

ABSTRAK

Penelitian ini bertujuan untuk mengetahui proses rekrutmen Pegawai Negeri Sipil (PNS) dan dampaknya terhadap profesionalisme dan transparansi di Kantor Camat Sawang Kabupaten Aceh Utara. Penelitian ini dilatarbelakangi oleh kebijakan rekrutmen PNS korban Daerah Operasi Militer (DOM) di Kantor Camat Sawang Kabupaten Aceh Utara setelah perdamaian antara Gerakan Aceh Merdeka dan Tentara Nasional Indonesia pada tahun 2005, di mana sebagian Pegawai Negeri Sipil diangkat dari keluarga mantan anggota Gerakan Aceh Merdeka yang gugur sebagai bentuk penghormatan dan upaya reintegrasi pada masa konflik yang difasilitasi pemerintah. Namun, kebijakan tersebut menyebabkan proses rekrutmen cenderung tidak dilakukan secara ketat karena lebih dipengaruhi pertimbangan sosial dan politik dibandingkan kompetensi dan prinsip meritokrasi. Metode yang digunakan dalam penelitian ini adalah deskriptif kualitatif dengan teknik pengumpulan data melalui wawancara dan dokumentasi. Data yang diperoleh kemudian dianalisis melalui kondensasi data, penyajian data, dan verifikasi data. Hasil penelitian menunjukkan bahwa rekrutmen Pegawai Negeri Sipil (PNS) korban Daerah Operasi Militer (DOM) di Kantor Camat Sawang berlangsung secara sederhana, cepat, dan cenderung tertutup karena lebih dipengaruhi oleh kebutuhan menjaga stabilitas sosial politik, rekonsiliasi, serta keberlangsungan pemerintahan dalam situasi masa konflik dibandingkan penerapan prinsip merit secara ketat, sehingga prosesnya tidak melalui seleksi terbuka maupun uji kompetensi. Kondisi tersebut berdampak pada profesionalisme Pegawai Negeri Sipil (PNS) yang belum optimal serta tingkat transparansi yang rendah karena proses rekrutmen lebih banyak didasarkan pada pertimbangan sosial dan situasional pada masa transisi.

Kata Kunci: Rekrutmen, Pegawai Negeri Sipil, Daerah Operasi Militer

ABSTRACT

This study aims to determine the recruitment process of civil servants and its impact on professionalism and transparency at the Sawang Subdistrict Office, North Aceh Regency. This research is motivated by the recruitment policy of civil servants victims of the military operations area at the Sawang Subdistrict Office, North Aceh Regency after the peace between the Free Aceh Movement and the Indonesian National Army in 2005, where some Civil Servants were appointed from the families of former members of the Free Aceh Movement who died as a form of respect and post-conflict reintegration efforts facilitated by the government. However, this policy has led to a recruitment process that tends not to be carried out strictly because it is more influenced by social and political considerations rather than competence and the principle of meritocracy. The method used in this research is descriptive qualitative with data collection techniques through interviews and documentation. The obtained data is then analyzed through data condensation, data presentation, and data verification. The research results show that the recruitment of Civil Servants who are victims of the Military Operations Area at the Sawang Subdistrict Office takes place simply, quickly, and tends to be closed because it is more influenced by the need to maintain socio-political stability, reconciliation, and the continuity of government in post-conflict situations rather than the strict application of merit principles, so the process does not go through open selection or competency tests. This condition impacts the professionalism of Civil Servants which is not yet optimal, and the level of transparency is low because the recruitment process is mostly based on social and situational considerations during the transition period.

Keywords: *Recruitment, Civil Servants, Military Operations Area*