

CHAPTER III

FINDINGS AND DISCUSSION

3.1 Research result

Employee is one component in a private or public institutions or organizations that affect the support to the success or aspirations of the vision and mission towards better regional development. Technology budget even sufficient funding though a very large would be useless without the role of employees. Even the role of any officer placed on the expertise in their fields each so successful an institution or organization goals depends on the recruitment process and selection of prospective employees.

It is not unfamiliar today that people want a better life or want to improve their social status in life and that is a big problem that must be handled by this country. Being a civil servant (PNS) is one that is in demand by the community. In fact, there is no doubt that there are those who are willing to apply for civil servants who pass the test and other requirements to become Civil Servants they spend more money as a guarantor to become Civil Servants. This became an opportunity by some person who is very less professional to find the loophole by promising a place or position for the prospective employee can pay more to cover for a rule of the Government.

To find out how far the process of recruitment and selection of prospective Civil Servants to the Regional Personnel Board of Yogyakarta can be seen from the interview as follows:

Statement of Mr. May Indra, S.kom as Head of Sub Division of Control and Development of DIKLAT Yogyakarta City said that:

“If in the city government yogyakarta at least the implementation of procurement cpns 2014 has been done in very-very transparent, which for its formation openly publicly printed area. Then on the city government website jogja and also in the input of mass media. In addition, the use of the CAT system is very unlikely to commit acts of cheating because the results of answering the question immediately arise.” Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT City Yogyakarta on November 8, 2017).

From the results of the above interviews can be analyzed that the transparency process of recruitment and selection CPNS in the Regional Personnel Board of Yogyakarta City has been guided by existing procedures and clean of corruption and nepotism corruption that attach importance to family relations.

Therefore it needed cooperation from prospective civil servants to follow any existing provisions. Because many of the constraints of lack of understanding of the potential civil servants about the procedures the process of recruitment and selection of CPNS.

3.1.1 The Transparency of process recruitment and selection CPNS in Regional Employment Yogyakarta City

Transparency is built on the free flow of information, directly accessible information for those who are concerned, and the availability of adequate information that is easy to be understood (United Nations, 2007). In relation to process recruitment and selection, the transparency refers to the fulfillment of the following elements:

A. Clarity

Clarity in the sense easily understood by society, Clarity means that the Regional Employment Agency, in this case the process of recruitment and selection candidates of civil servants, is capable of explaining to the public, both the people who have registered with the recruitment and selection civil servants Yogyakarta city and people in general, who are concerned with the recruitment and selection civil servants in Yogyakarta City, that was meant to promote transparency in the process of recruitment and selection candidates civil servants in Yogyakarta City. Clarity relates to the information that can improve public knowledge and understanding regarding the process recruitment and selection of civil servants performed by the regional employment agency Yogyakarta City. The information must be clear and easy to be understood by all levels of society.

“All the procedure information, the stages are all described in detail and also transparent. All people can know the information clearly in various media such as website media, bulletin board, print media. So all the procedures are very clear.” (Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the results of the interviews that the information from the government Regional Employee Agency already described in detail also transparent all of the information of the procedure step by step. So all of the people can know clearly information and procedures in all of media such as website media, bulletin board, print media.

Figure 3.1

Information from the Website Media



www.kabarkerja.com/2014/12/nama-nama-yang-lulus-cpns-kota-jogja.html



Dan diumumkan kepada para peserta seleksi bahwa **pengumuman kelulusan CPNS Kota Yogyakarta 2014**, hasil seleksi sudah dapat diunduh pada tautan file .pdf dibawah ini yang bersumber dari www.jogjakota.go.id.

- Pengumuman Hasil Seleksi
- Lampiran Pengumuman

Selanjutnya bagi pelamar yang dinyatakan diterima, wajib melaporkan diri kepada Panitia Pengadaan CPNS dari Pelamar Umum Pemkot Jogja, pada :

Hari : Senin
Tanggal : 15 Desember 2014
Waktu : 10:00 WIB s.d selesai
Tempat : Ruang Rapat 5 dan 6 Dinas Perizinan Kota Yogyakarta Kompleks Balai Kota Yogyakarta Jl. Kenari Nomor 56 Yogyakarta
Untuk : Menerima Pengarahan dalam rangka pemberkasan CPNS
Syarat : Membawa Kartu Peserta Ujian dan KTP
Pakaian : Kemeja/blus warna putih serta bersepatu

Beranda | Direktori | Berita | Agenda | Warung

Pendaftaran CPNS Kota Yogyakarta 2014

[Expired] 25 Agustus 2014 - 22 September 2014

Oleh : admin / Senin, 25 Agustus 2014 12:00

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Jadwal Pendaftaran CPNS Kota Yogyakarta 2014

- Pendaftaran dilakukan di laman: panselnas.menpan.go.id
- Pendaftaran secara online dibuka mulai tanggal 4 - 17 September 2014
- Perekrutan CPNS dilakukan secara terpusat oleh Kementerian Pemberdayaan Aparatur Negara dan Reformasi Birokrasi (Kemampuan RB)
- Pemkot Yogyakarta membuka 74 formasi
- Pelamar yang lolos seleksi administrasi akan diumumkan secara online melalui website: jogjakota.go.id pada tanggal 19 September 2014
- Berkas pendaftaran diserahkan kepada Panitia Seleksi CPNS Kota Yogyakarta pada tanggal 5 - 18 September 2014. Bertempat di Badan Kepegawaian Kota Yogyakarta Jl. Kenari No. 56 Yogyakarta pukul 08.00 - 14.00 WIB
- Peserta hanya dapat mendaftar di satu instansi, namun dapat memilih tiga formasi sesuai jurusan
- Tes dilakukan dengan sistem Computer Assisted Test (CAT)
- Detil formasi dapat dilihat di: <http://www.jogjakota.go.id/news/PENGUMUMAN-PENDAFTARAN-CPNS-PEMERINTAH-KOTA-YOGYAKARTA-TAHUN-2014>

cpns 2014 | cpns kota yogyakarta 2014

https://kabarkota.com/pendaftaran-cpns-pemkot-yogyakarta-dibuka-hari-ini/

Kabarkota.com HOME PERISTIWA FOKUS JALAN-JALAN REFLEKSI ZONA KAMPUS

Pendaftaran CPNS Pemkot Yogyakarta Dibuka Hari Ini

Oleh Redaksi - Rabu, 9 April 2014

YOGYAKARTA (kabarkota.com) – Pendaftaran Calon Pegawai Negeri Sipil (CPNS) di lingkungan Pemerintah Kota (Pemkot) Yogyakarta telah resmi dibuka mulai Kamis (4/9) atau hari ini.

Sekretaris Daerah Pemkot Yogyakarta, Titik Sulastri mengatakan, dengan diumumkannya formasi CPNS oleh Panitia Seleksi Nasional (Panselnas), maka masyarakat dapat langsung mengakses informasi pendaftaran, sejak pukul 00.00 WIB dini hari tadi.

"Jumlah formasi CPNS untuk Pemkot Yogyakarta pada tahun 2014 ini sebanyak 74 formasi, yang terdiri atas 20 tenaga guru, 11 tenaga kesehatan, dan 43 tenaga teknis," jelas Titik seperti dilansir Antara, 3 September 2014.

Informasi tersebut, kata dia, selain bisa diakses melalui laman panselnas.menpan.go.id, juga dapat dilihat melalui www.jogjakota.go.id. Pengumuman penerimaan CPNS kali ini juga ditempel di kantor Badan Kepegawaian Daerah (BKD) Kota Yogyakarta, serta sejumlah instansi terkait hingga ke tingkat desa.





