



UNIVERSITY OF INDONESIA  
FACULTY OF SOCIAL AND POLITICAL SCIENCE  
DEPARTMENT OF ADMINISTRATIVE SCIENCE  
UNDERGRADUATE REGULAR PROGRAM

## ABSTRACT

**Dimas Chandra P. Daulay (0902090061), The Academic Certificate Adjustment as a Civil servant promotion system in Secretary General of Ministry of Law and Human Rights, ix + 86 pages + 1 tables + 1 picture + 30 bibliographies (1987-2006) + 5 additions**

Civil servant training is a way to increase obedience and improve the ability of bureaucrats' performance. This conduct of such promotion follows a certain plan in order to achieve the desired goals. One of the training forms is employee promotion. According to *the Indonesian law of workforce*, there are five types of employee promotion. One of them is optional type. This type lets the employee use the academic upgrade test to help them get into a higher position. Civil employees who have the latest certificate of graduation is able join a certain test to upgrade their academic certificate. This test is a yearly one officially held by Indonesian government.

The research questions are: How the procedure and implementation of certificate of graduation adjustment program was held in the Ministry of Law and Human Rights? The approach used on this research was qualitative approach on descriptive disposition and qualitative data which are obtained from Development Division of Law and Human Rights. This research was included as a single site case study research because it was tried to identify how the process was conducted in an organization, and focused on one case only. The data on this research was collected by conducting in-depth interviews, focus group discussion, and analyzing documents.

Findings of this research showed that there were procedure mistreatments. It resulted in the test-takers' grades being anything but objective. The types of mistreatment were either test-takers being unable to fulfill the whole administrative procedure or their writing task were not optimally graded by the test administrators. The writing was not adequately graded as the number of test administrator was fairly limited. But, even though the test was not objective due to the aforementioned mistreatment, it stills a valid Civil servant promotion path.