ABSTRACT

ANALYSIS OF THE EMPLOYEE APPOINTMENT IN STRUCTURAL POSITIONS IN THE GOVERNMENT OF SOUTH* SORONG *REGENCY

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The placement of employees in structural positions is an important part of the apparatus resource management system, which is ideally implemented based on the principles of competence, qualifications, and merit systems. This study aims to analyze the process of appointing employees in structural positions in South Sorong *Regency, focusing on the suitability of competencies, appointment mechanisms, and challenges faced by local governments.*

This study applied a qualitative descriptive approach with data collection techniques through in-depth interviews, documentation, and observation. The research informants consisted of administrators and supervisors within the BKPSDM*, members of* Baperjakat*,* OPD *leaders, and employees who occupied structural positions. Data analysis was carried out using an interactive model from Miles and Huberman, which includes the stages of data reduction, data presentation, and conclusion drawing.*

The results of the study show that the process of appointing employees in structural positions in South Sorong *Regency has not fully implemented the principles of the merit system. Most appointments are not based on competency tests and are still influenced by personal proximity factors as well as non-technical considerations. In addition, there is a limitation on the number of apparatuses that have qualifications and competencies according to the available positions. The lack of technical training and the non-optimal role of* BKPSDM *as a talent manager are also obstacles in the appointment of structural positions. This study recommends the need for a consistent implementation of the merit system, strengthening the capacity of* ASN *through position-based training, as well as the use of competency data and performance track record in every promotion process or mutation of structural positions.*

Keywords: Employee Appointment, Structural Position, Merit System, Competence, South Sorong

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