

ABSTRACT

The main issue investigated in this study was related to the number of local government officials who are recruited in the position promotion possessed lack of competence, job performance, commitment, integrity, rank level and suitability of field of knowledge. Therefore, this study aimed to analyze the capability of Makassar local government in recruiting the local government officials who possessed competencies, job performances, commitments, and integrity. The method used in this study was descriptive qualitative and the relevant research types, such as triangulation of related data to the implementation of the position auction policy from the informants. The qualitative approach by using observation and in-depth interview was used to obtain the valid data and information and to explain comprehensively the capability of the local government to develop the position promotion. The results showed that almost half of the promoted officials lacked the competencies, job performances, commitments, integrity, the appropriate rank level and field of knowledge. The developed model is a rational prototype of positional auction policy, was conceptualized from a series of theory based on the result of previously researchs in order to be applied transparently, accountably, professionally and objectively.