



Analysis of Appointment and Placement of Officials in Positions of Women in the Secretariat of Structural South Sulawesi Province

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ABSTRACT:- This study aims to determine the appointment and placement of female officials at structural positions in the secretariat of the South Sulawesi province. The research focuses on the process of placing female officers in structural positions. The approach used is qualitative descriptive. Data were obtained through observation and participation in-depth interviews with informants and document tracking. Data analysis techniques are interactive model that consists of four activities namely data collection, data reduction, data presentation and conclusion / verification. The results showed that that the placement process and the appointment of women officials in the scope of the secretariat of the government of South Sulawesi province in practice still apply the characteristics of prismatic bureaucracy. Where family and political considerations very role, even in the appointment, the official regulations specify non-ascriptive testing. Then the female civil servants have not got the confidence to structural positions. Especially leadership ability, knowledge and capacity of women to be the reason not easy for women to be successful structural positions. Cultural and patriarchal ideology, still very strongly influenced many aspects of life and social structure of South Sulawesi. The existence of this culture has given privileges to civil servants in the government of men in the province of South Sulawesi.

Keywords:- Bureaucracy, Structural, Human Resource Management

I. INTRODUCTION

The gender gap is a reality that must be faced by women in almost all parts of the world and can be found in all domains: public and private, domestic-reproductive and productive. In a public organization can be said to be in the position of marginalized women. System of patriarchal culture that instills the understanding that the public sphere (politics and the world of work) as a male domain, the usual blamed as the main factor why the gait of women in the public sphere in general are in a position subordinate to men. The restrictions are the basis for the growth of a new desire for women to participate involved and participate in the public sector. Therefore, they demand the same rights as men, such as acquiring knowledge, skills and higher education, and so forth in order to compete to enter the territory of leadership that has been dominated by the opposite sex. Empowering women and achieving gender equality is an issue of human rights and social injustice, and wrong to be perceived as a women's issue, because the problems and social conditions is a requirement in the process of building a just society and sustainable public welfare (Sadli in Ihromi, et al (2006: 7))[1].

Other demands related to the rights of women, especially in the government bureaucracy are equality and justice, especially in the equal opportunity to obtain the post. Not surprising phenomenon in the civil service, women are often very reluctant to be named structural positions. This condition occurs, because of the stereotype, namely the assumption that women are irrational or emotional so that women could not appear to lead, and lead to the emergence of attitudes that put women in a position that is not important.

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In the province of South Sulawesi, women are treated unfairly in the acquisition of important positions in the government, even though they have the ability and good performance. At Position Structural Echelon II female officers are only 6 people, Echelon III and Echelon IV as many as 104 359 people. Though the number of women in South Sulawesi itself is very large, but ironically the number of women who are in a strategic position for decision making are very few. Based on the above, the researchers are interested in knowing how far the role of women in participating in the bureaucracy, especially regarding the "Analysis and Placement Officer Appointment of Women in the Secretariat Structural Position In South Sulawesi province."

II. RESEARCH METHODS

This study used a qualitative approach. According to Nazir (2003: 54)[2], descriptive method is a method in researching the status of a group of people, an object, a set of conditions, a system of thought or a class of events in the present.

To be able to gather information from the object of research in accordance with the observed phenomena. In this study, researchers set informants representing the Regional Personnel Board, Inspectorate, Women Officials and Experts Culture. While the analytical techniques used in this research is qualitative descriptive analysis. These data analysis techniques decipher, interpret and describe the data collected systemically and systematically. To present the data to make it more meaningful and easy to understand is the use of interactive model analysis of Miles and Huberman (Milles, et al: 1992: 16)[3].

III. RESULTS AND DISCUSSION

To answer the appointment and placement of female officers in the scope of the South Sulawesi provincial government secretariat, the author refers to the concept that applied Riggs (1964: 15)[4] which includes:

A. HETEROGENEITY

Heterogeneity is intended Riggs (1964: 15)[4] is a society which is in the process of industrialization and modernization, political demands for existing positions are well organized and its policies are clear. Therefore, to recruit employees in positions in various specialist positions through testing technical level. But family ties and political influence policy formation.

