

# Implementasi merit system pada proses rekrutmen dan seleksi calon pegawai negeri sipil CPNS tahun 2013 di kementerian keuangan dan kabupaten kepulauan meranti = Implementation of the merit system in recruitment and selection process of civil servants candidates cpns in 2013 in the ministry of finance and the meranti islands regency

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## Abstrak

Skripsi ini membahas implementasi merit system pada proses rekrutmen dan seleksi CPNS tahun 2013 di Kementerian Keuangan dan Kabupaten Kepulauan Meranti serta faktor-faktor yang mempengaruhinya. Dalam pelaksanaannya di lapangan proses rekrutmen dan seleksi CPNS tahun 2013 masih diwarnai dengan kepentingan politik, dugaan KKN dan tidak sesuai dengan prinsip knowledge of results dan equal opportunity pada merit system. Penelitian ini dilakukan secara Post Positivis dengan desain deskriptif melalui pengumpulan data primer dan sekunder.

Hasil penelitian menunjukkan bahwa implementasi merit system pada proses rekrutmen dan seleksi CPNS tahun 2013 di Kementerian Keuangan telah berjalan dengan baik sesuai dengan prinsip equal opportunity, open competition and fairness, serta pengambilan keputusan yang diterima berdasarkan passing grade. Di sisi lain, implementasi merit system pada proses rekrutmen dan seleksi CPNS tahun 2013 di Kabupaten Kepulauan Meranti belum berjalan dengan baik karena kurang memenuhi dengan prinsip equal opportunity, open competition and fairness, serta pengambilan keputusan yang diterima berdasarkan passing grade. Proses rekrutmen dan seleksi CPNS tahun 2013 masih dipengaruhi oleh faktor administratif, politik dan budaya, serta teknis.

.....This thesis discussed about the implementation of the merit system in recruitment and selection process of civil servants candidates in 2013 in the Ministry of Finance and the Meranti Islands Regency, and the factors that influence it. The implementation of process of recruitment and selection CPNS 2013 still affected by political interests, allegations of corruption and not in accordance with the principle of knowledge of results and equal opportunity of the merit system. Research is done in Post Positivist with a descriptive design through primary and secondary data collection.

The results showed that the implementation of the merit system in recruitment and selection process of civil servants candidates in 2013 in the Ministry of Finance has gone well in accordance with the principle of equal opportunity, open competition and fairness, and the decision is received by passing grade. On the other hand, implementation of the merit system in recruitment and selection process of civil servants candidates in 2013 in Meranti Islands District has not gone well because of lack of accordance with the principle of equal opportunity, open competition and fairness, as well as the decision is received by passing grade. The recruitment and selection process of candidates for civil servants in 2013 still influenced by the following factors, they are administrative, political and cultural, and technical.