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A New Decade for Social Changes
Implementation of The Policy for The Appointment of Prospective Government Employees with Work Agreements In Minahasa Regency

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Abstract. This research aims to evaluate the policy for appointing honorary teachers as candidates for Government Employees with Work Agreements (PPPK) in Minahasa Regency. The approach used in this research is a qualitative method. Data was obtained through interviews, observations and documentation carried out at the Minahasa Regency Human Resources Development Personnel Agency and the Minahasa Regency Education Office. The results of the research show that the process of appointing honorary workers to become candidates for Government Employees with Work Agreements in Minahasa Regency has gone well and is in accordance with the criteria set by the researchers. The determinant factors of this process involve identifying vacant positions, searching for job information through job analysis, selecting suitable candidates, choosing the most appropriate recruitment method, selecting candidates who meet the job requirements, screening candidates, making job offers, and finally starting work.

Keywords. Policy Implementation, Honorary Teachers, Government Employees with Work Agreements

A. Introduction

Policy of the Minister for Empowerment of State Apparatus and Bureaucratic Reform Number 20 of 2022 concerning the Procurement of Government Employees with Work Agreements for Functional Teacher Positions in Regional Agencies in 2022, followed up with the decision of the Minister of Education, Culture, Research and Technology by establishing Technical Guidelines for the Implementation of Selection, as a reference for Regional Governments in carrying out the selection of prospective Government Employees with Work Agreements for Functional Teacher Positions in Regional Agencies in 2022 (Pratama et al., 2022) [1].

Selection of prospective Government Employees with Work Agreements for Functional Teacher Positions in Regional Agencies is carried out through the following stages: a). administrative procurement, b). competency selection and interviews, c). announcement of selection results and d). refuted. This selection process is carried out by the Ministry of Education and Culture as the supervisory agency, and the provincial/regency/city regional...
governments involving the Ministry of Administrative Reform, Bureaucratic Reform (PANRB) and the State Civil Service Agency. The Ministry of Education and Culture has carried out the 2021 selection in 2 (two) stages, but based on the evaluation of the Phase I and Phase II selection it has not been able to meet teacher needs, so the selection will be carried out in 2022 (Sholihah et al., 2023) [2].

The selection must be carried out in a fair, competitive, objective, transparent, accountable, efficient manner, free from practices of corruption, collusion and nepotism (Damanik et al., 2022) [3]. These technical instructions require categories (Wulandari, 2023) [4]:

First, Priority Applicants namely: a). Priority I applicants are participants who have taken part in the selection of Government Employees with Work Agreements for Functional Positions in 2021 and have met the Threshold Value, based on the following order. 1) Category-II Honorary Staff who meet the Threshold Score in the selection of Government Employees with Work Agreements for Functional Teacher Positions in 2021. 2) Non-State Civil Servant Teachers who meet the Threshold Score in the selection of Government Employees with Work Agreements for Functional Teacher Positions 2021. 3) Professional Teacher Education (PPG) graduates who meet the Threshold Score in the selection of Government Employees with Work Agreements for Functional Teacher Positions in 2021. 4) Private Teachers who meet the Threshold Score in the PPPK selection for Functional Teacher Positions in 2021.

Second, Priority II Applicants are Category-II Honorary Personnel who are not included in Category-II Honorary Personnel in the priority I applicant category, c). Priority III applicants are non-State Civil Service Teachers who are not included in the non-State Civil Service Teacher category I priority applicants in educational units organized by regional governments and have been active in teaching for a minimum of 3 (three) years or the equivalent of 6 (six) semesters at Basic Education Data (Dapodik).

Third, General Applicants consist of: a) Teacher Professional Education (PPG) graduates who are registered in the Teacher Professional Education graduation database at the Ministry of Education and Culture; and b) applicants registered with Dapodik. Requirements Applicants must meet the following general requirements: 1) Indonesian citizen; 2) minimum age of 20 (twenty) years and maximum of 59 (fifty nine) years at the time of registration; 3) have never been sentenced to imprisonment based on a court decision that has permanent legal force for committing a crime with a prison sentence of 2 (two) years or more; 4) have never been honorably dismissed not at their own request or without honor as a civil servant, Government Employee with a Work Agreement, Indonesian National Army Soldier, Member of the Indonesian National Police, or Private Employee; 5) not be a member or administrator of a political party or be involved in practical politics; 6) have an educational certificate and/or educational qualifications with a minimum level of bachelor's degree (S-1) or fourth diploma (D-1V) in accordance with the requirements; 7) physically and mentally healthy in accordance with the requirements of the position applied for; 8) certificate of good behavior; and willing to be placed throughout Indonesia.

