

CHAPTER IV

CLOSING

4.1 Conclusion

Based on the results of the analysis, the researcher can draw the conclusion as follow:

1. In the process of conducting position auction for structural officials echelon II, there have several stages to be implemented, namely preparation, implementation, and evaluation. The three stages have specific procedures and activities to carry out merit system-based job auctions.
2. The implementation of merit systems through position auction in the Government of Kulon Progo Regency refers to Permenpan Number 13 year 2014 and as a whole activity has been implemented effectively, openly, fairly, and has fulfilled all the imposed requirements, including competence, education and training, work performance, experience, and ethics; the conclusions of all assessments include:
 - a. The implementation of the position auction has fulfilled the merit system principle, namely the competency test where participants go through various tests as a form of networking to get qualified candidates. Tests carried out by the selection committee include assessment center, interview, and various tests related to the field of office.

- b. The assessments in job auctions to participants pay attention to work performance which can be viewed from curriculum vitae, experience during working, and a list of positions that have been passed so far which are obtained based on consideration judgments by the selection committee.
- c. Education and training are the main requirements in the selection stage stipulated in administrative requirements where participants taking part in the selection must fulfill the initial requirements so that they can be declared to pass the next stage. Here, screening is done to get participants who are eligible for positions and have good qualifications.
- d. Participants taking part in the position auction need to have extensive experience in the chosen field of office to support the work to be carried out if they are elected to the position. Experience is very useful for advancing and making new innovations for the work environment.
- e. Participants who take part in the position auction must have good qualifications and avoid problems that can damage the organization progress. The intention of a worker must be straightened and harmonized with the goals to be achieved together without only benefiting the personal self. Therefore, ethics needs to be applied in selection ,so

employees can be accountable for their positions without doing things that deviate, and it can harm the organization.

3. Characteristics of implementation for filling positions have differences between the previous model and the present. The previous model more looked at the seniority and proximity classes, so the selection of prospective participants was unfair and it could lead to fraud during the election. Whereas, the current model uses a merit mechanism system where everyone is given the same opportunity with clear qualifications

4.2 Suggestions

1. The position auction with the merit mechanism was an effort to obtain qualified, professional, and competent human resources in their fields, but the selection process was still not running optimally. Selection committee of Kulon Progo Regency did not more related the potential possessed by the participants, so the abilities that have been more easily explored became in depth discussion even though it was related to the assessment to match the position which would be occupied by the participants .
2. The time given to participants to present their thoughts was relatively short. The participants were not satisfied with the time determined by the selection committee because with limited time, the participants had not maximized to express their vision and mission, so the delivery of

potential was not bridged optimally. Hence, there is a need for additional time for the participants to show their own quality abilities.

3. Material related to technical competency standards is further enhanced because service issues are not only about managerial, but also technical. It is intended that if someone has been elected and has not mastered the technical situation in his own service, they will be forced to have to know the technical in depth. At least before occupying these positions, the participants already have the provision to master the technical problems in their respective departments, so when making decisions, the participants do not feel that it is not too difficult. Thus, the participants hoped that the materials related to technical competency standards can be further reproduced.