finance for the 2019 fiscal year is based on the theory of system effectiveness criteria and the theory of system acceptance factors by individuals. The researcher uses the post-positivist paradigm with data collection techniques of in-depth interviews and literature study. The research findings show that the selection of basic competencies based on the Computer Assisted Test (CAT) System in the selection of prospective civil servants at the Ministry of Finance for the 2019 fiscal year has been effective. The implementation of the CAT system is carried out centrally and in online form so that it can provide equal opportunities for all community participating in the selection. However, providing complete information for CPNS applicants needs to be addressed to improve the implementation of the selection. Implementation of SKD simultaneously throughout Indonesia and involving the Agency Selection Team controlling the CAT system for SKD. This makes the application of the CAT system in the selection of SKD CPNS at the Ministry of Finance more effective.