The screenshot displays the official website of the Government of Yogyakarta (Pemerintah Kota JOGJA). The main content is a public notice titled "PENGUMUMAN HASIL SELEKSI CPNS 2014". To the left of the notice is the official emblem of the city. Below the notice, there is a list of 28 job categories, each with a corresponding PDF link for downloading detailed participant scores. The categories include various professional and administrative roles such as Teachers, Pharmacists, Nurses, Doctors, and various types of Analysts and Auditors.

B. Accessibility

Accessibility means the information are available and widely accessible for the public. In relation to process of transparency recruitment and selection candidates civil servants, accessibility means every step, process, and decisions of the recruitmen and selection activities can easily be followed and monitored by all stakeholders, in the case are the people in the particular and the people in the general (Zulmi & Salomo, 2013). Easy to be followed here means that the steps and processes of the transparency recruitment and selection activities are widely published through an open web portal, to the widest extent and access possible. Better yet, dissemination of information could be done either through digital media or any other alternative media. Various media of information will also expand and realize public convenience in accessing the information required. However, information provided on digital media should be published in widely

used formats that are non-proprietary, searchable, sortable, platform-independent and machine-readable (Khun & Sherman, 2014).

Accessible information on recruitmen and selection will realized when the media used to disseminate the information is easy to be accessed and obtained beforehand. Easily accessed media of information is a form of public convenience realization.

“The public can access all information openly, because from the central government has also given clear information, besides the local government also provides information as clearly as possible. So the whole community can access all easily. but there are still some that are less clear about the information they come to the office, but the number is relatively small.” (Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From of the above conversations can be concluded that are the information are available and widely accessible for the public. The public can access all information of the every step,process and easily can access followed and monitored by all of the public. And if the people did not understand they can come to the office.

The same statement was expressed by Mbak Abita Karuniawati that:

“From the beginning of the information about the announcement of acceptance until the announcement of the results pass the selection is very easy to get the information. The information is widely found in various media, the fastest is the media website because it is directly diuplod on time and we just download it, especially now modern era, the news is very easy to get by everyone. Yogyakarta city government is very open with the results of the administrative phase, CAT test, up to the results of all

existing and complete selection so that the results can be seen by everyone.” (Results of conversation with Mbak Abita Karuniawati as participant who pass in cpns 2014, on November 22, 2017).

Explanation from one of the applicants who escaped that during the recruitment process until the results, the government has provided information clearly and easily obtained the information. Because a lot of media that can be accessed and information widely disseminated. So applicants are also easy to access such as website media very quickly obtained information. The government is very open and transparent with all its information.

C. Integration

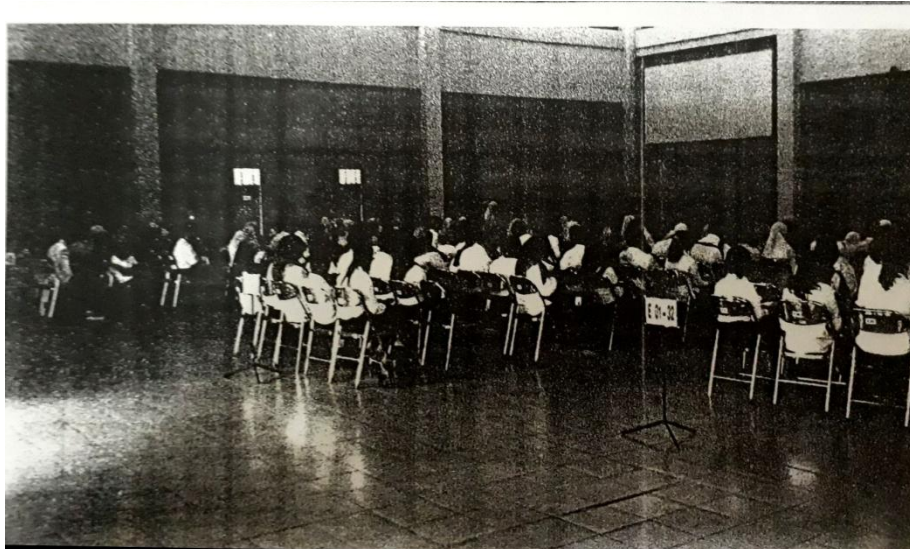
Integration in the sense of being able to explain and provide additional information needed by the community. Integration means that the officials are able to give and provide services, such as additional information regarding recruitment and selection activity, in order to support the participants and hold public recruitment and selection with fair, healthy and non discriminatory competition. Integration as an aspect to realize transparency of process recruitment and selection has a strong relation with the aspect of accessibility as explained before, especially in terms of obtaining advanced information from those officials. Both aspects demand an interactive and supportive communication officials and the participants in order to acquire information as clearly and widely as possible.

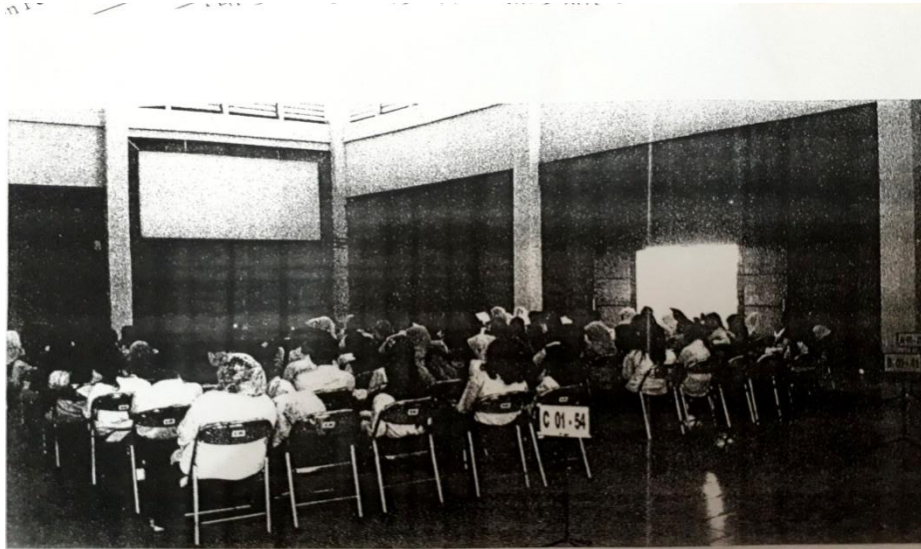
“ Everyone who wants to participate and also want to register them can do well. Starting from the online stage it is clear that if the provisions do not match the files submitted then will fall. From this newly implemented

online system it is very clear that it is delivered transparently, all results appear directly on each computer. In addition there is a special room where the family and others can see the score or the result in the special room.” (Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the results of the above interview can be analyzed that the integration give and provide such as additional information fair, healthy and non discriminatory competiton. From the CAT system implemented online system it is very clear that it is delivered transparently, all the results show in the each computer, and in addition there is a special room where the other people can see the score or the result in the special room.

Figure 3.2
Watching together the score test results





Source : Report of the accountability implementation CPNS 2014

D. Rational

Rational in the sense of a consistent, standardized, formal, and can be upgrade. Rational refers to the availability of consistent, integrated, standardized, up-to-date and accountable information and data. The system is also intended to keep the information of applicants candidates civil servants valid, consisten, coherent, up-to-date, accountable, as well as available and accessible for the public.

