

**AUCTION POSITIONS IN INDONESIA IN PERSPECTIVE PUBLIC
ADMINISTRATION, AND THEORY OF HUMAN RESOURCE MANAGEMENT
PERSPECTIVE**

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ABSTRACT: *The phenomenon of positions in the government auction be interesting, how the actual auction of the office, for what purpose, and how to position especially in the perspective of public administration, therefore the author tries to pour it into a paper. This paper contains the auction office in the perspective of public administration. This paper consists of three parts: the first part discusses the phenomenon Auction Preliminary Position, the second part of the discussion to discuss the auction office of public administration perspective, the perspective of the theory of human resource management, strengths and weaknesses of the auction office, and the third part of the conclusion. Hopefully what is presented in this paper can be brought into a better understanding of the auctions positions in public administration.*

KEYWORDS: *Auction, Public, Administration*

INTRODUCTION

The term of office auctions are increasingly popular in the community, especially when the couple Governor and Vice Governor of Jakarta Jokowi / Ahok conduct auctions for the post of village chiefs. Auction aims to select personnel office that has the capacity, competence and integrity sufficient to fill the position / particular position so that it can perform tasks more effectively and efficiently, as proposed by the Minister of Administrative and Bureaucratic Reform: "..... With promotions open, we will get a professional structural officials, have high competence, good performance, integrity, and the corresponding expectations of the organization. "

Auction office is one way to minimize the potential for corruption, collusion and nepotism (KKN) because the recruitment office conducted transparently, using certain indicators and carried out by a neutral party and competent to perform the selection. Before Jokowi / Ahok auctions programmed positions, Regent of Jembrana, Bali Prof. I Gede Winasa and Mayor of Samarinda Syaharie Ja'ang have implemented promotional echelon II, III and IV openly. In the city of Samarinda, the selection is done by the Regional Employment Board in cooperation with the City of Samarinda Samarinda LAN PKP2A III held on 12-14 February 2013. A total of 125 applicants competing for a place on the 16 structural positions vacant consisting of one office for echelon II, four positions

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for echelon III and 11 positions for Echelon IV. In the post auction, every employee who has met the administrative requirements of the level of rank and class, are allowed to enroll for the filling of vacancies available. Assessment carried out by a team of selectors that decision is determined by the Mayor.

DISCUSSION

Provisions referring to the auction office of the Minister of PAN Circular No. 16 of 2012 on the Procedures for Filling Vacant structural positions that are open at the Environment Government Agencies. In the promotion of civil servants or filling a vacancy is openly carried out the following stages:

1. Announcement.

To fill vacancies structural position that was announced openly to the other institutions, in the form of a circular through bulletin boards, and / or print media, electronic media (including online media / internet) in accordance with the available budget. The duration of the announcement of at least 15 (fifteen) days prior to the date of receipt of application. In the announcement should include: 1) the name of the position; 2) The terms of office; 3) limit the collection time administrative completeness; 4) material or selection process; and / or 5) other necessary procedures.

Procedures

Formation of the Selection Committee. Officials of Trustees Personnel form the selection committee, selection committee made up of elements: a) the relevant officials from the environmental agencies concerned; b) Officials from other agencies that kind and his competence in accordance with the position to be filled; c) Academics / experts / professionals in accordance with the field position will be filled. The amount of the Selection Committee at most 5 (five) persons from the relevant internal and external agencies, the selection committee conducted a selection process that is assisted by an independent assessment team competence.

Implementation Selection

Selection Administration include: a) An assessment of the completeness of the administrative records that support the requirements. b) Determination of a minimum of three (3) candidates structural officials who meet the administrative requirements to participate in the next selection for every 1 (one) structural vacancy. c) Criteria administrative requirements are based on legislation and internal regulations set by the official agencies of Trustees Personnel respectively. d) Conditions that must be met is that there is an objective link between kualifikasil educational background / diploma, work experience, and track record that corresponds to the requirements required by the office to be occupied.

