

ABSTRAK

PERAN BADAN KEPEGAWAIAN DAERAH DALAM PROSES PEREKRUTAN APARATUR SIPIL NEGARA DI PROVINSI LAMPUNG

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Indonesia sebagai negara demokrasi, menerapkan desentralisasi melalui sistem otonomi daerah yang mencakup pengelolaan kepegawaian. Berdasarkan Undang-Undang Nomor 20 Tahun 2023, ASN, yang meliputi PNS dan pegawai pemerintah dengan perjanjian kerja, yang berperan penting dalam pemerintahan. Badan Kepegawaian Daerah (BKD) di Provinsi Lampung bertanggung jawab atas rekrutmen, pelatihan, dan pengembangan ASN.

Rumusan masalah pada penelitian menekankan kepada 1) bagaimana Peran BKD dan 2) Bagaimana mekanisme Perekrutan Aparatur Sipil Negara di Provinsi Lampung?. Penelitian ini menggunakan pendekatan normatif empiris untuk mengevaluasi implementasi ketentuan hukum dalam perekrutan Pegawai Negeri Sipil (PNS) di Badan Kepegawaian Daerah Provinsi Lampung. Data primer diperoleh dari wawancara dengan narasumber terkait, sedangkan data sekunder dikumpulkan melalui studi literatur hukum. Metode pengumpulan data mencakup studi kepustakaan dan studi lapangan. Data dianalisis secara deskriptif kualitatif. Penelitian ini bertujuan untuk mengidentifikasi dan mengevaluasi proses perekrutan ASN di daerah secara mendalam.

Hasil penelitian menunjukkan jika, Peran Badan Kepegawaian Daerah (BKD) Provinsi Lampung dalam rekrutmen Aparatur Sipil Negara (ASN) sangat penting, mencakup perencanaan, penganggaran, penyusunan formasi, dan pelaksanaan seleksi hingga penetapan NIP. Mekanisme yang diterapkan berfokus pada transparansi dan keadilan, dimulai dari analisis jabatan, penyusunan formasi, dan pengumuman seleksi. Pendaftaran dilakukan daring untuk efisiensi, diikuti oleh seleksi administrasi dan kompetensi. Orientasi dan pelantikan di tahap akhir memastikan ASN siap dengan pemahaman mendalam tentang etika dan tanggung jawab.

Kata Kunci: Badan Kepegawaian Daerah, Peran, Mekanisme

ABSTRACT

THE ROLE OF REGIONAL PERSONNEL AGENCY IN THE RECRUITMENT PROCESS OF STATE CIVIL APPARATUS IN LAMPUNG PROVINCE

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Indonesia, as a democratic country, implements decentralization through a regional autonomy system which includes personnel management. Based on Law Number 20 of 2023 ASN, which includes civil servants and government employees with work agreements, plays an important role in government. The Regional Civil Service Agency (BKD) in Lampung Province is responsible for recruitment, training and development of ASN.

The problem formulation in the research emphasizes 1) what is the role of BKD and 2) what is the mechanism for recruiting state civil servants in Lampung Province? This research uses an empirical normative approach to evaluate the implementation of legal provisions in the recruitment of Civil Servants (PNS) at the Regional Civil Service Agency of Lampung Province. Primary data was obtained from interviews with related sources, while secondary data was collected through legal literature studies. Data collection methods include literature study and field study. The data was analyzed descriptively qualitatively. This research aims to identify and evaluate the ASN recruitment process in the regions in depth.

The research results show that the role of the Regional Civil Service Agency (BKD) of Lampung Province in recruiting State Civil Apparatus (ASN) is very important, including planning, budgeting, preparing formations, and carrying out selection up to determining the NIP. The mechanism implemented focuses on transparency and fairness, starting from job analysis, preparation of formations, and announcement of selection. Registration is carried out online for efficiency, followed by administrative and competency selection. Orientation and inauguration at the final stage ensure that ASN is ready with a deep understanding of ethics and responsibilities.

Keywords: Regional Civil Service Agency, Role, Mechanism