ABSTRACT

THE MERIT SYSTEM IN THE IMPLEMENTATION OF OPEN SELECTION FOR PRATAMA HIGH-RANK LEADER AT NORTH* KOLAKA *REGENCY

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The merit system is implied in the open selection process for Pratama High-Rank leaders to produce a civil servant with morals and good competency. Based on empirical data, fraud occurs in the selection process, so the application of the merit system is not optimal. Therefore, it is necessary to conduct research to determine the implementation of the merit system in the open selection for Pratama High-Rank leaders, especially in North Kolaka *regency.*

The research was conducted using a qualitative descriptive method, with a total of fifteen informants. The research uses data collection techniques: observation, interviews, literature study, and documentation. The researcher carries out data analysis techniques. In three ways: data reduction, data presentation, and conclusion drawing.

The research result shows that in the education qualification aspect, the arrangement of Pratama high-rank leaders does not fully consider the relevance of the leaders' educational qualifications to the position they occupy. Furthermore, in the competency aspect, the leaders who occupy high-rank pratama positions are the participants of open selection who have the highest score at all stages of competency selection, so they fulfill these competency aspects. The work performance aspect has not been implemented optimally because there are mechanisms whose implementation ignores essential elements. Factors such as policy implementation, sub-optimal employee management implementation, and limited resources affect those things.

Keywords: Merit, Merit System, Open Selection

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