ABSTRACT

ANALYSIS ON THE IMPLEMENTATION OF EMPLOYEES MERIT SYSTEM REGIONAL SECRETARIAT ENVIRONMENT PESAWARAN DISTRICT

(Studies in the District Government Secretariat Pesawaran)

SAKRONI

Placement of employees in an organization has a very important role because it helps the organization in implementing the direction and provide a response to changes in the ever-changing environment-fox, it is important to improve the organization kepekaaan of doing tasks and functions. Placement should be in accordance with the principles of *the right man in the right place,* so that will affect the performance of government organizations. It is considered important because the placement is not in accordance with the expertise will be a focus of resistance.

Competence as a reflection of the level of ability in activities aimed to facilitate the attainment of organizational goals. Theoretically, placement and competence is affected by the *merit system.* Pesawaran environment of the District Government, especially in the District Government Secretariat Pesawaran as organizational units in direct contact with the community service projects, and this research aims to analyze the effect of the implementation of m *erit system* on the placement of factors to employee performance and competencies in the Environment Secretariat of the Regional Government Pesawaran District.

The population in this research are 89 employees, consisting of as many as 16 people Group IV, Group III by 52 people, as many as 20 people Faction II, and Group I by one person. Given the study population was divided into 4 (four) sub-populations terstrata, then the determination of the sample using *stratified random sampling* technique. This research is a type of research, an explanation *(explanatory / confirmatory research),* because this study intends to clarify the influence and causal relationships between variables -variables by testing the hypothesis that was formulated earlier.

The research proves that the model I, there are external factors influence the placement (X_1), the placement of internal factors (X_2) and competence (X_3) jointly affect the performance factors on the relationship between employee (Y_1) in the environment Pesawaran District Government Secretariat. It can be seen from the results of the study, which calculated F value was obtained at 14.723 with a significance level of 0.000 greater than the F table at 3.10. Whereas in the second model there are also external factors influence the placement (X_1), the placement of internal factors (X_2) and competence (X_3) to the dependent variable is performance on leadership and effectiveness factor responsibility (Y_2) in the environment Pesawaran District Government Secretariat, this is also evidenced by the calculated F value of 13.372 with a significance level of 0.000 larger than the table F value of 3.10.

Based on the data processing done partially, can be concluded that the placement of external factors (X_1), the placement of internal factors (X_2) and competence (X_3) significantly affects

employee performance. While the dominant and significant variables in influencing the performance of the competency (X_3) in model I, and placement of external factors (X_1) in model II, it means the application of merit system in the Region Secretary Pesawaran still in transition toward an ideal, it is strengthened by the results of an analysis of the placement of new 60% achieving an ideal .

Model I, which contains the placement of employees based on external and internal as well as competence to performance has high fitness level, meaning that the placement of employees in Region Secretary Pesawaran, in modeling, I can be a guideline for selection and implementation of staffing.

Model II, which contains the placement of employees based on external, internal and competence of leadership and responsibility toward employees or less in accordance with the provisions, for reasons only a one-year term.

Key words: Merit System, placement, competencies and performance .