

Accountability Analysis of High Leadership Positions for ASN Pratama Tolitoli District

Fiansi

Faculty of Economics Universitas Madako Tolitoli

*Corresponding Author, Email: fiansi87@gmail.com

ABSTRACT

Open selection is a relevant structural position filling mechanism based on the value of accountability and a merit system. Based on Law Number 5 of 2014 concerning State Civil Apparatus, which requires filling the Primary High Leader Position using the system. His study aims to analyze the mechanism for implementing an open selection, commonly called an auction of positions, in procedural accountability for the Primary High Leadership Position of ASN Tolitoli Regency. The approach in this research is qualitative with descriptive analysis. With the method of collecting interview data and documentation. Research results in bidding for positions, the procedural accountability criteria have been met because the applicable requirements and provisions carried out each stage by Law Number 5 of 2014 concerning State Civil Apparatus.

Keywords – Accountability; Position Auction; JPT Pratama

INTRODUCTION

The State Civil Apparatus (ASN) is the main element of human resources that has a very strategic role in carrying out government and development tasks. The dynamics of the developing strategic environment can affect the paradigm and performance of bureaucratic government organizations to achieve goals. Apart from the demands for the quality of public services that still need to be improved, the recruitment and placement of employees in inappropriate positions is also a problem and obstacle that causes the government administration system not to work properly.

Law Number 5 of 2014 concerning State Civil Apparatus, one of the points of which is the change in the current promotion paradigm, which is entirely carried out in the election mechanism by Baperjakat to a new method that is carried out openly where everyone who meets the requirements can participate in it (1).

In public management, merit acts as a value or principle that connotes fairness, equity, and reward in public employment based on achievement, not based on political principles or discrimination, or other acts of favoritism. The merit system as a fundamental principle must be carried out in the practice of ASN management to improve employee performance so that organizational goals are achieved (2).

The structural position auction model is promoted to get state civil servants with good performance and competence for vacant structural positions within the government (3).

The position auction has a positive value in bureaucratic reform because it is carried out transparently and selectively in the recruitment or placement of echelon officials who have adequate competence and professionalism. (4).

The administration of government in the digital era is related to the recruitment and placement of State Civil Apparatus employees in improving the quality of ASN in the digital era, requiring structured and efficient planning to minimize opportunities for external intervention so that the implementation of the wheels of government can be carried out by the applicable law (5).

METHOD

This study uses a qualitative approach with descriptive analysis. The focus of the research is bidding for high leadership positions in Pratama, Central Sulawesi Province, Tolitoli Regency, which includes the formation of a selection committee, the announcement of vacant positions, administrative selection and competency selection, and coordination with the governor.

RESULTS AND DISCUSSION

The procedure for filling out JPT openly within government agencies is administratively regulated in Permenpan RB number 13 of 2014. Furthermore, the selection procedure for filling the position of high-ranking Primary leadership is carried out in the following stages:

Formation of a selection committee by the staffing officer

In this stage, the Tolitoli Regency staffing officer distributes part of his authority to the selection committee regarding membership requirements. The selection committee consists of 5 members from internal and external elements.

The selection committee from internal elements consisted of 2 experts, namely the Regional Secretary of Tolitoli Regency as the chairman of the selection committee and the former Head of the Tolitoli Regency HR BKP Agency. External elements amounted to 3 academics.

The composition and qualifications of the selection committee for the primary leadership of the Tolitoli Regency have complied with the applicable provisions. The number of committee members has been odd, with a minimum of 5 people. Compact as much as 2/5 of 40%, less than 45%. Furthermore, in terms of the qualifications of each process, the committee personnel generally understand the field of government with relevant backgrounds. Another crucial point that needs to be underlined is that the selection committee chairman, who comes from outside the agency, adequately reflects his

independence. This means that the first preparatory stage has fulfilled procedural accountability.

Announcement of Vacant Positions

Vacant positions are announced openly in circulars through bulletin boards, print media, and electronic media (including online/internet media). Announcements are made at least 15 (fifteen) working days before the deadline for receiving applications. The announcement contains the name of the vacant position and administrative requirements related to the OPD being applied for.

Based on the general provisions, the open auction conducted by the Tolitoli Regency Government is by the applicable provisions. For JPT Pratama, it is at least carried out at the relevant Regency/City level. In terms of procedural accountability, it has been fulfilled.

Administration Selection

The secretariat of the Selection Committee assesses the completeness of administrative files. Determination of a minimum of 3 (three) candidates for high leadership officials who meet the administrative requirements to take part in the next selection for every 1 OPD.

The conditions that must be met are the objective linkages between competence, qualification, rank, education and training, track record of position, integrity, and other requirements required by the position to be occupied.

In the administrative selection stage, of the 7 OPD auctioned, 3 to 8 civil servants registered, and after going through verification and validation, all of them passed the administrative selection. This means that the results of the selection carried out by the secretariat of the Administrative Selection Committee are sufficient to meet the minimum requirements to proceed to the next competency selection process.

Competency Selection

Generally, job analysis has determined competency standards to identify the most qualified, competent, and well-performing candidates to occupy the Tolitoli District High Pratama leadership positions.

The competency tests given to the candidates include managerial competence, field competence, and socio-cultural competence. These three competency tests are one of the procedures that must be passed to see the ability of a prospective leader and get the top 3 candidates for JPT Pratama Tolitoli Regency, meaning that procedural accountability at the level of implementing competency test standards has been fulfilled.

Coordination with the Governor

Before the coordination process with the Regent, KASN is first initiated as a guarantor of the implementation of accountability and meritocracy in the open selection process or auction of high leadership positions, then KASN provides recommendations to

PPK. In this case, as the Head of the Region, the Regent chooses one of the three elected candidates. Based on the election results.

The recommendation from KASN is enough to strengthen that it is carried out step by step, and as a mandate of the ASN Law, the Tolitoli Regency government has coordinated with KASN. This means that the coordination stage with the Regent in the implementation of the available selection is carried out by the procedures and rules of the legislation so that procedural accountability has been fulfilled.

CONCLUSION

In the open selection process or job auction, which includes the formation of a selection committee, the announcement of vacant positions, administrative selection, competency selection (assessment of managerial competence, field competence, and socio-cultural competence), until the coordination with the Regent has met the criteria for procedural accountability because each stage is carried out by the applicable requirements and provisions based on Law Number 5 of 2014 concerning State Civil Apparatus.

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