

ABSTRACT

Aminah Wattimena, 2018. *Recruitment System of Local Government Officers in Ambon City of Maluku Province* (Supervised by Lukman Hakim and Burhanuddin).

This study aimed to determine the process of implementation of structural recruitment system in the scope of the government city of Ambon seen from the legal Act in Indonesia: ASN, Permenpan and Government regulation No. 13 of 2002 where the hiring of structural officers based on the perspective of transparency and competence standards. The type of research used in this study was qualitative by analyzing all data from informants taken from primary and secondary data with interview and observation techniques at the Office of BKD Kota Ambon for 2 months.

The results of this study indicated that in general, the system of recruitment of officials in Ambon City had been implemented with the provision which applicable but for the penu system is again improved and professional aspect, transparency and accountable. In addition, the coordination between BKD and Baperjakat needed to be improve. In terms of selection process, the government of Ambon city had implemented it in accordance with the stages, where the stages were: 1. The formation of vacant formations (stages of vacancy intervention, stages of proposal officers, selection stages in the trial of office analysis, and stages of inauguration), 2. Selection of administration, 3. Selection of competence, 4. Final interview, 5. Health and psychological test, 6. Financing, 7. Selection result. In terms of selection system government of Ambon City had implemented in accordance with the applicable law in Indonesia, but for the track record of Government positions had not applied. From the aspect of competence still looked less good because there were still officers who had not understood the task so it still looked chaotic. From the aspect of performance: the quality of service to the community, responsibility and accountability were increasing, but had not met the expectations of the community yet due to less transparency.

Keywords: *Recruitment System, Professional, Transparency & Accountability*

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