
Provision Of Non-Civil Servant Workforce in Participating in The Selection of Government Employees with Work Agreements

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Abstract

Working as a State Civil Apparatus (ASN) is still quite an attractive job for the community. Since 2021, ASN procurement has focused on procuring Government Employees with Work Agreements (PPPK). Becoming a PPPK is not easy because you have to go through a strict selection and its implementation is simultaneously held by the State Civil Service Agency. One effort to maximize the occupancy of PPPK formations is by providing training to non-ASN personnel. The aim of this activity is to increase the competency of non-ASN personnel who will take part in the PPPK procurement selection. The method used is by providing material through presentation of how to answer questions about PPPK procurement in order to get a high score and simulating answering practice questions according to the field of position to be applied for. Participants are given time to answer practice questions contained in the application provided by the Regional Civil Service Agency of East Java Province. The debriefing activity can increase in the competency of non-ASN staff, as well as the readiness of prospective test participants to take part in the PPPK procurement selection with the hope of being able to fill the existing PPPK formation.

Keywords: *Provision, Selection, Employees*

INTRODUCTION

Human Resources (HR) play an essential role and hold a high priority as they cannot be replaced by other resources (Sri Kanti & Madani, 2023). In the government sector, these HR are often referred to as Civil Servants (ASN). The definition of Civil Servants (ASN) is outlined in Law Number 20 of 2023 concerning Civil Servants, which states that ASN is a profession for civil servants and government employees with work agreements working in government agencies (Law No. 20 of 2023, 2023). Civil Servants, abbreviated as PNS, have the primary duty and function to provide services to the public. However, the number and professionalism of PNS are deemed inadequate, leading government agencies to propose the recruitment of honorary or non-ASN staff to support the execution of the agencies' duties and functions (Savarianti et al., 2020).

The central government's policy on the elimination of contract/honorary workers has resulted in discomfort regarding the fate of contract workers, impacting the condition of services in the regions (Falista et al., 2022).

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The Civil Servants Law demands employees who are of integrity, neutral, competent, perform optimally, are well-off, responsible, and improve public services. Employees in an agency are expected to serve the public and meet the public's needs, hence a merit system is needed for managing Human Resources in government agencies. The implementation of the merit system must be based on quality, competence, and output (work results) fairly and adhere to the principle of fairness without discriminating against ethnicity, religion, race, age, status, and physical condition or disability (Zakiah et al., 2023).

The recruitment or procurement mechanism of Government Employees with Work Agreements (PPPK) is a strategic step by the government to meet the staffing needs of various government agencies. A work agreement is a form of joint commitment between the government as the user aiming to achieve optimal work results as per the targets assigned to PPPK (Sri Kanti & Madani, 2023). The government's policy regarding the procurement of PPPK aims to address issues related to honorary teachers, improve the welfare of honorary teachers, and enhance the quality of education, which is a suitable policy (Maratus Sholihah & Muhibbin, 2023).

PPPK are Indonesian citizens who meet certain requirements to be appointed based on a work agreement for a specific period to perform official duties within the government. The appointment of PPPK in positions within government agencies is based on the applicable regulations. PPPK perform their duties and receive salaries based on their classification and length of service (PP 14 of 2018, 2018).

In recruitment, it is necessary to consider the number and types of positions required by the agency. Certain types of positions can be fulfilled with specific educational qualifications. The types of positions needed during recruitment should match the needs of each agency conducting the recruitment (Gail et al., 2023). Local governments provide filling formations through e-formation based on an analysis of the need for teachers in schools (Zakiah et al., 2023).

According to data from the Ministry of Administrative and Bureaucratic Reform, the fulfillment rate of technical PPPK personnel who passed was 51,687 or 46.8 percent, the fulfillment rate of teacher formations was 250,432 people or around 78.5 percent, and health personnel were 69,455 or 78.6 percent (www.cnbcindonesia.com). The failure of PPPK competency test participants for Technical Functional Position formations in 2022 was due to high passing scores and difficult exam questions (Dharmaningtias, 2023).

The government conducted an evaluation related to the results of the selection implementation and concluded that there needs to be recognition for

former THK-II and non-ASN personnel without neglecting the quality of HR to be recruited (Maranjaya, 2023).

Based on the above background, the author needs to provide preparation for non-ASN personnel in participating in the PPPK selection in 2023. The purpose of this activity is to improve the competency of non-ASN personnel of the Marine and Fisheries Office of East Java Province to participate in the PPPK procurement selection in 2023.

METHOD

The method used in this activity is through preparatory training by practicing example questions relevant to the job duties of the positions applied for by the prospective PPPK selection test participants. The aim of this activity is to prepare for the 2023 PPPK selection as a provision for non-ASN personnel to be more prepared in participating in the 2023 PPPK Procurement Selection. The target of this activity is the non-ASN personnel of the Marine and Fisheries Office of East Java Province who have registered and passed the administrative selection stage for the 2023 PPPK procurement.