Selection Competence, Managerial Competence in assessing the necessary methods include: i. for the post of echelon I and II, using the method of assessment center

according to the needs of each institution, should not be less than the amount or type of method used for the assessment of the underlying structural positions; ii. for the third echelon structural position, at least using psychometric competency interviews and analysis of cases or presentation; iii. for structural position echelon IV and V, at least using psychometric and questionnaires; iv. for areas that have not been able to use the assessment center method can complete using psychometric methods, competency interviews, case analysis or presentation; v. managerial competency standards are prepared and determined by each institution according to the needs of office and may be assisted by the assessor.

In assessing competence field by means of: i. Using the method of writing and interview; ii. Sector competency standards are prepared and determined by each institution according to the needs of office and may be assisted by the assessor.

Managerial Competency Standards and Competence field set by each agency referring to the existing provisions or if it is not fulfilled can be set as needed positions in their respective agencies. Results of the assessment along with the rankings given by the Competence Assessment Team Selection Committee.

From Selection, Selection Committee announces the results of each stage of the selection openly through bulletin boards, and / or print media, electronic media (including online media / internet) in accordance with the available budget. The selection committee process the results of each stage of the selection and the rank value. Selection Committee ranked convey values as follows: i. Position Structural Echelon I to the Officer Trustees Personnel. ii. Position Structural Echelon II, III, IV and V to the Chairman of the Advisory Board and Position Ranks. Results of the assessment echelon structural position selected by the Trustees Personnel Officer 3 (three) candidates in order of highest value to be submitted to the President through the Assessment Team Final. Results of the assessment echelon structural position II, III, IV and V, selected by the Advisory Board Position Ranks and three (3) candidates in order of highest value to be delivered to the Officer Trustees Personnel.

Viewed from the perspective of public administration, procedures in conducting auctions positions clearly outlined in the Circular Letter of the Minister of PAN Number 16 Year 2012 on Procedures for Filling Vacant structural positions that are open at the Environment Government Agencies. What was done by Jokowi / Ahok in conducting auctions in reforming bureaucratic positions DKI Jakarta Provincial Government ranks from the perspective of public administration in accordance with the Circular Letter No. 16 of the Minister of PAN 2012 on Procedures for Filling Vacant structural positions that are open at the Environment Government Agencies.

One of the "scope of the Human Resource Management (HRM) is a staffing problem (placement). Placement itself is based on employee performance appraisal activity, which would then be directed to follow the stages (path) Training or directly enter the stage of

career development. "[1] In the system of employee career development is known for open systems, in addition to a closed system that has been widely practiced,

To understand the problems of career guidance systems that are currently open, or better known as "auction office", it is necessary to understand some of the issues related to the auction office. Pattern coaching career with the auction office is not new, but it has been long known in the organization, especially private organizations. Auction office emphasizes the willingness of employees to be developed in accordance with its competence, not just accept the mandate given. In short, with regard to an employee's career, which determines is himself.

As revealed by Douglas (1986), "a career is a series of individual feelings of attitudes and behavior related to work experience and activities over a span of life of people." [2]. In practice, the career development of contemporary knowledge on a wide variety of individual choice and alternative careers. The responsibility for the chosen career depends on the individual who determines the choice itself. [3] The policy and practice of human resources of an organization is an important force to shape the behavior and attitudes of subordinates. [4]

Gibson, Ivancevich, Donnelly (1997) considers that "effective career include characteristics of the performance, the attitude, adaptability and identity. Characteristics of the effectiveness of this individual's career contributes to the achievement of efficiency, production, quality, flexibility, the ability to compete and progress." [5]

Judging from Theory of Human Resource Management approach, Policy with respect to the auction of Jakarta Governor positions, seem hasty and lack of socialization and less involving stakeholders. These policies also tend to be no indication of the political nuances in addition to coaching personnel. Policies need to be done gradually not be done simultaneously, considering the psychological burden for target groups affected by its effects must also be considered. During the Builder officials staffing the political official, employee career development pattern will be a lot of pros and cons, because allegedly there is particular interest with regard to staffing.

