

Efektivitas penerapan metode Computer Assisted Test (CAT) dalam seleksi Calon Pegawai Negeri Sipil berbasis kompetensi di Badan Kepegawaian Negara = Effectiveness of implementation Computer Assisted Test (CAT) system in the competency-based selection for Candidate Civil Servant at National Civil Servant

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Abstrak

Skripsi ini membahas mengenai hasil analisis efektivitas penerapan metode Computer Assisted Test (CAT) dalam seleksi Calon Pegawai Negeri Sipil berbasis kompetensi di Badan Kepegawaian Negara. Penelitian ini merupakan penelitian dengan menggunakan pendekatan positivis dengan desain analisis data deskriptif kualitatif yang mana peneliti berusaha untuk memaparkan penerapan metode Computer Assisted Test (CAT) dalam seleksi Calon Pegawai Negeri Sipil berbasis kompetensi di Badan Kepegawaian Negara.

Hasil penelitian menyebutkan penerapan metode Computer Assisted Test (CAT) dalam seleksi Calon Pegawai Negeri Sipil berbasis kompetensi di Badan Kepegawaian Negara efektif namun masih terdapat beberapa kendala dalam terciptanya standarisasi hasil ujian secara nasional, terciptanya penetapan standar nilai, dan terselenggaranya nilai prakiraan yang dilakukan oleh organisasi melalui evaluasi kinerja secara tertulis.

Dengan melihat hasil yang didapat, maka saran bagi Badan Kepegawaian Negara adalah agar segera membuat kebijakan yang mengatur tentang standarisasi hasil ujian secara nasional.

.....The focus of this study is about the analysis of the effectiveness Implementation Computer Assisted Test (CAT) system in the competency-based selection of candidates for Civil Servant at National Civil Servant. This research is a positivist research with qualitative descriptive design, in which researcher try to describe the implementation of Computer Assisted Test (CAT) system in the competency-based selection for candidate civil servant at National Civil Servant.

The result stated that the implementation of this system (CAT) is effective, although there are still some obstacles in the creation of a standardization national test results, the creation of standard scored, and the organization made predictive value by annual performance evaluation report.

By looking at the results obtained, then the suggestion National Civil Servant is to immediately create a policy of the standardization national examination results.