Apart from having to fulfill the general requirements, applicants with disabilities must also fulfill the following additional requirements: 1) attach a certificate from a doctor at the government hospital/health center explaining the type and degree of disability; and 2) deliver short videos showing daily activities.

Minahasa Regency has proposed the formation of CPNS and Government Employees with Work Agreements to meet the employee needs in 34 Village Apparatus Organizations (OPD), specifically for the recruitment of prospective teachers through the Government
Employee route with a proposed Work Agreement of 492 people. This number refers to teachers registered in the Basic Education Data (Dapodik), which corresponds to the quota for Minahasa.

During the selection process, a phenomenon was found where the recruitment process had not been carried out in accordance with the technical instructions. Selection of prospective Government Employees with Work Agreements for Functional Teacher Positions in Regional Agencies, especially elementary school teachers, which must be carried out in a fair, competitive, objective, transparent, accountable, efficient manner, free from corrupt practices, collusion and nepotism as stipulated in the policy. Especially in competency selection and interviews, there are candidates who do not meet the qualifications or competencies required.

This research aims to evaluate the policy of appointing honorary teachers as candidates for Government Employees with Work Agreements (PPPK) in Minahasa Regency.

B. Method
Researchers use a phenomenological descriptive qualitative approach with the aim of describing ongoing phenomena or events through collecting data obtained through observation, interviews and documentation. This research uses a descriptive approach with the aim of defining research objects or research results (Moleong in Dilapanga et al., 2023) [5].

The main focus of this research is the implementation of the Government Employee recruitment program with an elementary school teacher work agreement at the Education Office in Minahasa Regency, with sub-focuses namely 1) Mechanism for recruiting Government Employee teachers with a Work Agreement at the Minahasa Regency Education Office; 2) Teacher selection mechanism for Government Employees with a Work Agreement at the Minahasa Regency Education Office; 3) Appointment and placement of Government Employee teachers with Work Agreements in Minahasa Regency; 4) Factors related to the implementation of the Government Employee teacher recruitment program with a Work Agreement at the Minahasa Regency Education Office.

The data analysis technique used is the Miles & Huberman approach model in Supit & Lumingkewas (2023), namely data collection, data reduction, data display, and drawing conclusions [6]. Then, to ensure the validity of the data, researchers used 4 main criteria presented by Lincoln and Guba in Moleong (2013), namely credibility, dependability, transferability, and confirmability [7].

C. Result and discussion
1. Teacher Recruitment Mechanism for government employees with a work agreement at the Minahasa Regency Education Office

The appointment of government employees with work agreements (is one of the efforts to provide fair opportunities for competent honorary teachers to earn a decent income, this is in accordance with the central government program which will implement the recruitment of a million government employees with special work agreements for honorary staff.

The main objective in the recruitment process is to find the right workforce for a particular position. Implementing recruitment is a very important, crucial task and requires great responsibility. This is because the quality of human resources that will be used is very dependent on the recruitment and selection procedures carried out.

The recruitment process usually consists of several steps or stages. This research will analyze the appointment of honorary workers as prospective government employees with work agreements in Minahasa Regency which can be seen from Samsudin's theory in Wibowo (2018) [8], namely:
Identifying Vacant Positions

Research data shows that the Minahasa Regency Government this year will appoint Government Employees with Work Agreements. However, government employees with this work agreement only have priority for honorary teachers and health workers. The annual participant quota is determined by the Ministry of State Apparatus Empowerment and Bureaucratic Reform. This appointment was made because of the need for teachers/school teachers, where later honorary staff who graduate as government employees with work agreements will be placed according to where they choose their placement location. The functional position of a teacher, hereinafter referred to as the Functional Position of a Teacher, is a position that contains functions and duties which include educating, teaching, guiding, directing, training, assessing and evaluating students in primary and secondary education.