“Applicants must also meet the conditions already informed by the central government. so we as facilitators perform these activities in a real and transparent way. published by all governments from the center then to the local government. Local government monitors also provide information in the latest when there are changes needed. So from this very transparency process it gives the result that people are enthusiastic to register.” (Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the above interview rational refers to the availability of consistent, integrated, standardized, up-to-date, and accountable information and data. The information already informed by all governments from the center then to the local government. Local government monitors also provide information in the latest when there are changes needed, so it is very transparency process it gives the result that people are enthusiastic to register.

3.1.2 Process Recruitment

From the interview results there are several indicators in the recruitment process as follows:

1. The Basis of Withdrawal

"The whole recruitment process of the policy is still based on the central government. So all the determination of the recruitment policy that made the Ministry of Administrative Reform State and then implement the area and also provide facilities and the first indicator of the proposed formation of how many needs, what the condition of the region, how many shortcomings, and any where. Then the Ministry of State Apparatus Empowerment observes and evaluates based on proposals from local or provincial governments. "(Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta city on November 8, 2017).

From the result of the above interviews can be analyzed that the basis withdrawal based on the government. The Ministry of Administrative Reform State provide the facilities and the first indicator of the proposed formation of how many needs and evaluates based on the proposal from the local governments.

Then the legal basis used in the procurement of candidates for civil servants of Yogyakarta city in 2014 are as follows:

1. Government Regulation No. 97/2000 on the formation of civil servants, as amended by Government Regulation No. 54 of 2003 on amendments to Government Regulation No. 97/2000 on Formation of Civil Servants;
2. Government Regulation No. 98 of 2000 concerning the procurement of civil servants as amended several times, the latest by Government Regulation No. 78 of 2013 on the amendment of Government Regulation No. 98 of 2000 concerning the Procurement of Civil Servants
3. Government Regulation No. 9/2003 on the authority to hire, transfer and dismiss civil servants as amended by Government Regulation No. 63/2009 on amendments to Government Regulation No. 9/2003 on the authority to hire, transfer and dismiss civil servants.
4. Regulation of the Minister of Administrative Reform of the State and Bureaucratic Reform of the Republic of Indonesia number 17 of 2014 on additional allocation of formation and procurement of candidates for civil servants in 2014
5. Decree of the minister of PAN and RB Number 481 Year 2014 Date 11 August 2014 regarding Civil Servant Formation of Yogyakarta City Budget Year 2014

6. Letter of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number: B / 2645 / M.PAN-RB / 07/2014 dated July 3, 2014 regarding Procurement of ASN Formation Year 2014
7. Letter of the Minister of PAN and RB Number B / 5226 / M.PAN-RB / 12/2014 dated December 2, 2014 regarding Submission of TKD Value List from CPNS Selection Year 2014
8. Regulation of Mayor of Yogyakarta Number 47 of 2014 on Technical Guidelines for Procurement of Candidates for Civil Government of Yogyakarta City Government.
9. The Decision of the Mayor of Yogyakarta Number 367 of 2014 on the Establishment of Prospective Civil Service Candidate Team from the General Applicants of Yogyakarta City Government in 2014
10. Decision of Mayor of Yogyakarta Number: 123 / Pem.D / BP / D2 year 2014 regarding the determination of graduation of candidates of candidates for candidates of civil servant examination from Yogyakarta City Government General Applicants year 2104
11. Decision of the Mayor of Yogyakarta Number: 10 / Pem.D / BP / D2 Year 2015 on Substitution Determination of the Declaring Participant Resigns from the Participants who passed the Selection Test of Candidate for Civil Servant of the General Applicants of Yogyakarta City Government Year 2014

12. Decision of Yogyakarta City Secretary Number 56 / SEKDA / 2014
About the Establishment of Administrative Selection Team of Civil
Servant Candidate from General Applicant of Yogyakarta City
Government.

Based on letter number 800/3278 on Procurement of civil servant candidates from general applicants of the Government of Yogyakarta City in 2014, that for the formation of CPNS 2014 in the Government of Yogyakarta City requires 20 first class teachers graduated S1 (S1) PGSD, 1 Apothecary, 4 Nurses, 6 Doctors , 2 Business Analysts, 1 Road Analyst, 1 Tax Inspector, 8 Financial Administration, 2 First Planners, 1 First Public Relations Institution, 1 Executive Librarian, 3 Treasurer, 1 Reporting Analyst, 3 First Auditor, 1 Computer Executing Institution, 1 Power Analyst 1 Inspector for Tourism, 1 Land Traffic Inspector, 8 Licensing Document Manager, 1 First Labor Inspector, 1 First Social Worker, 3 First Procurement of Goods and Services, 1 Tax Inspector, 1 Building Inspector, 1 Tourism Inspector.

Table 3.1**Details of CPNS / ASN formation of Government of Yogyakarta City
Year Applicant 2014**

Name of Position	Educational qualifications	Type	Amount of Allocation	Placement Plan
Guru Kelas Pertama	Sarjana (S1) PGSD	III/a	2	SDN Ungaran 1
			1	SDN Bhayangkara
			1	SDN Kintelan
			1	SDN Sayidan
			1	SDN Serangan
			1	SDN Sosrowijayan
			2	SDN Baluwarti
			1	SDN Karangmulyo
			1	SDN Rejowinangun 1
			1	SDN Keputran A
			1	SDN Tukangan
			1	SDN Jetis 1
			1	SDN Kyai Mojo
			1	SDN Widoro
			1	SDN Surokarsan 2
			1	SDN Giwangan
			1	SDN Glagah
			1	SDN Vidya Qasana
Apoteker Pertama	S1 Farmasi Apoteker		1	Rumah sakit umum daerah
Perawat pelaksana	DIII Keperawatan		1	Rumah sakit umum daerah
Perawat pelaksana	DIII Keperawatan		1	Rumah sakit umum daerah
Perawat pelaksana	DIII Keperawatan		1	Rumah sakit umum daerah
Perawat pelaksana	DIII Keperawatan		1	Rumah sakit umum daerah
Dokter Pertama	S-1 Dokter Umum		1	Puskesmas Gedongtengen
Dokter Pertama	S-1 Dokter Umum		1	Puskesmas Gondokusuman II
Dokter Pertama	S-1 Dokter Umum		1	Puskesmas Jetis

Dokter Pertama	S-1 Dokter Umum		1	Puskesmas Kota Gede 2
Dokter Pertama	S-1 Dokter Umum		1	Puskesmas Mergangsan
Dokter Pertama	S-1 Dokter Umum		1	Puskesmas Umbulharjo 2
Analisis Jabatan	S-1 Sospol		1	Bagian Organisasi Setda
Analisis Jabatan	S-1 Ekonomi		1	Bagian Organisasi Setda
Analisis Jalan	S-1 Teknik Sipil		1	Dinas Pemukiman dan Prasarana Wilayah
Pemeriksa Pajak Pertama	S1 Ekonomi		1	Dinas Pajak Daerah dan Pengelolaan Keuangan
Pengadministrasi Keuangan	D III Ekonomi		1	Dinas Kesehatan
Pengadministrasi Keuangan	D III Ekonomi		1	Badan Penanggulangan Bencana Daerah
Pengadministrasi Keuangan	D III Ekonomi		1	Kantor Arsip dan Perpustakaan Daerah
Pengadministrasi Keuangan	D III Ekonomi		1	Kecamatan Gondokusuman
Pengadministrasi Keuangan	D III Ekonomi		1	Kecamatan Kota Gede
Pengadministrasi Keuangan	D III Ekonomi		1	Kecamatan Gedongtengen
Pengadministrasi Keuangan	D III Ekonomi		1	Kecamatan Ngampilan
Pengadministrasi Keuangan	D III Ekonomi		1	Kecamatan Gondomanan
Perencana Pertama	S1 Semua Jurusan		2	Badan Perencanaan Pembangunan Daerah
Pranata Hubungan Masyarakat Pelaksana	DIII Sospol		1	Bagian Hubungan Masyarakat dan Informasi Setda
Pustakawan Pelaksana	DIII Perpustakaan		1	Kantor Arsip dan perpustakaan daerah
Bendahara	DIII Ekonomi		1	Dinas Pengelolaan Pasar
Bendahara	DIII Ekonomi		1	Kantor Pengelolaan Taman Pintar
Bendahara	DIII Ekonomi		1	Kecamatan Pakualaman
Analisis Pelaporan	S1 Ekonomi		1	Dinas Kesehatan
Auditor Pertama	S1 Sospol		1	Inspektorat
Auditor Pertama	S1 Ekonomi		1	Inspektorat

