

Analisis Penerapan Sistem Merit Pada Promosi Terbuka Jabatan Pimpinan Tinggi Bagi Perempuan di Kementerian Dalam Negeri = Analysis of Merit System in the Open Promotion of High Leadership Positions for Women in the Ministry of Home Affairs

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Abstrak

Undang-Undang ASN merupakan perwujudan reformasi birokrasi di bidang kepegawaian melalui pelaksanaan manajemen ASN berdasarkan sistem merit, salah satunya yaitu pengisian JPT melalui seleksi terbuka. Tetapi, seleksi terbuka berdasarkan sistem merit belum dilaksanakan secara optimal. PNS perempuan cenderung menurun ketika memasuki JPT Eselon I dan II. Terlebih, jumlah pendaftar perempuan pada seleksi terbuka JPT yang jauh lebih sedikit dibanding pendaftar laki-laki. Sedikitnya representasi perempuan dalam JPT juga menunjukkan adanya glass ceiling Tujuan penelitian ini yaitu untuk menganalisis penerapan sistem merit pada promosi terbuka JPT bagi perempuan dan mengetahui faktor-faktor yang mempengaruhi mobilitas vertikal perempuan dalam birokrasi. Penelitian ini dilakukan di Kemendagri dengan pendekatan penelitian postpositivis dan teknik pengumpulan data kualitatif. Hasil penelitian menunjukkan bahwa pengisian JPT di Kemendagri belum berdasarkan rencana suksesi dan faktor politis masih mempengaruhi penetapan kandidat terbaik. Selain itu, terdapat perbedaan persyaratan administrasi pada lowongan seleksi dengan ketentuan yang berlaku. Proses penelusuran rekam jejak juga hanya dilakukan melalui evaluasi riwayat hidup, serta monitoring dan evaluasi penilaian kinerja PPT berdasarkan SKP setiap tahun. Minat perempuan untuk mendaftar seleksi juga cenderung sedikit dan adanya fasilitas pendukung produktivitas perempuan yang belum lengkap. Beberapa rekomendasi yang dapat diberikan, yaitu mempercepat pengesahan rencana suksesi dalam Permendagri, memberlakukan masa jabatan Plt JPT sesuai ketentuan yang berlaku, menyesuaikan persyaratan administrasi pada lowongan seleksi dengan ketentuan, melakukan proses penelusuran rekam jejak juga ke tempat asal pelamar bekerja, melaksanakan monitoring dan evaluasi penilaian kinerja PPT paling sedikit setiap enam bulan, mengundang pegawai perempuan yang memenuhi persyaratan untuk mendaftar seleksi, dan melengkapi sarana kerja yang responsif gender melalui penambahan fasilitas ruang penitipan anak.

.....The ASN Law is a manifestation of bureaucratic reform in the civil service sector by implementing ASN management based on a merit system, one of which is Open Selection for JPT. However, the Open Selection based on the merit system has not been implemented optimally. Female civil servants tend to decline when entering JPT Echelon I and II. Moreover, the number of female registrants in the JPT Open Selection is far less than the male registrants. The low representation of women in the JPT also indicates the existence of a glass ceiling. This study aims to analyze the application of the merit system in the Open Promotion of JPT for women and find out the factors that influence women's vertical mobility in the bureaucracy. This research was conducted at the Ministry of Home Affairs using a postpositivist research approach and qualitative data collection techniques. The results showed that filling in the JPT at the Ministry of Home Affairs has not been based on a succession plan and political factors still influenced the determination of the best candidate. In addition, there were differences in administrative requirements for selection vacancies with applicable regulations. The track record tracking process was also only carried out through curriculum

evaluation and monitoring and evaluation of PPT performance appraisals based on SKP every year. Women's interest in registering for selection also tends to be slight, and there are incomplete facilities supporting women's productivity. Several recommendations are, namely speeding up the ratification of the succession plan in the Permendagri, enforcing the term of office of Plt JPT by applicable regulations, adjusting administrative requirements for selection vacancies with provisions, conducting a track record tracking process as well as to the place of origin of applicants working, carrying out monitoring and evaluation assessment PPT performance at least every six months, invite female employees who meet the requirements to register for selection, and complete gender-responsive work facilities through the addition of child care facilities.