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RECRUITMENT AND SELECTION SYSTEM OF VILLAGES IN WONOSOBO REGENCY

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ABSTRACT

Basic track problems in most of the villages in Wonosobo Regency Government are the recruitment and selection practices of other villages have not been able to encourage the inception of the village with the required standards of competence. This research aims to analyze the system of recruitment and selection of other villages, supporters and restricting factors, as well as establishing a proper and contextual model in Wonosobo Regency over the approach to the management of human resources. With descriptive method, this study found that the standard of competence has not been a consideration for the Government since the beginning of the planning process, to recruitment and selection. Almost the entire selection process, starting from the determination of the criteria of candidates, selection of administration until the written exams tend not based on competence. In addition, the necessary of the village according to the preference of the villagers also has yet to be fulfilled, thus still encountered complaints from the public. The study also identifies some of the factors supporting the recruitment and selection competency-based, among others, regulation and community support. Later, inhibitor factor, among others, the quality of human resources and organizational needs analysis Committee. Based on these conditions, the model recommendations in this study encourages the process of recruitment and selection apply competency — based in practice, in order to be able to support organizational performance towards the village government is better. Start the process of sourcing, attracting, through screening, based on the needs the competence and analyzed scientifically. Community preference is also a consideration in that process in order to involve the public opinion and build public confidence to the results of the selection. These two factors also continue to support are encouraged to be optimal. Meanwhile, an inhibitor of factor continues to be minimized through a variety of innovations.

KEYWORDS

Competency, Councilor, Recruitment, selection.

INTRODUCTION

Village autonomy is an emerging issue as law number 6 year 2014 of the village was passed. It is certainly a challenge mainly for the Government of the village. Organizational basis, the question of human resources and improvement of organizational performance closely related with recruitment and selection practices in the organization. Described by Flybjerg, et.al (2000), that is organization have to hold their future through human proper resources management and in particular through recruitment practice and selection effectively. Further, some of the findings from other thinkers also indicated that the system of recruitment and selection of the right would give an impact on the achievement of optimal organizational performance (Zheng, 2006; Croucher 2008; Mathis & Jackson, 2011; Omolo, Oginda & Yuko Oso, 2012).

Yet harmonious system of recruitment and selection of human resources oriented to increase organizational performance is indeed a common symptom in most villages, the Government is no exception the villages in Wonosobo Regency. This issue surely is the big government on the performance influential village in Wonosobo. One indication of lowly performance is not the achievement of a target allocation of Funds Management (ADD) Village which targeted 70 percent usage for community empowerment, but in reality, mostly used for physical development.

Regarding these problems, there is a subject matter that has not been getting serious attention of the Government most of the villages in Wonosobo Regency, namely human resources planning. Most of the village Government only follows the existing regulatory and tends to apply the same thing repeatedly, without any evaluation and innovation. Thus, the competence of human resources, tend to not be a concern for most Governments of the village.

In theory, the human resources planning process, including the analysis of their work was the deciding factor for the recruitment and selection process for withdrawal was able to produce employees who fit the needs of the Organization (Mathis & Jackson, 2011: 231). Therefore, this study aims to describe the system of recruitment and selection of the other villages in Wonosobo Regency. In addition the study also aims to identify supporters and a barrier to recruitment and selection of devices as well as other villages of recruitment and selection system model that is right for the village government. Referring to the opinion Omolo, Oginda & Yuko Oso (2012: 139) the process of recruitment and selection is done through a process of sourcing, attracting and screening.

RESEARCH METHOD

Qualitative descriptive method was used to describe it holistically the issue and analyzes the four focus, namely recruitment, selection, recruitment and selection determinant aspects of other villages, as well as recommendations of community-based models. Then, the interviewing process with object analysis that do seriously with purposive sampling technique into a data collection method.