Auditor Pertama	S1 Hukum		1	Inspektorat
Pranata Komputer Pelaksana	DIII Informatika		1	Bagian Teknologi informasi dan telematika setda
Analisis Tenaga Kependidikan	S1 Kpendidikan		1	Dinas Pendidikan
Analisis Pajak Dan Restribusi Daerah	S1 Ekonomi		1	Dinas Pengelolaan Pasar
Pemriksa Bangunan	DIII Teknik Sipil		1	Dinas Perizinan
Pemeriksa Kepariwisataaan	S1 Pariwisata		1	Dinas Pariwisata dan Kebudayaan
Pemeriksa Lalu lintas Darat	DIII Teknik Sipil		1	Dinas Perhubungna
Pengelola Dokumen Perizinan	SMK Administrasi Perkantoran		1	Kecamatan Umbulharjo
Pengelola Dokumen Perizinan	SMK Administrasi Perkantoran		1	Kecamatan Tegalrejo
Pengelola Dokumen Perizinan	SMK Akuntansi		1	Kecamatan Jetis
Pengelola Dokumen Perizinan	SMK Akuntansi		1	Kecamatan Wirobrajan
Pengelola Dokumen Perizinan	SMK Administrasi Perkantoran		1	Kecamatan Mantrijeron
Pengelola Dokumen Perizinan	SMK Akuntansi		1	Kecamatan Mergangsan
Pengelola Dokumen Perizinan	SMK Akuntansi		1	Kecamatan Danurejan
Pengelola Dokumen Perizinan	SMK Akuntansi		1	Kecamatan Keraton
Pengawas Ketenagakerjaan Pertama	S1 Hukum		1	Dinas Sosial , Tenaga Kerja dan Transmigrasi
Pekerja Sosial Petama	S1 Semua Jurusan		1	Dinas sosial tenagakerja dan transmigrasi
Pekerja Sosial Pertama	S1 Kependidikan		1	Dinas sosial tenagakerja dan transmigrasi
Pengadaan Barang dan Jasa Pertama	S1 Ekonomi		1	Bagian Pengendalian Pembangunan Setda
Pengadaan Barang Dan Jasa Pertama	S1 Teknik Sipil		2	Bagian Pengendalian Pembangunan Setda

Sumber : Pengumuman Tim Pelaksana Pengadaan CPNS nomor : 800/3278/BKD

From the table above that the total of the required employee needs Yogyakarta City 2014 is 74 people. The amount is spread in various areas and in addition the required amount is also adjusted to the number of needs.

2. The source of the withdrawal

a. Internal Recruitment Sources

"For the recruitment CPNS year 2014 that there is no internal, all external and it is national. Maybe if the internal movement of employees only. But for honorary employees and mutation is to have a shortage of Human Resources just like that which should be utilized. If the advantages of the general is we can get more than that as desired. In addition, from the general we can get employees who are really young and also more experienced. In addition cpns only applies to the outer scope only or it could be for the new graduated from college or school, for those who want to feel to be civil servants and that is for people who really want to find a job to be a pns. "(Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the result of the above interviews can be analyzed that the recruitments CPNS year 2014 there is no internal recruitment sources, all the recruitment from external source and it is national. Because from the external the advantages is can get more than that already young and also more experienced.

b. External Recruitment Source

"The Ministry of PAN has provided CPNS procurement policies for the entire nation. The policy is common to all of Indonesia and the policy is the same throughout Indonesia as it makes directly from the central Ministry of PAN. External policies related to the procurement of local employees are only related to the addition of requirements based on the conditions of each region, such as educational institutions, advertising in mass media, websites and much more. Now with the recruitment in 2014 is the first time using the CAT system that has been following the development of the times that follow the progress of the growing technology. If using the old system is high level of vulnerability, but if using a CAT system that can be updated anywhere, and also the results of the test can be seen directly so it is very small if there is a deviation because one with another because different and the value directly out." (Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the results the interview that the CPNS year 2014 all from the external and first time using the CAT System, so the result of the test can be seen directly and if there is a deviation is small amount and hard because every people have different question in each computer.

With the external recruitment that uses Computer Assisted Test (CAT) system certainly has advantages and disadvantages, here are some advantages and disadvantages include:

1. Advantages using CAT system

- a. The Center really has authority in the exam process by using the CAT system
- b. Implementer (area) more facilitated without having prepared each sheet of exam paper because all of them already exist within each computer examinees
- c. Place used in one place with cctv facility, one-way glass for supervisor, ac room, etc.
- d. In the CAT system exam, the county has a dedicated team that is completely competent
- e. Regions only determine the schedule of exams
- f. The results of the test more practical because of the softfile without having to worry about the damage of the test sheet
- g. Participants can not cooperate with other participants because each test question of each participant is different

2. Disadvantages of using CAT system

- a. Requires additional aspects such as psychological tests and interviews

- b. The impact of additional aspects is the addition of budget and time
- c. The number of questions should be really great for participants to feel fair with other participants with the ease and difficulty of each case

3. The method of Withdrawal

a. Closed Method

"If the transfer does not affect the number of formations that have been specified for the recruitment, so if there is a transfer of employees from the hill to the sleman it is okay as long as both parties agree. But returning to honorary employees and mutations is to have a shortage of Human Resources just like that which should be utilized. If from the general we can get more than that, in addition we can also get employees who are young and fresh. " (Results of interviews with Mr. May Indra, S.Kom as Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8 2017).

From the interviews can be analyzed that the process recruitment are not closed method because if used closed method the employee is to have a shortage of Human Resources just like that which should be utilized. So the recruitments used open method.

b. Open Method

"Related to the procurement of regional employees with the addition of requirements based on the conditions of each region such as Educational Institutions, Advertising media mass, websites and so on. But the drawbacks if the register many will require funds and time that much but also the advantages we can choose if many applicants and we are selection then we can find the appropriate human resources are expected. It also can get employees who are fresh or minimal experienced but have more quality. "(Results of interviews with Mr. May Indra, S.Kom as Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the interview can be analyzed that the recruitment of CPNS 2014 used open method. The step recruitmen open for national and can be seen in the advertising mass media, websites and so on. The advantages from open method can choose if many applicants and can selection to find the appropriate human resources are expected.