Auction office when scrutiny can not be separated from the positive / negative side of the power and / weakness. The strength or the positive side of the auction this position include:

First, get a positive outcome, namely the lifting of civil servants who have sufficient competence and professionalism in accordance with his position and also have a clear conscience or at least have a good track record. Second, with the fit and proper test positive competition will be open. Certainly the competition encouraging for improving the quality, performance and discipline of civil servants. During these civil servants who sit in certain positions are still many who have not been tried and tested quality. Besides, bureaucratic culture we still indicates a certain emotional connection and economically in

a person seated in the office. Emotional connection as the closeness of kinship, community organizations and student organizations so that one gets the opportunity to be promoted in the office. Linkages economically related to the sale and purchase of office to benefit certain economic and political. Third, auction positions can be beneficial to refrain from intervention of various parties which seek to place "his" in strategic positions in their respective environments. Political office and the party now have a bargaining position to influence the decisions of public officials, because it is structurally superior public officials are political appointees (ministers, governors and so on). Fourth, strengthen the career management system based on open merit system where equal opportunity for all civil servants to improve its competency-based career. Fifth, for the people, this is the best opportunity to prove whether the performance of public services, the better. Of the active role of society is also an important factor for improving the quality of public services. To that end, it should also be coupled with the efforts of community supervision is much more intense that officials who have been selected to focus more on community service work.

Auction office not apart from the negative side / weakness. Weakness or negative side of the auction this position include:

First, Seen from the position with regard to the auction office, a weak legal basis for referring to the Minister of PAN Circular No. 16 of 2012, rather than on the law. Second, the range of the deposit because of the closeness to the leadership, including leading a successful team officials, should ideally follow the formal procedure the auction office. Supposedly the auction process should provide equal opportunities for officer candidates who qualify. The process must be transparent, there is no political interest, and a fair walk. Third, the selection mechanism must take a relatively long time and huge costs. The selection process involves a variety of related agencies such as the State Personnel Board, Kemenpan and RB and universities. Besides the selection process would have to pass through a standard procedure for each region, this causes the selection process is relatively long walk. Fourth, the selection mechanism also does not guarantee a good result, given the experience of our state there are elements that are given certain trust less the trust, may not give an objective value because there is a particular interest, both self-interest and the interests of others illegally. Bureaucratic culture we have not shown changes in behavior with integrity and trust. Fifth, the limitations of professional personnel in the field of duty. Lack of professionalism is caused by insufficient levels of education, limited training positions and little interest to study independently. Therefore, even if the process of screening in certain positions already done well, but because of the competence and professionalism that is still limited, the results were also unsatisfactory.

CONCLUSION

Auction office is one way to minimize the potential for corruption, collusion and nepotism (KKN). Provisions referring to the auction office of the Minister of PAN Circular No. 16 of 2012 on the Procedures for Filling Vacant structural positions that are

open at the Environment Government Agencies. To understand the problems of career guidance systems that are currently open, or better known as "auction office", it is necessary to understand some of the issues related to the auction office. Auction office emphasizes the willingness of employees to be developed in accordance with its competence, not just accept the mandate given. The strength or the positive side of the auction this position are: First, get a positive outcome. Second, with the fit and proper test positive competition will be open. Third, auction positions can be beneficial to refrain from intervention. Fourth, strengthen the career management system based on merit. Fifth, for the people, this is the best opportunity to prove whether the performance of public services, the better. Weakness or negative side of the auction this position are: First, Seen from the position with regard to the auction office, the legal basis rather than on the law. Second, the range of the deposit because of the closeness to the leadership. Third, the selection mechanism must take a relatively long time and huge costs. Fourth, the selection mechanism also does not guarantee a good outcome, Fifth, limited professional personnel in the field of duty.

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