RESULT AND DISCUSSION

The process of recruitment and selection devices other villages (*Sourcing, attracting dan Screening*)

In the process of sourcing, the majority of the village Government does not do planning resources based on scientific analysis to determine the criteria, the number and type of formations that are empty. The Government makes land thus crooked village as one consideration in certain formations vacancies open. Further, the method of recruitment is also still performed with conventional methods. Meanwhile a source of recruitment is still very limited availability of human resources in local villages. It is thus certainly have an impact on the recruitment process as well as the results of the selection made by the Government of the village, because according to research from Simamora (1997: 212) and Dresang (2002: 195) shows how closely between the planning, Office of analysis, methods and selection. Further Dresang (2002: 195) and Ekwoaba (2006) States that the planning officer is an important point for the management of human resources that give a huge impact on the future of the organization.

In the process of attracting, method of selection of the candidate is conducted in two phases, namely screening and selection of administrative written exam. In the first selection or some experts refer to as the pre selection (Searle, 2009; Mathis & Jackson, 2005; Pynes, 2004), the community who could follow the criteria of selection has been set by default in the legal regulations. The approach is still visible in the condensed generalization exam questions for candidates of other villages. The General material to be tested is judged capable of representing the needs of the entire formation. Thus, the exam questions haven't been able to contextually with the specific needs of each Office in the village, and the Government has not provided the validity and reliability. In the view of some experts (Stone, 2008; Searle, 2009: 157; Noe et.al, 2011), the tool must be capable of testers called valid, i.e. capable of measuring what it is supposed to be measured. As well as, meet the reliability rules relating to the consistency of a testing tool.

At the screening stage nearly half of prospective candidates who follow the selection and escaped despite having a low value. However, due to the limited number of applicants, then the entire device was designated as a candidate for other villages. This indicates that the selection process has not been based on competence as is assumed by some scholars (Hawkes & Weathington, 2014; Tripathi and Agrawal, 2014; Wood & Payne, 1999). In the context of decision making determination of the results of the selection, the Division of powers is still concentrated in County Government. Refer to the conception of some experts (Farazmand, 2007; Bowman, et.al, 2012) regarding flexibility, where decision making is likely to top — down and minimal autonomy difficult to deliver innovation and new approaches. Through the Committee structure and mechanisms that tend to be bureaucratic and tests the implementation, the public barely had room to engage in decision making. In this context Dresang (2002) mentions that in decision making a selections, the community should be involved, because the community has expectations of being termed a preference point. The proposition that resulted from this aspect is as follows.

Proposition 1: the process of sourcing in recruitment would result in candidates who fit the needs of the organization if it is done taking into account the factor of planning, recruitment methods and source appropriately.

Proposition 2: the process of attracting device selection in the village will be effective if the test methods and tools as well as the scoring system used has the ability to do the prediction performance of the candidates.

Proposition 3: screening process in the selection of other villages will produce competent candidates if the screening processes through the competency approach — based decision making and provide flexibility for the Government of the village.

THE DECIDING FACTOR FOR RECRUITMENT AND SELECTION SYSTEM

There are the determining factors identified in the system of recruitment and selection. Regulation and community support are identified as supporting factors, while the quality of human resources recruiter and an analysis of the needs of the Organization as an inhibitor factor. In the regulation, although they still tend to be top-down and haven't been able to accommodate the specificities of each village, but in general have been able to provide legal certainty for the providers as well as prospective candidates. In view of Irianto (2011) aspects of regulation is one of the factors that significantly influence the management of human resources the public sector. Community support is also not able to optimize by the Government in support of the recruitment and selection competency-based. Whereas the function of community support are to control function and management of conflicts. In the view of some experts (Rosenbloom, 1985: 226; Van der Walddt, 1998: 81-82) mentions that participation correlates closely with accountability, and to encourage the realization of Government's good governance.