3.1.3 Process Selection

From the interview results there are several indicators in the selection process as follows:

1. Document Selection

"The first stage of the administration is therefore a requirement related to the complete completeness of the administration or not, accordingly or

not." (Results of interview with Mr. May Indra, S.Kom as Head of Sub Division of Control and Development DIKLAT Yogyakarta City on November 8, 2017)

From the interview can be analyzed the first step administration. So if the applicants not complete the administration they can not apply and join to the test and next step.

a. The overall result of the total number of registrants submitting the file as follows:

Table 3.2
Recapitulation Total Number of Applicants

No	Name	Total
1.	Number of Online Registrants	6.190 people
2.	Number of pass Administration Selection	4.267 people
3.	Number of Not Passed Administration Selection	740 people
4.	Amount Not Verified	1.183 people
5.	Number of Exhibitors Presenting the Test	4.105 people
6.	Number of Participants Not Attending Test	162 people

Source: Announcement of Implementing Team CPNS Procurement

From the table above the number online registrants are 6.190 people, then the number of pass administration selection 4.267 people and not passed administration selection 740 people. Then the people not verified 1.183 people, the number of exhibitors presenting the test 4.105 people and the number of participants not attending test 162 people.

- b. Participants who passed the selection of candidates for civil servants of Yogyakarta City Year 2014 are as follows:

Table 3.3

Participants Passed Selection of Candidate for Civil Servant of Yogyakarta City Year 2014



**PEMERINTAH KOTA YOGYAKARTA
SEKRETARIAT DAERAH**

Jl. Kenari No. 56 Yogyakarta Kode Pos 55165, Telp. (0274) 515861-562682 Fax (0274) 520332
EMAIL : sekda@jogjakota.go.id
HOTLINE SMS : 081 2278 0001 HOTLINE EMAIL : upk@jogjakota.go.id
WEBSITE : www.jogjakota.go.id

PENGUMUMAN

Nomor : 800 / 3278

**TENTANG
PENGADAAN CALON PEGAWAI NEGERI SIPIL DARI PELAMAR UMUM
PEMERINTAH KOTA YOGYAKARTA
TAHUN 2014**

Pemerintah Kota Yogyakarta membuka kesempatan kepada Warga Negara Indonesia yang memiliki integritas dan komitmen tinggi untuk menjadi Calon Pegawai Negeri Sipil (CPNS) yang akan mengisi lowongan formasi CPNS Pemerintah Kota Yogyakarta Tahun 2014.

Lampiran Pengumuman
Nomor: 800/4680
Tanggal: 10 Desember 2014

**DAFTAR PESERTA YANG DINYATAKAN LULUS UJIAN SELEKSI CALON PEGAWAI NEGERI SIPIL
PEMERINTAH KOTA YOGYAKARTA TAHUN 2014**

NO	NOMOR PESERTA	NAMA	JABATAN	KUALIFIKASI PENDIDIKAN	PENEMPATAN
1	2	3	4	5	6
1	63713001249	TUTI INDRAWATI	Guru Kelas Pertama	S-1 PGSD	SD Negeri Ungaran 1
2	63713002603	ARIF ROMMI SETYAWAN	Guru Kelas Pertama	S-1 PGSD	SD Negeri Ungaran 1
3	63713000184	FENINDITA YUNIKA NINGRUM	Guru Kelas Pertama	S-1 PGSD	SD Negeri Bhayangkara
4	63713000946	ARIE RAFIKANINGTYAS	Guru Kelas Pertama	S-1 PGSD	SD Negeri Kintelan
5	63713000541	ERNA PUSPITASARI	Guru Kelas Pertama	S-1 PGSD	SD Negeri Sayidan
6	63713000696	TRI HARYANTI	Guru Kelas Pertama	S-1 PGSD	SD Negeri Sorangan
7	63713000993	MEI LINDA	Guru Kelas Pertama	S-1 PGSD	SD Negeri Sosrowijayan
8	63713000591	ENDAH KURNIAWATI	Guru Kelas Pertama	S-1 PGSD	SD Negeri Baluwarti
9	63713000626	UMI KURNIATI	Guru Kelas Pertama	S-1 PGSD	SD Negeri Baluwarti
10	63713000411	QOMARIAH BINTI ZULAIHAH	Guru Kelas Pertama	S-1 PGSD	SD Negeri Karangmulyo
11	63713000302	SUPATMIATIN LESTARININGSIH	Guru Kelas Pertama	S-1 PGSD	SD Negeri Rejowinangun 1
12	63713000419	RETNO SETYANINGSIH	Guru Kelas Pertama	S-1 PGSD	SD Negeri Keputran A
13	63713000002	HESTI RATNA SARI	Guru Kelas Pertama	S-1 PGSD	SD Negeri Tukangan
14	63713000298	IKA WIJAYANTI	Guru Kelas Pertama	S-1 PGSD	SD Negeri Jetis 1
15	63713001478	AYU YUNIAR KRISTY	Guru Kelas Pertama	S-1 PGSD	SD Negeri Kyai Mojo
16	63713003281	TYA ASRINING	Guru Kelas Pertama	S-1 PGSD	SD Negeri Widoro
17	63713000958	ASTRI RISDIANA	Guru Kelas Pertama	S-1 PGSD	SD Negeri Surokarsan 2
18	63713000731	RIAN OKTA RAHMANA	Guru Kelas Pertama	S-1 PGSD	SD Negeri Giwangan
19	63713000898	HIDAYATU ROMLAH	Guru Kelas Pertama	S-1 PGSD	SD Negeri Glagah
20	63713000593	YUSTINUS PRIMANDARU	Guru Kelas Pertama	S-1 PGSD	SD Negeri Vidya Qasana

1	2	3	4	5	6
21	63713000923	GITA MAYASARI	Apoteker Pertama	S-1 FARMASI APOTEKER	Rumah Sakit Umum Daerah
22	63712000220	ZANI FTIRIYATI	Perawat Pelaksana	D-III KEPERAWATAN	Rumah Sakit Umum Daerah
23	63712000272	LINA KUSUMAWATI	Perawat Pelaksana	D-III KEPERAWATAN	Rumah Sakit Umum Daerah
24	63712000711	PADMASARI HASTUTI	Perawat Pelaksana	D-III KEPERAWATAN	Rumah Sakit Umum Daerah
25	63712000376	SANTI INDRİYANI	Perawat Pelaksana	D-III KEPERAWATAN	Rumah Sakit Umum Daerah
26	63713003007	ANANG PURWOKO ATMOJO	Dokter Pertama	S-1 DOKTER UMUM	Puskesmas Gedongtengen
27	63713003345	IKA MAHARANI	Dokter Pertama	S-1 DOKTER UMUM	Puskesmas Gondokusuman II
28	63713000506	FADHILA NUR HANDAYANI	Dokter Pertama	S-1 DOKTER UMUM	Puskesmas Jetis
29	63713002855	ATIKA ANGGIASIH	Dokter Pertama	S-1 DOKTER UMUM	Puskesmas Kotagede II
30	63713002343	HERA HAPSARI	Dokter Pertama	S-1 DOKTER UMUM	Puskesmas Mergangsan
31	63713000358	SHINTA PRATIWI	Dokter Pertama	S-1 DOKTER UMUM	Puskesmas Umbulharjo II
32	63713001010	NINDY SYAFRIJIA	Analisis Jabatan	S-1 SOSPOL	Bagian Organisasi Setda
33	63713002444	BETA NURDYAH PRATIWI	Analisis Jabatan	S-1 EKONOMI	Bagian Organisasi Setda
34	63713000076	FRANSISKA SHINTA PARAMITA KUSUMADEWI	Analisis Jalan	S-1 TEKNIK SIPIL	Dinas Pemukiman dan Prasarana Wilayah
35	63713000142	RETNO TITI SARI	Pemeriksa Pajak Pertama	S-1 EKONOMI	Dinas Pajak Daerah dan Pengelolaan Keuangan
36	63712000537	DONA NOVITASARI	Pengadministrasi Keuangan	D-III EKONOMI	Dinas Kesehatan
37	63712000456	RONI GUNAWAN	Pengadministrasi Keuangan	D-III EKONOMI	Badan Penganggungan Bencana Daerah
38	63712000381	VALLA MARETA PRAMESHWARI	Pengadministrasi Keuangan	D-III EKONOMI	Kantor Arsip dan Perpustakaan Daerah
39	63712000109	LIA ROCHMATIN KRISNAWATI	Pengadministrasi Keuangan	D-III EKONOMI	Kecamatan Gondokusuman
40	63712000417	NOVI WIDIASTUTI	Pengadministrasi Keuangan	D-III EKONOMI	Kecamatan Kotagede
41	63712000097	INDAH PURWANINGSIH	Pengadministrasi Keuangan	D-III EKONOMI	Kecamatan Gedongtengen

