CHAPTER IV

CONCLUSION

4.1 Conclusion

Based on the findings and results of data and information analysis, it can be concluded that some key points in the transparency in the process of recruitment and selection candidates of civil servants (CPNS) in Regional Employment Agency (BKD) Yogyakarta City are as follows:

1. In general, the implementation of recruitment and selection CPNS Year 2014 organized by Regional Employment Agency (BKD) Yogyakarta City progressed well and smoothly. All stages of recruitment and selection CPNS Year 2014 starting from the planning stage, announcement, application, screening until the appointment according to the mechanism that has been set. The transparency in the process recruitment and selection is very transparent used the CAT system. The method performed in the recruitment process CPNS using Computer Assisted Test (CAT) system is no longer with the Work Answer Sheet (LJK) system.

2. Implementation of CAT system in CPNS recruitment, Implementation of CAT system in Yogyakarta City can support the creation of justice, transparency and public accountability. This is because the CAT system is confidential and transparent because the questions on the CPNS test are only known by each participant, the problem differs between the participants with each other and the results obtained by the participants

will appear after the participant has finished the test. Through CAT is acknowledged as innovation has advantages especially in increasing effectiveness, transparency and accountability so as to capture the best human resources that have the best capability to support the performance of better governance.

3. In the process selecction CPNS recruitment process with CAT system includes online registration in BKN portal, sends file to the agency to be proposed, file verification, asks the exam number to the committee team, takes the exam, get the value through web or announcements available. The process selection CPNS procedure with CAT system includes preparation of committee team, data verification of participant, registration of participant data, direction from committee team, and final verification before execution of test, monitoring test exam, and announcement of exam result. Then the selection process first from document selection then basic capability test, health test and additional test such as interviews and psychology. The Announcement of the acceptance CPNS 2014 has been announced by the BKD Yogyakarta through several media, such as electronic media, print media, communication tools and bulletin board in pairs in the Government of Yogyakarta.

4.2 Suggestion

Based on the research results obtained, the suggestions that can be put forward are as follows:

1. Suggestions for BKN center

   a. Registration process online through the national portal website CPNS 2014 (http://panselnas.menpan.go.id) to be refined so that mistakes by applicants can be avoided.

   b. Need to immediately make technical instructions to all agencies to socialize the process of recruitment CPNS with CAT system to the general public as a whole.

2. Suggestions for Local Government

   Sufficient facilities and infrastructure are needed to support the implementation of recruitment process using the system, especially in regional institutions that do not have adequate facilities and infrastructures in order to carry out the recruitment of CPNS running smoothly.

3. Suggestions for BKN Regional Office I Yogyakarta

   a. Need to be prepared experts who master the application of CAT and supporting facilities and infrastructure, especially at the Regional Emplyment Agency Yogyakarta City

   b. Expected to the Regional Employment Agency Yogyakarta City provide more insight to the public so that prospective applicants can know by procedure so that participants can learn about CAT system CPNS.

   c. It is expected that the Regional Personnel Board of Yogyakarta will provide direction to Disabled Person so that Law Number 4 Year 1997 on Disabled Persons runs though not yet perfect.

d. It is recommended that the Regional Employment Agency should consider to have its own building for the implementation of the next CPNS test.