The implementation of this activity utilizes equipment such as an LCD, laptop, and projector screen for the presentation of materials by the resource persons. The materials presented in this activity include tips on how to pass the 2023 PPPK selection. The stages of the activity implementation are as follows:

1. Preparation Stage:
 - A. Formation of the Team
 - B. Determination of Venue, Time, and Participants
 - C. Preparation of Invitations and Activity Materials
2. Implementation Stage:
 - A. Presentation
 - B. Simulation
 - C. Discussion
3. Evaluation and Report Preparation Stage:

Evaluation of the training activity for non-ASN personnel is carried out during the training process and at the end of the training to identify and address any obstacles encountered during the implementation of the training activities.

RESULTS AND DISCUSSION

The training activity for non-ASN personnel in preparation for the PPPK selection was conducted on February 8, 2023, in Surabaya, East Java. The resource persons and speakers were from the Regional Civil Service Agency (BKD) of East Java Province and master's students in management from the University of 17 August 1945 Surabaya, who are also ASN. The number of participants in this training activity was 92 non-ASN personnel from the Marine and Fisheries Office of East Java Province who passed the administrative selection for the 2023 PPPK selection.

The results of the activity based on the training stages are as follows:

1. Preparation Stage:

a. Formation of the Team:

A committee team was formed, consisting of a Chairperson responsible for coordinating the entire activity and members tasked with preparing materials, managing administration, and reporting on the activity.

b. Determination of Venue, Time, and Participants:

A preparatory meeting was held by the committee to determine the venue, time, and participants for the activity. Coordination was made with the General Administration of the Marine and Fisheries Office of East Java Province to borrow the meeting room of the Marine and Fisheries Office of East Java Province as the venue. The activity was scheduled for Wednesday, February 8, 2023, and the participants were 92 non-ASN personnel who passed the administrative selection for the 2023 PPPK selection.

c. Preparation of Training Materials:

The preparation of training materials included tips and tricks to pass the 2023 PPPK Procurement Selection.

2. Implementation Stage:

a. Presentation

1) Training Materials for PPPK Selection

At this stage, materials regarding the 2023 PPPK selection were presented:

a. Practice Questions

- Participants were provided with usernames and admin access registered on a web-based application for simulating the practice questions for the 2023 PPPK selection.
- The questions were given based on the type of position applied for by the participants.
- The types of questions included Managerial and Sociocultural Tests, Interview Tests, and Technical Competency Tests according to the positions applied for by the participants.

b. Tips for Participating in and Answering PPPK Selection Questions:

- Always stay updated with the latest announcements from the BKN website regarding the PPPK selection schedule to prepare adequately.
- Choose a position that aligns with your current field of duty and competencies.
- Manage your study time, making sure to dedicate some time every day, even if briefly.
- Increase the number of practice questions you work on.
- Create summaries of the material from the available questions.
- Study from the answer keys available in the application.

b. Simulation

- At this stage, participants were given time to work on practice questions according to the positions they applied for. Each correct answer was scored 5 (five) points, and each incorrect answer was scored 0 (zero) points.

- At the end of the practice session, participants could see the number of questions they had answered and the number of questions they had not yet answered.
- Once all questions were completed and submitted, the participants received their scores. This helped participants measure their own abilities and better prepare for the actual test.

c. Discussion

During the discussion stage, a question-and-answer session was conducted with the participants regarding the materials presented and the technical aspects of the activity, as well as any issues that arose during the simulation of practice questions.

3. Evaluation and Report Preparation Stage

Evaluation during the process involved identifying supporting factors and obstacles encountered by participants during the simulation of practice questions. The final evaluation was measured by participants' understanding of the material and the selection mechanism for the PPPK selection, as observed during the question-and-answer session and discussion at the end of the event before the closing, as well as the participants' readiness to take the 2023 PPPK selection.

Based on the evaluation results, the successes and challenges of the community service activity were identified as follows:

a. Supporting Factors

- 1) Ease of coordination between resource persons and the event committee for the smooth running of the event.
- 2) Active participation of the attendees during the activity.
- 3) Support from the leadership, both from the Secretariat of the Office as the committee and from the leaders of the participants.

b. Challenges

- 1) Network issues causing the application to hang or lag.
- 2) Limited practice questions, with some functional positions not covered in the available question sets.
- 3) Limited time and participants for the activity.

CONCLUSION

The results of the community service activity conducted are as follows: (1) The training activity for non-ASN personnel went smoothly, with all participants attending from start to finish, (2) There was an increase in the competence of the participants, making them more prepared for the 2023 PPPK selection, (3) Based on the PPPK selection announcement from the BKD of East Java Province, 33 out of 92 participants passed the PPPK selection, amounting to 35.87%.

Based on the results of the activity, the author suggests that this training be conducted in future PPPK procurement periods to help non-ASN personnel pass the PPPK selection. Additionally, it is recommended to include reference questions that were not covered in the current set of practice questions.

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