Every honorary staff who passes the Government Employee selection with a Work Agreement will be placed in the position they choose in their respective accounts and placed in the location they choose. Selection of Government Employees with Work Agreements for functional Teacher positions is an activity to meet the needs of teachers in kindergartens, elementary schools, junior high schools, high schools, vocational high schools and special schools.

Determining the details of the need for State Civil Service Employees in Minahasa Regency totaling 401 (Four Hundred and One) with details of Teachers totaling 246 (Two Hundred and Forty Six), Health Workers totaling 155 (One Hundred and Fifty Five) as stated in the attachment which is an inseparable part from the Ministerial Decree.

Determining the Right Candidate

Determining the right candidate for Government Servant candidates with the right Work Agreement has been carried out in accordance with the implementation of the appointment of Government Servants with a work agreement where prospective Government Servants with a Work Agreement must follow or fulfill all the requirements specified in the selection process for the appointment of Government Servants with employment agreement.

Every process in selecting government employees with Work Agreements is carried out honestly, openly and fairly, each participant can compete fairly and all selection processes are carried out openly, from the application process, registration, implementation of selection, processing of selection results and announcement of graduation results. And participants will not be charged at all.

Selection for Procurement of Prospective Government Employees with Teacher Work Agreements within the Minahasa Regency Government, there are 232 allocations for government employees with work agreements. Each participant who takes part in the selection can choose according to the desired placement location, because later they will be placed according to the location chosen.

Choosing the Most Appropriate Recruitment Methods

According to Puspitasari et al. (2014) Implementation of recruitment and selection is based on certain methods. The method used is the one that is felt to be the most appropriate and efficient for getting employees according to the company's needs [9].

Choosing the most appropriate recruitment methods is by using a recruitment method that is almost the same as CPNS. The recruitment method used is that if participants do not pass selection I, participants or honorary staff can take part in competency selection II, by selecting
the available formation (formation), which has not been filled in) and if they do not pass the Competency II selection, then participants can take part in the Competency III selection by selecting the available formations (formations that have not been filled in). Honorary staff who graduate for Functional Teacher Positions will be announced nationally and then filed for proposing a government Employee Identification Number with a work agreement.

Based on the theory that has been explained, it explains that the implementation of recruitment using certain methods using the most appropriate methods can be said to be running effectively. Based on the research results, the aim of implementing this method in appointing Government Employees with Work Agreements in Minahasa Regency is so that honorary workers have the opportunity to become Government Employees with Work Agreements, thus implementing the Appointment of honorary workers to become candidates for Government Employees with Work Agreements in Minahasa Regency has been running effectively.

**Calling Candidates Who Are Deemed to Meet the Position Requirements**

Based on Government Regulation Number 49 of 2018 concerning management of government employees with work agreements [10], Every Indonesian citizen has the same opportunity to apply to become a government employee candidate with a work agreement. Thus, based on the Government Regulation, honorary employees cannot be automatically appointed as government employee candidates with a work agreement, but to be able to be appointed as government employee candidates with a work agreement, the honorary employee must meet the requirements and pass the administrative selection and competency selection, the implementation of which is similar with the implementation of the selection of civil servant candidates.

Honorary staff who have met the requirements will be called to collect their application files and asked to fill in the job application form that has been provided to be processed in the selection stage. For honorary staff who have met the requirements and criteria for PPPK registration for Functional Teacher Positions, the next stage is passing the administrative selection based on the suitability between the data filled in by the applicant and the required documents uploaded on the page https://guruppk.kemdikbud.go.id of the participants. declared to meet the administrative selection requirements, they can print the 2021 State Civil Service Candidate Selection System (SSCASN) Examination Card and are entitled to take part in the competency selection.

**Screening or Selecting Candidates**

According to Titisari & Ikhwan (2021), screening applicants or job applications provides initial information about job applicants, such as educational background, experience, interests and desired position, desired salary, and the applicant's special skills. Relevant information needs to be included for further consideration [11].

