

ABSTRACT

THE PROCESS OF RECRUITMENT AND SELECTION OF GOVERNMENT HUMAN RESOURCE IN LOCAL AUTONOMY ERA (Study at Local Governance of Kabupaten Lampung Tengah)

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There are some problems of government human resource in local autonomy, among other things are still lower to understanding and awareness the rights and obligations of political; some are bad quality bounce of government human resource; the other side are friction human resource bounce from character of power becoming steward socialize require to be continue in developing. On that account, management of local government require to be supported by active role of human resource which is professional and own of good quality bounce. This expected human resource can be executed if applying the functions of staffing on management of human resource where in it there are with process of recruitment and selection.

The aims of this qualitative research with data collecting by depth interview, documentation and observation are knowing, describe and analysis to hit the process of recruitment and selection of government human resource, and also factors of resistor in it. The. This research using interactive model of analysis which consisted of three things: data reduction, presentation and the conclusion.

The result of this research showed of that there are inappropriate between theory and the fact, namely: Integrated System make a local government as technical team only and also requiring time sufficiently long in course of selection of human resource; lifting PNS is not instruct at Merit System; friction mean of Name Requests System; source of applicant candidates is not come from internal and external only. On that account, local government of Lampung Tengah improving to repair the process of recruitment and selection by release a book of Panduan Pelaksanaan Administrasi Kepegawaian BKD Kabupaten Lampung Tengah Tahun 2008; creating committee formation in staffing. But in the other side, the local government of Lampung Tengah is still facing some constraint, among other things: committee system which less the professional; less support the facilities; availability of lacking of time; lacking of information in course of re-registration; lacking of socialize and media observation; information system of officers which are not by online yet.

Keyword: Recruitment and Selection of Government Human Resource, Local Autonomy.