1	2	3	4	5	6
42	63712000309	ERMANTINO HANDOKOMULYO	Pengadministrasi Keuangan	D-III EKONOMI	Kecamatan Ngampilan
43	63712000508	FAUSTA OSTIN DENIA	Pengadministrasi Keuangan	D-III EKONOMI	Kecamatan Gondomanan
44	63713001958	ENI KUSRINI	Perencana Pertama	S-1 SEMUA JURUSAN	Badan Perencanaan Pembangunan Daerah
45	63713001767	DEWI HERNAWATI	Perencana Pertama	S-1 SEMUA JURUSAN	Badan Perencanaan Pembangunan Daerah
46	63712000572	ADYA MAHARDHIKA	Pranata Hubungan Masyarakat Pelaksana	D-III SOSPOL	Bagian Hubungan Masyarakat dan Informasi Setda
47	63712000540	ISMAIL HUSEN	Pustakawan Pelaksana	D-III PERPUSTAKAAN	Kantor Arsip dan Perpustakaan Daerah
48	63712000192	ANDWENY SIMPATYATI	Bendahara	D-III EKONOMI	Dinas Pengelolaan Pasar
49	63712000347	JALU GELAEEL	Bendahara	D-III EKONOMI	Kantor Pengelolaan Taman Pintar
50	63712000764	DAH HERNASTITI	Bendahara	D-III EKONOMI	Kecamatan Pakualaman
51	63713001211	ALFI HASBIUTIATI	Analisis Pelaporan	S-1 EKONOMI	Dinas Kesehatan
52	63713003071	IKA ANGGITASARI	Auditor Pertama	S-1 SOSIAL POLITIK	Inspektorat
53	63713000150	SIWI CATUR NUGRAHA	Auditor Pertama	S-1 EKONOMI	Inspektorat
54	63713002491	RIO DICKY ANDREANTO	Auditor Pertama	S-1 HUKUM	Inspektorat
55	63712000717	ARGA KUSUMA PURBA	Pranata Komputer Pelaksana	D-III INFORMATIKA	Bagian Teknologi Informasi dan Telematika Setda
56	63713000490	KHUSNA INDAH WIJAYANTI	Analisis Tenaga Kependidikan	S-1 KEPENDIDIKAN	Dinas Pendidikan
57	63713002293	KELIK NOVIDWYANTO WIBOWO	Analisis Pajak/Retribusi Daerah	S-1 EKONOMI	Dinas Pengelolaan Pasar
58	63712000029	ARI PRIHANANTO	Pemeriksa Bangunan	D-III TEKNIK SIPIL	Dinas Perizinan
59	63713002012	MUTIARA LALITYA	Pemeriksa Kepariwisata	S-1 PARIWISATA	Dinas Pariwisata dan Kebudayaan
60	63712000042	BIEFFE ANNELIS ASHITA	Pemeriksa Lalu Lintas Darat	D-III TEKNIK SIPIL	Dinas Perhubungan
61	63712000374	MARGIYANTO	Pengelola Dokumen Perizinan	SMK ADMINISTRASI PERKANTORAN	Kecamatan Umbulharjo

1	2	3	4	5	6
62	63712000205	ERNA SETYOWATI	Pengelola Dokumen Perizinan	SMK ADMINISTRASI PERKANTORAN	Kecamatan Tegalrejo
63	63712000406	RIZQI IKA NUR ASRI	Pengelola Dokumen Perizinan	SMK AKUNTANSI	Kecamatan Jetis
64	63712000277	ERNAWATI	Pengelola Dokumen Perizinan	SMK AKUNTANSI	Kecamatan Wirobrajan
65	63712000280	NUR MUNTINAH	Pengelola Dokumen Perizinan	SMK ADMINISTRASI PERKANTORAN	Kecamatan Mantriweron
66	63712000345	ABITA KARUNIAWATI	Pengelola Dokumen Perizinan	SMK AKUNTANSI	Kecamatan Mergangsan
67	63712000076	ISTI MUNAWAROH	Pengelola Dokumen Perizinan	SMK AKUNTANSI	Kecamatan Danurejan
68	63712000388	ISMİYATUN	Pengelola Dokumen Perizinan	SMK AKUNTANSI	Kecamatan Kraton
69	63713001474	NOVENDY SETIYA WIBAWA	Pengawas Ketenagakerjaan Pertama	S-1 HUKUM	Dinas Sosial, Tenaga Kerja dan Transmigrasi
70	63713000275	SUSWANTARI	Pekerja Sosial Pertama	S-1 SEMUA JURUSAN	Dinas Sosial, Tenaga Kerja dan Transmigrasi
71	63713003396	RAGIL DESTIANA	Pekerja Sosial Pertama	S-1 KEPENDIDIKAN	Dinas Sosial, Tenaga Kerja dan Transmigrasi
72	63713000770	MARGARETHA ARI WIDYARINI	Pengadaan Barang dan Jasa Pertama	S-1 EKONOMI	Bagian Pengendalian Pembangunan Setda
73	63713000213	BASKORO ARIWIBOWO	Pengadaan Barang dan Jasa Pertama	S-1 TEKNIK SIPIL	Bagian Pengendalian Pembangunan Setda
74	63713002003	GUNTUR WIJANARKO	Pengadaan Barang dan Jasa Pertama	S-1 TEKNIK SIPIL	Bagian Pengendalian Pembangunan Setda



Source: Attachment Announcement of Public Applicants who passed Graduate Selection of Civil Servants of Yogyakarta City Year 2014

c. Cause Participants Candidate Civil Servants did not pass.

Mr. May Indra stated that:

"The results obtained based on the results of administrative tests and CAT. The reason is that from a clear administrative test the lack of completeness and there are also documents that are not appropriate. In addition, many do not meet the criteria. If from the CAT test because they failed to answer the questions." (The result of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the interview can analyzed that cause participants candidates civil servants did not passed are from a clear administrative test the lack of completeness and there are also documents that are not appropriate and if from the CAT test because they failed to answer the question.