The implementation of candidate screening or selection of government employees with work agreements in Minahasa Regency has been carried out in accordance with established rules, namely Carrying out Administrative selection which contains information about applicants who must first fulfill all the requirements and fill out a registration form which contains information about the applicant and their background. Education, experience, as well as interests and desired position. The second is competency selection and the third is interview selection.
Make a Job Offer

According to Sinambela & Sembiring (2015), job offer procedures must be carried out if a candidate who has met the requirements has been selected. By collecting references and preparing for medical tests if necessary. If a job offer is accepted and the references and medical tests meet the requirements, then you must immediately create written requirements that include working conditions [12].

Government employees with a work agreement are appointed based on a work agreement for a certain period of time in order to carry out government duties. Based on Law Number 5 of 2014 concerning State Civil Apparatus, government employees with work agreements are also included as non-civil servant State Civil Apparatus so they usually occupy administrative positions and functional government positions [13].

Start working

According to Andari Yurikosari (2016) The work relationship that occurs between workers and employers which arises because of the existence of a work agreement, is actually theoretically the right of the employer and the right of the worker to start and end it [14].

Honorary staff who have been declared to have passed the selection to become Government Employees with a Work Agreement, government employees with a work agreement still have to wait for appointment so they can work and receive a salary. Based on the results of interviews with informants, it can be seen that the stages of the process of determining government employee identification numbers with work agreements are carried out in accordance with applicable provisions and in accordance with the provisions that have been determined. BKPSDM will carry out data verification to check the authenticity of the files which will then be continued to the State Civil Service Agency. (Kanti et al., 2023) [15].

2. Teacher selection mechanism for government employees with a work agreement at the Minahasa Regency Education Office

Based on the theory that has been explained, it explains that to get the right candidate you have to fulfill a very long process in order to get the right candidate to fill the position as a Government Employee with a Work Agreement. Based on the research results, determining the right candidate to become a Government Employee with a Work Agreement must be registered in the Basic Education Data and other requirements in accordance with the rules referring to Government Regulation Number 49 of 2018 concerning Management of Government Employees with a Work Agreement.

Based on Government Regulation Number 49 of 2018 concerning the management of Government Employees with Work Agreements which explains that every Indonesian citizen has the same opportunity to apply to become a candidate for Government Employees with a Work Agreement after fulfilling the requirements. Thus, the implementation of the appointment of government employees with work agreements in Minahasa regency has followed the established rules.

Based on the research discussion that has been stated above, it is concluded that the implementation of the appointment of honorary staff as candidates for government employees with work agreements in Minahasa Regency has followed the rules stipulated in Government Regulation Number 49 of 2018 concerning the management of government employees with work agreements.

Based on the theory that has been put forward and linked to the research results, it can be concluded that the results of the research with the theory presented, it can be seen that the
process of implementing the screening process for selecting employees or prospective
government employees with work agreements for functional teacher positions in Minahasa
Regency is in accordance with the above theory, namely by following Each existing selection
procedure includes 3 stages, namely Administrative Selection, Competency Selection, and
Interview Selection. Honorary staff who wish to pass the government employee selection with
a work agreement must pass each selection by meeting the threshold scores for each category.

3. **Appointment and placement of Government Employee teachers with Work Agreements in Minahasa Regency**

   Job offers for Government Employees with Work Agreements, honorary staff who
have passed the selection who are appointed by the Civil Service Supervisory Officer and are
paid salaries based on statutory regulations (Afandi, 2021) [16]. Apart from salaries,
government employees with work agreements can also receive other income in the form of
allowances, honorariums and official travel which are regulated based on standard input costs
released by the Ministry of Finance. The amount of income outside the salary of Government
Employees with a Work Agreement is entirely within the authority of the government agency
that appoints Government Employees with a Work Agreement. If those who pass the selection
are people with disabilities, they must bring a certificate from a doctor at the government
hospital/health center explaining the type and degree of disability.

