

Refleksi pelaksanaan sistem merit dalam seleksi rekrutmen CASN dan seleksi terbuka Jabatan Pimpinan Tinggi berdasarkan Undang-Undang No. 5 Tahun 2014 tentang Aparatur Sipil Negara = Reflection of the implementation of the merit system in CASN Recruitment Selection and Open Selection of Senior Executive Level positions based on Law No. 5 of 2014 on State Civil Apparatus

Juditha Danuvanya, author

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Abstrak

Undang-Undang No. 5 Tahun 2014 tentang Aparatur Sipil Negara (ASN) membawa perubahan besar bagi manajemen ASN di Indonesia melalui penerapan sistem merit. Sistem merit adalah prinsip penting dalam manajemen ASN yang bertumpu pada kualifikasi, kompetensi, dan kinerja secara adil dan wajar tanpa membedakan latar belakang politik, ras, warna kulit, agama, asal usul, jenis kelamin, status pernikahan, unsur, atau kondisi kecacatan (UU No. 5 Tahun 2014). Perjalanan menuju sistem meritokrasi yang sehat juga sangat berliku. Menjamurnya praktik jual beli jabatan yang masuk dalam kategori korupsi dan sudah melembaga juga menjadi keresahan besar bagi masyarakat. Seseorang bisa mendapatkan jabatan tertentu hanya dengan “orang dalam”, tanpa memperhatikan kompetensi dan juga kualifikasinya. Untuk itu, sistem merit hadir sebagai sistem yang diharapkan dapat menciptakan birokrasi yang profesional, kompeten, dan berintegritas tinggi. Penelitian ini bertujuan untuk menganalisis refleksi pelaksanaan sistem merit di Indonesia dalam seleksi rekrutmen CASN dan seleksi terbuka JPT. Penelitian ini menggunakan teori sistem merit dengan dimensi competence, qualification, performance, openness, dan fair and orderly process. Penelitian ini menggunakan pendekatan post-positivist dengan teknik pengumpulan data kualitatif melalui wawancara mendalam dan studi kepustakaan. Hasil penelitian ini menunjukkan bahwa penerapan sistem merit di Indonesia belum baik akibat dari resistensi internal, keterbatasan kapasitas pengawasan, dan praktik nepotisme.

.....The enactment of Law No. 5 of 2014 concerning State Civil Apparatus (ASN) has brought significant changes to ASN management in Indonesia through the implementation of the merit system. Merit system is an important principle in ASN management that emphasizes qualification, competence, and performance fairly and justly without discrimination based on political background, race, skin color, religion, origin, gender, marital status, elements, or disability status (Law No. 5 of 2014). The journey towards a healthy meritocracy has also been very winding. The rampant practice of buying and selling positions, which is categorized as corruption and has become institutionalized, is also a major concern for the public. Someone can get a certain position only with "insiders", without considering their competence and qualifications. Therefore, the merit system comes as a system that is expected to create a bureaucracy that is professional, competent, and has high integrity. This study aims to analyze the reflection of the implementation of the merit system in Indonesia in CASN recruitment selection and open JPT selection. This study uses the merit system theory with the dimensions of competence, qualification, performance, openness, and fair and orderly process. This study uses a post-positivist approach with qualitative data collection techniques through in-depth interviews and literature studies. The results of this study show that the implementation of the merit system in Indonesia is not yet good due to internal resistance, limited supervisory capacity, and

nepotism practices.