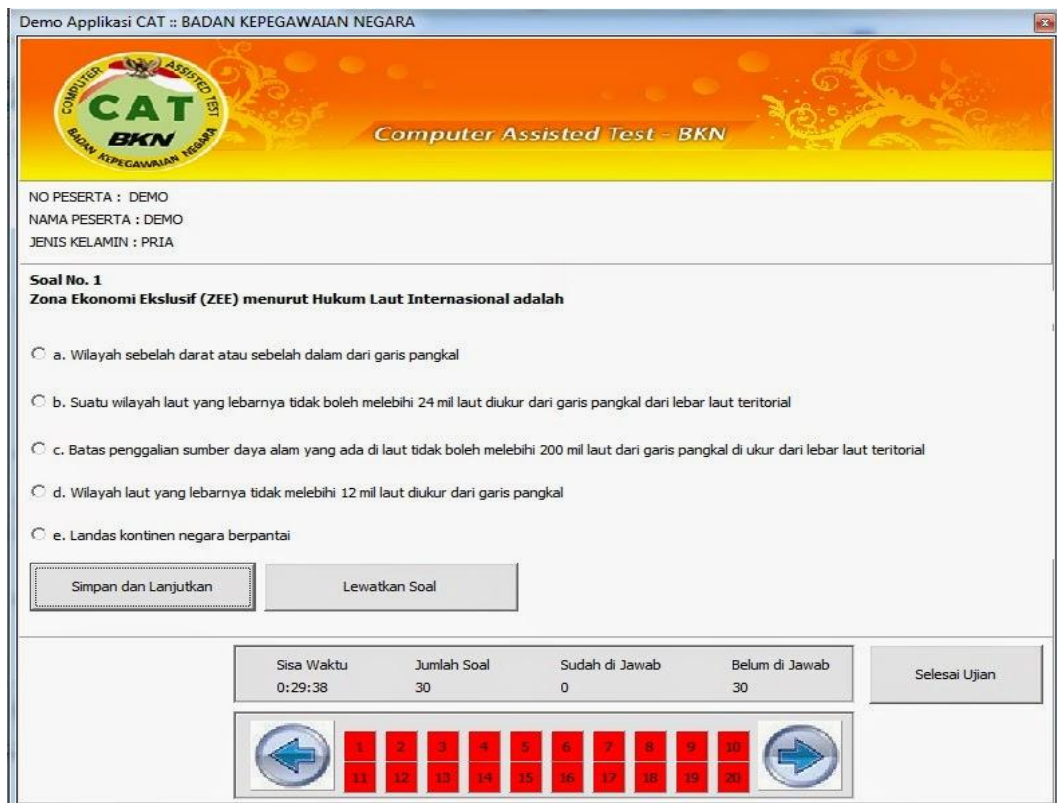
2. Basic Capability Test (TKD)

"Basic Capability Test through Computer Assisted Test (CAT) test which consists of national insight test (TWK), intelligence test (TIU), and personal characteristic test (TKP)." "(The result of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the interview above can be analyzed that the basic capability test (TKD) using the Computer Assisted Test (CAT) test which consist of National insight test (TWK), intelligence test (TIU), and personel characteristic test (TKP).

Figure 3.3

An example of a basic competence test exam in a CAT system



Source: CAT Application of State Employment Agency

3. Health Test

"There are 3 mandatory occupational health checks: pre-employment medical examination, periodic medical examination, and special health examination. Therefore, there is no obligation for the company to conduct health checks to the new worker in the company. So after passing the selection there is a health test before the appointment of CPNS. The health test is done after the civil servant officer." (Results of interview with Mr. May Indra, S.Kom as Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the interview can analyzed that after passing the selection there is a health test before the appointment of CPNS. The 3 mandatory occupational health checks are pre-employment medical examination, periodic medical examination, and special health test.

4. Additional Test

"Currently the system currently used may have its weaknesses and to cover the weaknesses it also needs additional aspects such as interviews and psychology deepening but if to implement it also requires budget and time. But it is also not necessary if it is enough with the previous test, it is not necessary additional tests. So the test is rarely used because the current test is enough to find qualified employees."(Results of interview with Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Yogyakarta City on November 8, 2017).

From the interview it has been explained by Mr. May Indra, S. Kom as the Head of Sub Division of Control and Development of DIKLAT Kota Yogyakarta where the Psychotesty and Interview Test is an additional test but the shortcomings that require big budget and time not less. And not necessary if it is enough with the previous test.

3.1.4 Computer Assisted Test (CAT)

1. Computer Assisted Test (CAT)

Computer Assisted Test (CAT) is a new method using a computer that is used to obtain minimum standards of basic competence or standard

of personnel competence. The CAT system is created by the State Personnel Board (BKN) which aims to obtain or obtain competent employees. CAT model recruitment system uses a computerize approach, meaning the CPNS selection system will run a selection test using the computer directly and the results of its grade assessment can be seen on the spot. Using computerize makes the CAT system a breakthrough in communication and information technology (ICT) in the field of Bureaucratic reform. The system is also applied because to reduce the act of cheating due to the old system prone to cheating manipulation.

Computer Aided or Computer Assisted Test (CAT) has the purpose of ensuring objectivity, transparency, accountability, and free from corruption, collusion and nepotism, then the screening of candidates for civil servants within the Civil Service Board with the CAT system. Application of Computer Assisted Test (CAT) for the first time in Indonesia in 2010 organized by BKN Center. As for the implementation in the region, BKN Center coordinates with BKN Regional Office.

Furthermore, Mr. May Indra, S.Kom explained that:

"The CAT system applies nationally, the first implementation actually exists in 2013, but the allocation of CPNS with the CAT system starting in 2014 is therefore in accordance with the provisions of the central general applicants required to use the CAT system. So the new CAT system applies to the national in accordance with the Perka BKN Number 9 of 2010 on the Guidance Test of Civil Service Candidate Candidate in the State of Baadan Personnel Environment. "(Results of

interview with Mr. May Indra, S.Kom as Head of Sub Division of Control and Development DIKLAT Yogyakarta City on November 8, 2017).

From the interview can analyzed that the CAT system implemented all nationally and accordance with the provisions of the central general applicants required to use the CAT system and accordance Perka BKN Number 9 of 2010 on the Guidance Test of Civil Service Candidates in the State of Personnel Employee.

2. Computer Assisted Test Legal Basis

The legal basis for the application of CAT is provided in the Regulation of the Head of the State Personnel Board (Perka BKN) Number 9 of 2010 on the Guidelines for the Civil Service Candidate Examination Test in the State Personnel Agency. Computer Assisted Test (CAT) is a test method using computer application where in the application is available the test questions Basic Competency Test (TKD) consisting of Knowledge Test (Knowledge), Scholastic Talent Test (skill), Maturity Scale Test (attitude). Computer Assisted Test (CAT) is a benchmark result from countries that have used Computer Assisted Test (CAT) such as Civil Service Commission in the Philippines. Implementation of the first Computer Assisted Test (CAT) in Indonesia in 2010 held by the Central BKN, but only within the BKN internal scope as well as recruiting BKN employees.

The process stages in the design of CAT system begins with research and data collection, then planning, prototyping, implementation of trials, and followed improvement and development. The CAT system protocol has the following characteristics: (1) Application using windows or open source platform based on website; (2) The existence of a narrative containing instructions presented on the computer monitor screen; (3) Application with mouse motion video to facilitate the user in operating it, and (4) Equipped with tutorial and text that contains instructions on the computer monitor screen so that all test participants are easy to operate.

The use of CAT method for CPNS acceptance selection can improve opinion, which was publicly negative opinion on the implementation of CPNS acceptance selection but now with the CAT method formed a positive opinion for the public. CAT method is considered effective and efficient because the transparency of selection CPNS acceptance can form a positive opinion. So that the utilization of ICT in this case can improve efficiency, effectiveness, transparency, and accountability of government administration.

