ABSTRACT

EFFECTIVENESS OF APPOINTMENT HONORARIUM BE CIVIL SERVANT BY STAFFING AGENCY THE CITY OF BANDAR LAMPUNG

By

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The system of appointment of honorary workers with various procedures have been established in several laws and regulations that apply specifically Government Regulation Number 48 of 2005 on Appointment of Power Honorary and converted to Government Regulation Number 43 of 2007 on Appointment Power Honorary and Government Regulation Number 98 Year 2000 on Honorary Appointment Power. Linked Government Regulation Number 11 of 2002 on Appointment of Honorary Workers being candidate for civil servants seems not entirely guided by the local government or the relevant agencies especially the parties (recruiter) is given the authority to conduct the appointment of honorary staff. In addition, activity in the recruitment process is still colored by mutual interference and conflict of interest between the legislative and executive authorities in decisions affecting the appointment of temporary employees.
The method used in this research was descriptive research method with the quantitative and qualitative approaches. Data collection techniques used in this research were questionnaire, interview, observation and documentation.

These results from this research showed that from the calculation of the average (mean) of five (5) indicators: security of data obtained results of 3.77, the time (speed and accuracy) is obtained results of 3.73, accuracy is obtained result of 3.71, variation of the report obtained results of 3.87, and relevance obtained result of 4.01. Based on these results it can be seen that the five indicators into the high category. Based on interview, the five indicators, including data security, time (speed and accuracy), accuracy, variety and relevance of the report, the whole has been implemented properly. The researcher conclude that the appointment of honorary staff as civil servant by the Regional Personnel Agency of Bandar Lampung city indicate effective.

Keywords: Effectiveness, Appointment, Honorary Workers, Civil Servants