

ABSTRACT

Bureaucracy is a system used by the government to create a competitive state civil apparatus. One of the steps taken is by applying merit system through position auction to select HR who will carry out government functions. The Government of Kulon Progo Regency implemented the system after the issuance of regulations concerning filling in positions. The method applied in this research was a qualitative method.

This method aims to find out about events or phenomena occurring in the subject of research that can take the form of behaviors, activities, applications and thoughts described through writing and words. The participants in this research are Head of BKPP Kulon Progo Regency, selection committee, participants who passed, and promotion section. The technique used in this research was interview and documentation.

The results based on the research on the implementation of the position auction in Kulon Progo Regency, it has been carried out effectively by referring to Permenpan Number 14 year 2014 where there are several stages of selection that must be open and competitive, and implements predetermined requirements, such as competency requirements, education and training, work experience and performance and including the preparation, holding competency test, inauguration, and evaluation.

The suggestion for this research is to given the long time for participants to express their abilities and knowledge optimally, then the material on technical competencies is more much and the selection committee is expected to explore the ability of the participants to get quality, competent and ASN professional.

Keywords : Human Resources Management, Merit System, The Implementation of Merit System