

## **ABSTRAK**

### **PROSEDUR PELAKSANAAN SELEKSI PEGAWAI PEMERINTAH DENGAN PERJANJIAN KERJA DI KABUPATEN LAMPUNG UTARA**

**Oleh  
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Penyelenggaraan rekrutmen Pegawai Pemerintah dengan Perjanjian Kerja (PPPK) merupakan bagian integral dari agenda reformasi birokrasi di bidang manajemen aparatur sipil negara. Landasan hukum pelaksanaan tersebut tercantum dalam Undang-Undang Nomor 20 Tahun 2023 tentang Aparatur Sipil Negara dan diperkuat oleh Peraturan Pemerintah Nomor 49 Tahun 2018 tentang Manajemen Pegawai Pemerintah dengan Perjanjian Kerja. Kedua regulasi tersebut menegaskan bahwa pengadaan PPPK harus diselenggarakan dengan berpedoman pada penerapan sistem merit, prinsip keterbukaan, serta akuntabilitas kepada publik.

Rumusan masalah dalam penelitian ini mencakup dua pokok bahasan, yakni analisis terhadap prosedur pelaksanaan seleksi Pegawai Pemerintah dengan Perjanjian Kerja (PPPK) di Kabupaten Lampung Utara serta identifikasi faktor-faktor yang menjadi penghambat dalam proses tersebut. Penelitian ini dilaksanakan dengan menggunakan pendekatan normatif-empiris dan metode deskriptif kualitatif. Data primer diperoleh melalui teknik wawancara mendalam dengan pejabat Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) serta peserta seleksi PPPK dari unsur pendidik dan tenaga kesehatan. Data sekunder dikumpulkan melalui studi kepustakaan yang meliputi peraturan perundang-undangan, karya ilmiah, dan dokumen resmi terkait pengelolaan aparatur sipil negara.

Hasil penelitian menunjukkan seleksi PPPK di Kabupaten Lampung Utara sudah sesuai UU No. 20/2023, PP No.49/2018, dan Permenpan RB No. 6/2024. Prosesnya menerapkan asas legalitas, transparansi, dan akuntabilitas melalui CAT nasional. Meski begitu, masih ada kendala teknis dan administratif seperti jaringan internet yang terbatas, lokasi ujian yang jauh, serta keterlambatan pelantikan karena anggaran daerah. Secara hukum administrasi negara, seleksi sudah sah dari sisi kewenangan, namun efektivitas dan keadilan substantifnya masih perlu ditingkatkan.

**Kata Kunci: Prosedur, Hukum Administrasi Negara, Aparatur Sipil Negara, Asas Legalitas.**

## **ABSTRACT**

### **PROCEDURE FOR THE IMPLEMENTATION OF THE SELECTION OF GOVERNMENT EMPLOYEES WITH WORK AGREEMENTS IN NORTH LAMPUNG REGENCY**

**By  
RATNA NUR FADHILAH**

The recruitment of Government Employees with Work Agreements (PPPK) is an integral part of The bureaucratic reform agenda in The field of civil service management. The legal basis for This implementation is stipulated in Law Number 20 of 2023 concerning The State Civil Apparatus and reinforced by Government Regulation Number 49 of 2018 concerning The Management of Government Employees with Work Agreements. Both regulations emphasize That PPPK recruitment must be conducted based on The application of a merit system, The principles of transparency, and public accountability.

The research problem formulation covers two main topics: an analysis of The selection procedures for Government Employees with Work Agreements (PPPK) in North Lampung Regency and The identification of factors That hinder The process. This research was conducted using a normative-empirical approach and qualitative descriptive methods. Primary data were obtained Through in-depth interviews with officials from The Human Resources Development and Personnel Agency (BKPSDM) and PPPK selection participants from educators and health workers. Secondary data were collected Through a literature review covering laws and regulations, scientific papers, and official documents related to The management of state civil servants.

Research results show That The PPPK selection process in North Lampung Regency complies with Law No. 20/2023, Government Regulation No. 49/2018, and Ministerial Regulation No. 6/2024. The process implements The principles of legality, transparency, and accountability Through The national CAT (Competency Test). However, technical and administrative obstacles remain, such as limited internet access, remote exam locations, and delays in inauguration due to regional budget constraints. Under state administrative law, The selection process is legitimate in terms of authority, but its effectiveness and substantive fairness still need to be improved.

**Keywords: Procedure, Administrative Law, State Civil Apparatus, Principle of Legality.**