In the context of quality of human resources Committee, the issue of integrity and neutrality Committee still has not been found in the field. HUMAN RESOURCES Committee should be selected based on competence, to integrity are able to awake. It is thus similar to that expressed by several experts (Noe, et.al, 2011: 147-148; Tyler, 2005: 92), recruitment and selection Committee which should be filled by an elected individual who understands and is experienced in conducting recruitment, so that the result is maximums. On the other hand, the Government of the village should also be encouraged to do the analysis needs of your organization and the measured scientifically. Pynes (2004: 151) and Tyson (2006: 137-141) in this case the view that organizational needs analysis is an important thing that should be a priority of any organization in order to be able to run effectively and deal with a variety of changes. A proposition is resulted in this aspect among others.

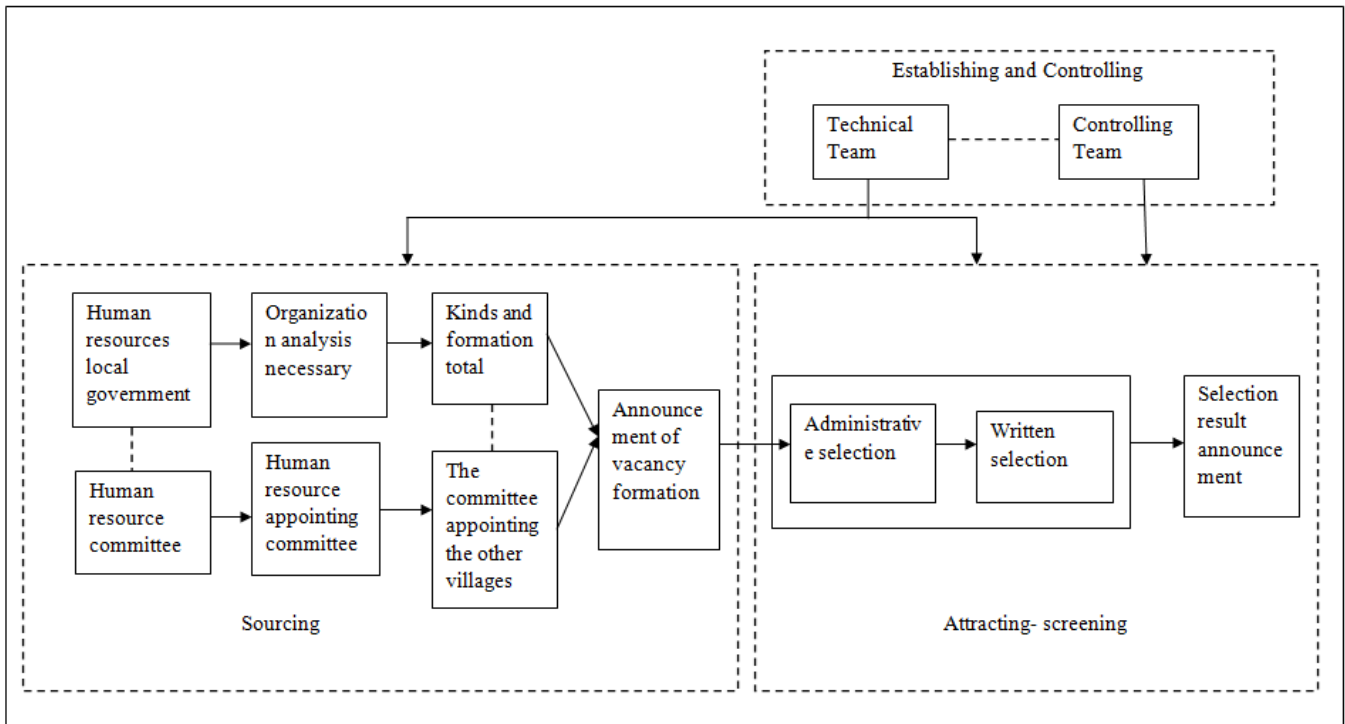
Proposition 4: the regulation will support strategically recruitment and selection process if it is capable of providing flexibility on the Government Committee for the appointment of the village and other villages for selecting devices according to his needs.