3. The advantages of using CAT system

- a. The Center really has authority in the exam process by using the CAT system

- b. Implementer (area) more facilitated without having prepared each sheet of exam paper because all of them already exist within each computer examinees
- c. Place used in one place with cctv facility, one-way glass for supervisor, ac room, etc.
- d. In the CAT system exam, the county has a dedicated team that is completely competent
- e. Regions only determine the schedule of exams
- f. The results of the test more practical because of the softfile without having to worry about the damage of the test sheet
- g. Participants can not cooperate with other participants because each test question of each participant is different

Mr. May Indra explained that:

"CAT exam requires a certain facility besides not only the computer but there is also a room that is very representative in terms of comfort, in terms of facilities, other than that the room must have cctvnya, there is a supervisor room with one-dimensional glass so that with some requirements of the room was the implementation of the exam we borrow in Amikom."(Results of interview with Mr. May Indra, S.Kom as Head of Sub Division of Control and Development DIKLAT Yogyakarta City on November 8, 2017).

From the result of the above interview can be analyzed that the CAT system requires a certain facility beside not only the computer but also a room that is very representative in terms of comfort, in terms of facilities. And the implementation of the test have collaboration to borrow the room in Amikom.

4. The Disadvantages of using CAT system

- a. Requires additional aspects such as psychological tests and interviews
- b. The impact of additional aspects is the addition of budget and time
- c. The number of questions should be really great for participants to feel fair with other participants with the ease and difficulty of each case

The process of recruiting CPNS using the system for now looks better than using the previous system. Because with the CAT system the agency that wants to look for employees really expects to get employees who really want. Seen between the advantages and disadvantages of more advantages for now.

3.1.5 Implementation of Recruitment and Selection of CPNS with CAT system

1. Legal Basis

The legal basis for the application of CAT is contained in the regulation of the Head of the State Personnel Agency (Perka BKN) No. 9 of 2010 on the

guidelines of the Civil Service Candidate Examination Test in the State Personnel Agency.

2. Recruitment Method

The method applied in the recruitment CPNS using CAT system is the method from outside (external) which include:

a. Educational Institutions

Recruitment of employees can also be obtained from high schools such as the Ministry of Finance can be taken from STAN and more. As expressed by Mr. May Indra, S. Kom:

"Examples from external sources are Educational Institutions, Ads in mass media, websites, announcement leaflets and others."

b. Advertisement

In accordance with the regulation of the Head of the State Personnel Agency Number 9 of 2012 on Guidelines for Procurement of CPNS from the General Applicants concerning the announcement provision that the announcement should use media that is easily known by the public, among others through electronic media (television, radio, internet), print media, announcement and / or other possible forms.

3. Facilities and Infrastructure

Implementation of recruitment CPNS by using CAT system requires facilities and infrastructure include:

- a. Registration Room: serves as a registration place for Civil Service Candidates conducted by the committee.
- b. Room verification: serves as a place of assurance of identity data or authenticity for Candidate Civil Servants conducted by the committee.
- c. Goods store: serves as a daycare for items that are not allowed in the room while the test is in progress.
- d. Test room: serves as a CAT exam spot for Civil Servant Candidate.
- e. Monitor space: serves as a place to monitor and monitor examinees, which are one-way glass.

4. Registration Phase

The stages of registration of prospective Civil Servants include:

- a. Applicants apply to the panselnas portal at <http://regpanselnas.menpan.go.id> by entering the Population Identification Number (NIK), date of birth, selected agency and e-mail owned by the participant.
- b. After applicants receive confirmation of username and password by e-mail, applicants login at <http://sscn.bkn.go.id> with confirmed username and password. Registration of participants online through <http://sscn.bkn.go.id> through the specified date and time.
- c. Fill out the registration forms that are available on the website carefully with careful attention to charging instructions.

d. Print online registration forms as much as 2 (two) copies, paste the latest color photo size 4x6 registration form and sign the registration form.

5. Recruitment process with CAT system

Description of the implementation of Basic Competency Test using CAT implemented as follows:

a. Preparation

a) Panatens CAT conducts coordination meetings with agencies that will carry out CPNS selection

b) The CAT committee performs simulated test trials before the actual exam

b. Verification of Participant data

Participants fill out the attendance list, submit the Test Participant Card, Invitation Letter, and Identity Card of the residents

c. Participant Registration

All participants entrusted luggage except participant card and ID card (KTP)

d. Technical Instructions

All Participants will be provided with instructions on the use of CATapplications

e. The CAT Test Room

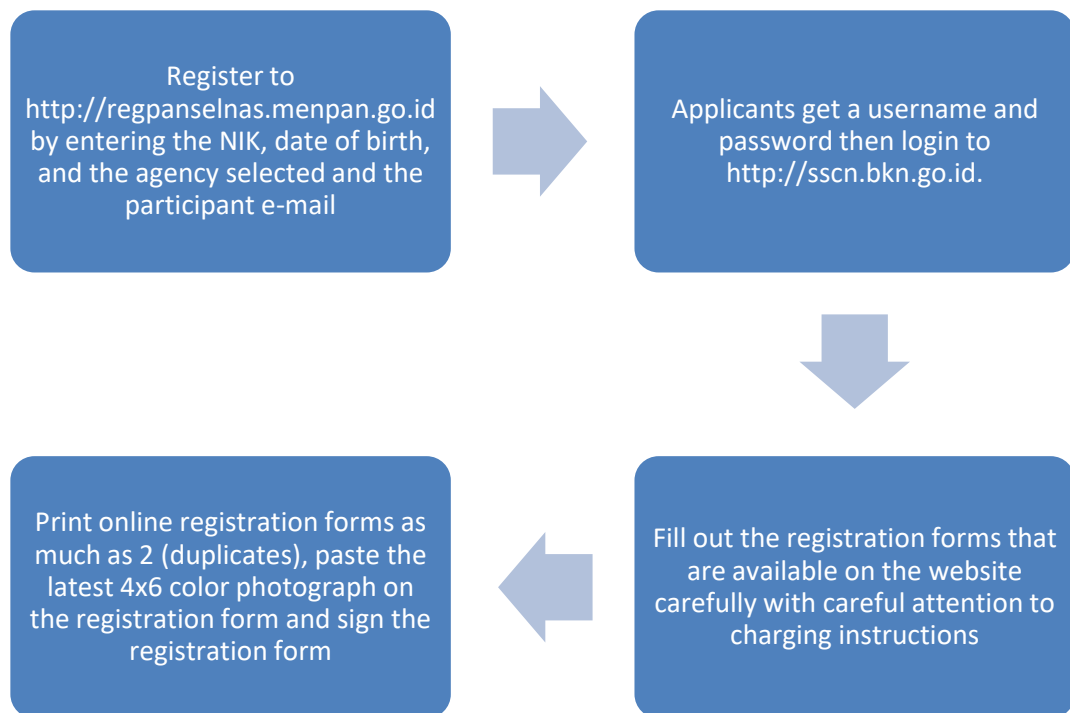
The committee will match the photos of participants in ID cards and cards, in addition to the participants and the organizer committee up to 2 people

f. Announcement of Results

Selection of Basic Competence Test (TKD) process is complete, all participants can directly see the test results on the bulletin board that has been provided.

Figure 3.4

CPNS Registration Mechanism



Source: Ministerial decree on the utilization of state apparatus and bureaucracy reform number 580 of 2014

From the figure 3.4 the CPNS Registration Mechanism is with the online system. The first register to <http://regpanselnas.menpan.go.id> by entering the NIK, date of birth, and the agency selected and the participant e-mail then Applicants get a username and password then login to <http://ssc.bkn.go.id>. After that Fill out the registration forms that are available on the website carefully with careful attention to charging instructions. And Print online registration forms as much as 2 (duplicates), paste the latest 4x6 color photograph on the registration form and sign the registration form.