

MECHANISM OF PROCUREMENT AND APPOINTMENT OF CIVIL SERVANTS IN THE PERSONNEL SYSTEM

ABSTRACT

This study aims: 1) to identify and analyze the arrangement for procurement and appointment of civil servants in the personnel system; 2) to identify and analyze the ideal legal construction for the procurement and appointment of civil servants in the personnel system. The research method used is a normative juridical research method and the approach used is a statutory approach, a conceptual approach. The analysis of the legal materials used in this research is carried out by interpreting, evaluating and assessing all laws and regulations as well as assessing the relevant legal materials. The results of the study show that 1) the regulation of the procurement and appointment of civil servants in the regional civil service system that Law Number 5 of 2014 concerning State Civil Apparatus, there are regulations relating to the implementation of personnel management/ASN, which in its implementation is no longer described through Government Regulation Number 11 of 2017 concerning Management of Civil Servants as amended through Government Regulation Number 17 of 2020 concerning Amendments to Government Regulation Number 11 of 2017 concerning Management of Civil Servants, but still referring to and guided by the old regulations, so that these changes have implications for the management of civil servants State (Regional Civil Servants); 2) the ideal legal construction of the procurement and appointment of civil servants in the personnel system, that the effective procurement of civil servants starts from proper planning based on an analysis of employee needs as a result of a proper workload analysis. In addition, it is necessary to provide space for public participation and its arrangements which are clearly stated in the personnel regulations and the immediate establishment of a staffing commission so that the procurement process can be carried out freely without any influence or interference from politics and power.

Keywords: Mechanism, Procurement, Appointment, Civil Servant.