Proposition 5: community participation will support the accountability of the recruitment and selection process for this if community is actively in the process of recruitment and selection of other villages.

Proposition 6: selection of candidates for the Committee should be done selectively and competency-based HUMAN RESOURCES to improve the quality of the Committee.

Proposition 7: organizational needs analysis should be conducted scientifically and measured in the process of recruitment and selection of other villages to improve the performance of government organizations of the village.

PICTURE 1: EXISTING MODELS OF RECRUITMENT AND SELECTION OF THE OTHER VILLAGES IN WONOSOBO REGENCY

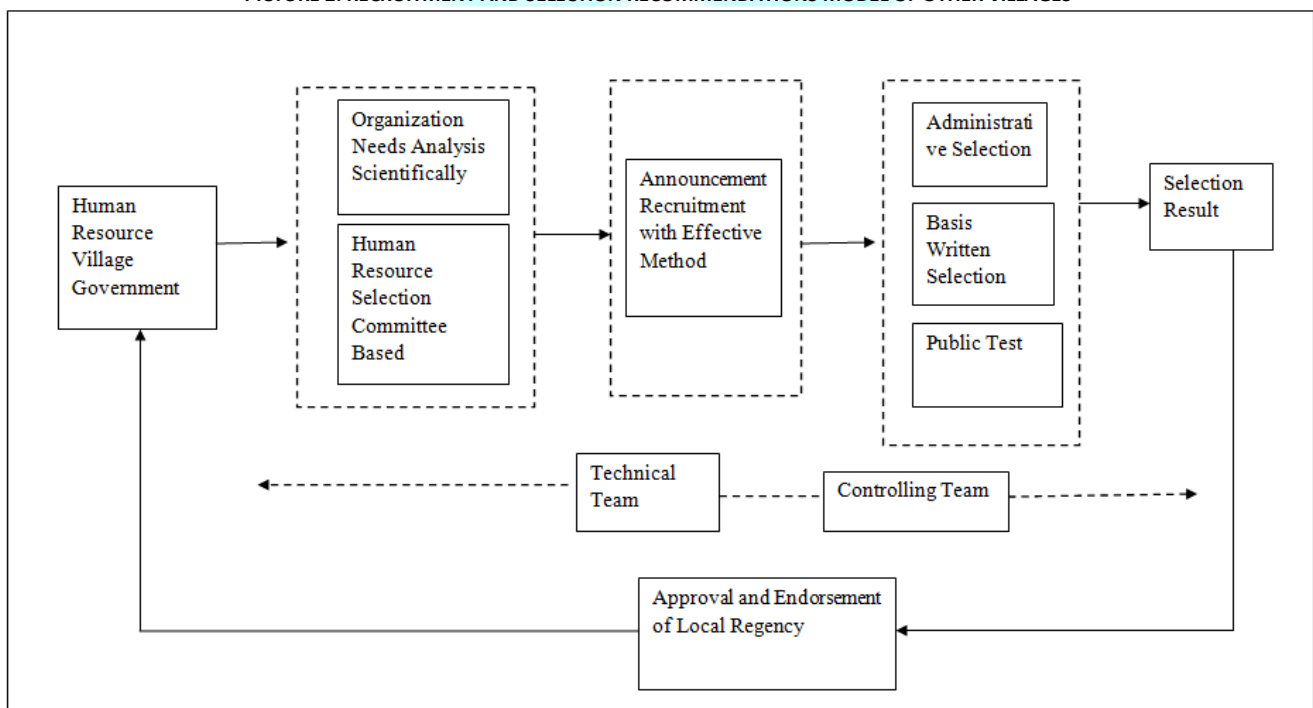


In Figure 1 to see that the process of recruitment and selection at the beginning of the input from two go according to the needs of human resource HR Committee and village government. Both became the driving factor for the Government the village to do a simple analysis of the Organization and analysis of the needs related to select individuals who will occupy the Committee. Then, the process of organization needs analysis from the village government analyzed by the head of the village along with the device so as to determine the number and type of formations is needed. Meanwhile, the Election Committee was doze through the mechanism of deliberation with the appointment of an individual based on personal considerations from the village chief and the input of other elements.

