

ABSTRAK

Gioga Oktavian “Efektivitas Kebijakan Sistem Merit Dalam Penempatan Pegawai Aparatur Sipil Negara Di Kantor Kecamatan Jatinangor Kabupaten Sumedang”

Dewasa ini membentuk penyelenggara negara yang berintegritas tinggi tentunya diperlukan hukum yang mengatur tata kelola pemerintah salah satunya tentang kebijakan. Secara sederhana kebijakan publik dapat dipahami sebagai aturan yang mengatur kehidupan bersama, sehingga menghasilkan manfaat bagi masyarakat luas. Kebijakan tersebut dapat berjalan dengan baik apabila telah memenuhi kriteria efektivitas kebijakan. Efektivitas diartikan sebagai tingkatan keberhasilan dalam mencapai sasaran yang ingin dituju. Pada penelitian ini dibahas mengenai kebijakan sistem merit untuk mengatur manajemen ASN dimana didalamnya mengurus berkenaan penempatan pegawai. Dengan adanya kebijakan sistem merit sebagai manajemen ASN diharapkan penempatan pegawai dapat sesuai dengan kebutuhan setiap instansi, salah satunya di kantor Kecamatan Jatinangor Kabupaten Sumedang.

Tujuan dari dilakukannya penelitian ini yaitu supaya mengetahui dan memahami bagaimana ketepatan kebijakan sistem merit efektif diterapkan, mengetahui bagaimana ketepatan pelaksanaan manajemen ASN, memahami bagaimana ketepatan target sasaran dapat dituju melalui kebijakan sistem merit, mengetahui dan memahami bagaimana ketepatan lingkungan dari pelaksanaan kebijakan sistem merit, mengetahui dan memahami bagaimana ketepatan proses pada pelaksanaan kebijakan sistem merit dalam penempatan jabatan di Kantor Kecamatan Jatinangor Kabupaten Sumedang.

Teori yang digunakan dalam penelitian ini teori efektivitas kebijakan menurut Riant Nugroho (2018) didalamnya terdapat lima dimensi yakni ketepatan kebijakan, ketepatan pelaksanaan, ketepatan target, ketepatan lingkungan, serta ketepatan proses. Penelitian ini menggunakan metode penelitian deskriptif dengan pendelatan kualitatif yang menjelaskan secara menyeluruh. Teknik pengumpulan data yang digunakan teknik triangulasi. Selanjutnya, teknik analisis yang digunakan menurut Miles and Huberman (1984).

Berdasarkan hasil penelitian yang telah dilakukan, maka dapat disimpulkan bahwa efektivitas kebijakan sistem merit dinilai cukup efektif karena sudah sesuai dengan teori yang dikemukakan oleh Riant Nugroho (2018) dengan menggunakan beberapa indikator yang mengukurnya, dimana terbukti dengan indikator tepat kebijakan, tepat target, tepat lingkungan yang sudah terpenuhi menghasilkan efektivitasnya kebijakan sistem merit yang ada di Kantor Kecamatan Jatinangor.

Kata Kunci: Efektivitas Kebijakan, Sistem Merit, Penempatan Pegawai

ABSTRACT

Gioga Oktavian "The Effectiveness of Merit System Policy in the Placement of State Civil Apparatus Employees at the Jatinangor Sub-District Office, Sumedang Regency"

Today forming a state administrator with high integrity, of course, laws that regulate government governance are needed, one of which is about policy. In simple terms, public policy can be understood as rules that govern common life, so as to produce benefits for the wider community. The policy can work well if it meets the criteria for policy effectiveness. Effectiveness is defined as the level of success in achieving the goals you want to aim for. In this study, it is discussed about the merit system policy to regulate the management of civil servants in which it deals with employee placement. With the merit system policy as ASN management, it is hoped that the placement of employees can be in accordance with the needs of each agency, one of which is at the Jatinangor District office, Sumedang Regency.

The purpose of this research is to know and understand how the accuracy of the merit system policy is effectively applied, know how the accuracy of the implementation of ASN management, understand how the accuracy of the target target can be addressed through the merit system policy, know and understand how the environmental accuracy of the implementation of the merit system policy, know and understand how the accuracy of the process in the implementation of the merit system policy in position placement at the Jatinangor District Office, Sumedang Regency.

Researchers use the theory of policy effectiveness according to Riant Nugroho (2018) to find out how the effectiveness of the merit system policy in the placement of civil servants in the Jatinangor District office of Sumedang Regency in which it explains that there are indicators that can be used as a measure to measure the effectiveness of a policy, including policy accuracy, implementation accuracy, target accuracy, environmental accuracy, and process accuracy.

Researchers used qualitative methods in this study. Therefore, researchers try to explain, decipher, record, analyze, and interpret the events and facts found in this study. Data collection techniques used by researchers use tricoagulation techniques that include observation, interviews, and documentation. Furthermore, the data is analyzed using data analysis techniques according to Miles and Huberman (1984) which include the process of data collection, data reduction, data presentation, conclusion drawing and verification.

Based on the results of the research that has been conducted, it can be concluded that the effectiveness of the merit system policy is considered quite effective because it is in accordance with the theory proposed by Riant Nugroho (2018) using several indicators that measure it, which is proven by the right policy indicators, right target, the right environment that has been fulfilled results in the effectiveness of the merit system policy in the Jatinangor sub-district office.

Keywords: *Policy Effectiveness, Merit System, Employee Placement*