

ABSTRAK

Penerapan Prinsip *Good Governance* dalam Rekrutmen Pejabat Birokrasi (Studi di Kabupaten Pringsewu)

Oleh

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Pelaksanaan rekrutmen pejabat birokrasi melalui Seleksi Terbuka dan Kompetitif Pengisian Jabatan Pimpinan Tinggi Pratama di Kabupaten Pringsewu, dilakukan sebagai upaya mewujudkan salah satu misi Kabupaten Pringsewu, yaitu menyelenggarakan pemerintahan daerah dengan prinsip-prinsip tata kelola pemerintahan yang baik (*good local governance*). Adapun teknis pelaksanaannya merujuk pada Permenpan-RB Nomor 13 Tahun 2014 tentang Tata Cara Pengisian Jabatan Pimpinan Tinggi di Lingkungan Instansi Pemerintah.

Penelitian ini berfokus pada (1) tahapan rekrutmen pejabat yang meliputi: tahapan persiapan, tahapan pelaksanaan (pengumuman, seleksi, hasil seleksi), serta tahapan *monitoring* dan evaluasi; (2) penerapan prinsip *good governance*. Lokasi pengumpulan data pada penelitian ini dilakukan di BKDD dan Komisi I DPRD Kabupaten Pringsewu. Peneliti menggunakan tipe penelitian deskriptif dengan pendekatan kualitatif. Teknik pengumpulan data terdiri dari wawancara dan dokumentasi. Teknik keabsahan data yang digunakan adalah triangulasi.

Hasil penelitian menunjukkan bahwa pelaksanaan rekrutmen pejabat pada Seleksi Terbuka dan Kompetitif Pengisian Jabatan Sekretaris Daerah tahun 2015 telah sesuai dengan aturan yang berlaku. Selain itu, pihak penyelenggara telah menerapkan prinsip *good governance*, yakni transparansi, partisipasi, supremasi hukum, akuntabilitas, dan cepat tanggap. Dengan demikian, pelaksanaan sistem rekrutmen seperti ini akan menciptakan sosok pejabat birokrasi yang berkualitas dan berkompeten. Adapun saran peneliti: (1) pada tahapan persiapan sebaiknya, bupati lebih mencermati aturan pembentukan panitia seleksi; (2) pada tahapan pelaksanaan sebaiknya, antara panitia seleksi dan pemerintah setempat menjalin koordinasi yang baik agar tidak terjadi perbedaan pendapat atau bahkan kesalahan terkait publikasi pengumuman hasil; (3) tahapan *monitoring* sebaiknya, ada pengawasan langsung dari Komisi Aparatur Sipil Negara sebagai bentuk nyata dari *monitoring* itu sendiri.

Kata Kunci: Rekrutmen Pejabat Birokrasi, Seleksi Terbuka, *Good Governance*.

ABSTRACT

Implementation of Good Governance Principles in the Recruitment Of Bureaucracy Officers (The Study in Pringsewu Regency)

By

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Implementation of bureaucratic recruitment through the Open and Competitive Selection to fulfill a Leader Position in High Primary Pringsewu Regency, is part of efforts to realize one mission of the Pringsewu Regency, which is to govern the area by implementing the principles of good governance (good local governance). As for a guidance for its implementation refers to Ministry of Bureaucratic Reform's regulation number 13 year 2014 (Permenpan-RB No.13/2014) about procedures to fulfill a leader position in governmental agencies.

This study focuses on (1) the stage of recruitment officers include: phases of preparation, implementation phases (announcement, selection, selection results), as well as monitoring and evaluation phases; (2) the application of the principles of good governance. This research was conducted in BKDD and Commission I of Legislative Board (DPRD) in Pringsewu Regency. This research uses descriptive research type with qualitative approach. Data collection techniques consisting of interviews and documentation. Technique authenticity of data uses triangulation.

The results shows that the implementation of the recruitment of officials on open and competitive selection to fulfill position of Regional Secretary (Sekda) in 2015 has been fit to the existing rule. Moreover, the committee has applied the principles of good governance, namely transparency, participation, rule of law, accountability, and responsiveness. Thus, the implementation of the recruitment system like this will create an official figure who qualified and competent. The researcher suggest: (1) On the preparation stage, The regent (Bupati) should look more detail to the rules of the forming the committee; (2) at the stage of implementation between the selection committee and local authorities should establish good coordination in order to avoid misunderstanding and a mistake on the publication of results; (3) at monitoring phases, there should be direct supervision from the State Civil Reform Commission as a real form of monitoring itself.

Keywords: Recruitment Bureaucracy Officers, Open Selection, Good Governance.