MODEL RECOMMENDATIONS

Based on the findings and discussion of research, there are three important things that underlie the recommendations of the model system of recruitment and selection of other villages, the test equipment in accordance with the job description, qualification of the human resources needed, as well as the public test as a means of community involvement in the selection process. In case of tool test, the Government is encouraged to do village planning needs analysis with a more mature organization scientifically measurable, so come by and test equipment to suit your needs. Then, the qualifications are based on the competence of the merit system. Lastly, preference main point that is community involvement in the selection process of candidates, in order to get the best candidates are competent and can be received well by the public. As for the recommendation, the model is depicted in the following chart.

PICTURE 2: RECRUITMENT AND SELECTION RECOMMENDATIONS MODEL OF OTHER VILLAGES



Stages of sourcing practices of planning are to emphasize the allocation of government resources and selection based on needs and competence. Later, in the village level, the analysis needs on based on the needs of the scientific argumentation with factually. Stages of attracting, appraisal and selection methods should also be based on the competence of the mechanisms and methods of various exams in accordance with standards of competence. The involvement of

academics is also carried out at this stage, as well as providing authority for the village to determine the appropriate method and approach. Furthermore, the screening phase, are also encouraged to establish indicators of competence as a major consideration of potential breakouts device village. Even the community is also encouraged to get involved in providing assessment and evaluation against the Councilor candidates who will fill certain formations, especially the formations exposed directly to the community, such as the head of the village.

CONCLUSION

First, the stages of sourcing, planning, methods and sources of recruitment has not yet carried out optimally by the Government, its effects, the result of strategic planning is not accompanied by the failure of the selection Committee in getting applicants as much as possible. The next stage is not attracting much in different village, the Government is using the method of selection, tools testing and assessment in accordance with the system that has been governed by the regulations of the legislation, without any specific initiative to innovate in order to push competency-based selection system. Later, the screening stage, candidates screening process and decision-making has not been based on competence and not involve the society as a preference point. The Committee structure of the district to the village also still likely to top — down in decision making, the Government has not given the flexibility of the village of optimally for a decision.

Second, it identifies two factors supporting, regulatory and community support, then two factors restricting the quality of human resource Committee, and the analysis of the needs of the organization. In support of regulation, although not optimal push competency-based selection and provide flexibility in decision-making, regulation has been able to provide a legal umbrella for the organizers. On the other hand, although the community support not optimal due to the minimal lines of formal participation, but research findings have showed that community support is able to realize the function of control over organizer. Meanwhile, these two factors should continue to be a barrier to be minimized in various ways and methods of HUMAN RESOURCE Committee, in order to be competent and teamwork as well as organizational needs analysis carried out in support of the scientific achievement of organizational performance is more effective and better yet.

SUGGESTION

In theoretic system, in conducting the review of the system of recruitment and employees selection on public sector organizations must stress on aspects of human resources planning and also the preference point of external parties/users. Then, in order to test a model built in the study or to test their findings it is possible to do research is a similar and different community groups.

In the empirical, constituents such as regulation and community support must be optimized to support recruitment and selection model of competency-based village in Wonosobo Regency. Community support should also be optimized through the opening of the halls of the involvement of the community in the process, as well as the promised increased incentives for prospective candidates of the village. While such an inhibitor factor, quality of human resources Committee and the organizational analysis of the absolute must be minimized, by means of the selection Committee that competency-based and specific expertise, as well as analysis of scientific organization and measurable, particularly in setting standards of competence.

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