   Based on the theory presented, it explains that job offers must be made when a
candidate has been selected, meaning they are obliged to know what job offers they will get
while working. Based on the results of the research, the aim of implementing the appointment
of Government Employees with Work Agreements in Minahasa Regency is to obtain competent
teaching staff, and during the implementation processes we have obtained workers who will fill
the shortage of teaching staff in Minahasa Regency schools. The implementation of the
appointment of Government Employees with Work Agreements in Minahasa Regency has been
running effectively.

   Based on the theory presented, it can be seen that the implementation of the
appointment of honorary workers to become Government Servant candidates with a Work
Agreement in Minahasa Regency is in accordance with the rules that have been determined that
every candidate who is accepted as a Government Employee with a Work Agreement is entitled
to the rights and obligations as Government Employees with Work Agreements. Thus, if seen
from an implementation perspective, starting work in the process of implementing the
appointment of Government Employees with a Work Agreement has been maximized, but it
needs to be improved further by quickly providing details of the salary that will be received
after becoming a Government Employee with a Work Agreement.

4. **Factors related to the implementation of the Government Employee teacher recruitment program with a Work Agreement at the Minahasa Regency Education Office**

   Implementation of a Government Employee teacher recruitment program with a
competitive, fair, objective, transparent Employment Agreement, free from Corruption,
Collusion and Nepotism, and without fees is the key to the success and integrity of the program.
The following is a further explanation of these factors:
1) Competitive:
a) Recruitment of Government Servant teachers with Work Agreements must be competitive, meaning prospective teachers must go through a selection process that allows their selection based on relevant qualifications, skills and experience.
b) The existence of healthy competition will ensure that only the best candidates are selected to become teachers for Government Employees with Work Agreements.

2) Fair:
a) The selection and assessment process must be fair and impartial. All candidates must have an equal opportunity to succeed.
b) The assessment mechanism must be based on clear and objective criteria, and not discriminate against gender, ethnicity, religion or other discriminatory factors.

3) Objective:
a) Objectivity in the selection process ensures that decisions are based on measurable facts and criteria.
b) Establishing clear and relevant criteria, as well as using objective evaluation instruments, will help maintain the objectivity of the recruitment process.

4) Transparent:
a) The entire recruitment process, including selection criteria, process stages and assessments, must be transparent and accessible to all relevant parties.
b) Clear communication regarding recruitment stages and procedures will help build public trust in the integrity of the program.

5) Clean from Corruption, Collusion and Nepotism:
a) Implementation of a strong anti-Corruption, Collusion, Nepotism policy is very important. This involves strict supervision, easy reporting, and strict sanctions against practices of corruption, collusion and nepotism.
b) Selecting a professional and independent selection committee can help ensure the integrity of the recruitment process.

6) No Fees:
a) The recruitment process must be completely free of charge to avoid illegal charging practices that can harm prospective teachers and damage the integrity of the program.
b) Information regarding recruitment, including stages and requirements, must be provided clearly and openly without any costs to prospective teachers.

7) Accountability and Supervision: The existence of a clear accountability mechanism and an effective supervision system can help prevent Corruption-Collusion-Nepotism practices and ensure that the recruitment of teachers for Government Employees with Work Agreements is carried out in accordance with high standards of integrity.

By ensuring the above factors are met, the Education Department can build a Government Employee teacher recruitment program with an effective, fair and trustworthy Work Agreement, so that it can achieve the goal of community empowerment.

D. Conclusion

Based on the research results and discussions produced through interviews and supported by secondary data, it can be concluded:

1) The implementation of appointing government employees with work agreements using identification of vacant positions has been going well.
2) In the selection, calling candidates who are deemed to meet the requirements for the position in the appointment of Government Employees with a Work Agreement has been carried out in accordance with applicable regulations.

3) In making offers and job placements in the appointment of Government Employees with Work Agreements, this has not been implemented properly. The appointment process cannot be said to be effective enough in terms of quality, the impact of this implementation has not been able to drastically reduce honorary staff.

4) Factors related to the implementation of the Government Servant teacher recruitment program with a Work Agreement at the Minahasa Regency Education Office have gone well in line with the Education Office's desire to build a Government Servant teacher recruitment program with an effective, fair and reliable Work Agreement, so that it can achieve community empowerment goals.

References