According to Riggs (1964: 822)[4] is a way of nepotism hiring prismatic models, where very family considerations play a role, although the appointment, the official regulations specify non-ascriptive testing. Because recruitment is more devoted to family interests and nepotism. So in practice, the officials one models, were recruited based not only on technical ability but also with a view to the political mobility. The results showed that the removal and placement of structural positions in the scope of the Secretariat of the South Sulawesi Provincial Government, political interests and the interests of the family still influence decision making. Political interests that are intended as putting officials who have an active role in political parties, a successful team winning the governor and family relationships.

Based on direct observation in the field, the scope of the government's strategic position in South Sulawesi held employees who have family ties and are more likely to favor. Based on the cases occurred, the placement system officials at the South Sulawesi provincial secretariat yet to consider the competence of employees. but rather on political and familial approach. Competence is intended BKN (Regional Employment Board) (2002) is the ability and characteristics possessed by a Civil Servant in the form of knowledge, skills, and attitudes necessary behavior in the execution of his duties, so that the Civil Service is able to carry out their duties professionally, effectively and efficiently. Competency Standards positions differentiated structure for civil servants: (1) basic competence (threshold competency) is a competence that must be possessed by any officials from echelon II, III and IV; (2) competence fields (differentiating competency) is the competence required by any structural officials in accordance with the field work.

No professionalism in the placement of officials caused the number of women officials of the secretariat of the scope of the Southeast Sulawesi provincial government looks of the minimal number of female officials occupying echelon II and echelon III. Based observations show career opportunities for women in developing structural positions in the scope of the South Sulawesi Provincial Government has not received the same treatment with a male employee. Based on data from BKD (Regional Employment Board) South Sulawesi In 2014, the number of female officers in the scope of the secretariat of the South Sulawesi Provincial Government amounted to only 92 people, while males reach 128 people from 220 echelons. The number of women occupied the highest echelons of the echelon structural position IV / a as many as 73 people, III / a 17 person and echelon II / b by 2 people.

Related to the above, the implementation of the promotion in the scope of the secretariat of the Provincial Government of South Sulawesi in practice not provides opportunities for women to occupy echelon II and III. Women are still considered not have the same ability as men. Women are still considered to have a lower quality compared to men, while they are already eligible to be promoted at certain positions. The scope official placement on the scope of the regional secretariat of the South Sulawesi provincial government is still considering the specific motives, especially the heavily regulated and intervention by the political aspirations of political officials.

B. OVERLAPPING

In the process of human resource management, the promotion process should be preceded with a look at the specifications positions will be filled by employees in the organization. Job specification is defined as a list of demands humane a position that education, skills, personality and others. (Desler, 1997 cited Azhari, 2011: 76)[5]. Education is one of the factors to consider in the lifting of civil servants on structural positions.

In Government Regulation No. 100 of 2000 j, qualifications and level of education as a condition for placing third in the civil service at structural positions. In the decision of the Head of Civil Service Agency of the Republic of Indonesia Number 13 of 2002 that the qualification of the level of education will basically support the implementation of his duties in a professional manner, especially in the effort to apply the theoretical framework, the analysis and implementation methodology in his duties. The least formal education must be considered from two sides, namely levels and majors. Study in this case can be interpreted as the level of formal education ever completed by each official candidate. Subject is defined as the discipline that controlled every civil servant who is nominated for structural positions.

Based on the informant, competence factor which is based on the level of education is not a requirement of doing promotion The scope secretariat of South Sulawesi province. Precisely that into consideration in the implementation of official promotional preferably experience in putting civil servants in the scope of the structural position of the regional secretariat Provincial Government of South Sulawesi. So if there are several candidates for structural officials, the employee who has the educational background according to the position, then it deserves to be considered for promotion. But when officials of women and men who will be given consideration for certain structural positions, officials treated the woman returned subjective.

The results showed, from 13 (thirteen) bureau and 7 (seven) agency secretariat scope of the Provincial Government of South Sulawesi, officials structural women amounted to only 2 (two) people. Both the person occupying the post of Head of Welfare Bureau and the Bureau of drugs, HIV and AIDS. Even the educational background has not been a major concern in the placement officer, for the post of Head of the Bureau for drugs, HIV and AIDS actually held a graduate of agriculture.

Therefore, the implementation of structural official placement in the scope of the regional secretariat of South Sulawesi Provincial Government has not the aspect of justice. According Hasibuan (2009: 109)[6] aspect of fairness in carrying out the promotions were associated with objective and honest assessment no favoritism or like and dislike. Employees who have the best ratings should get the first chance to be promoted regardless of their race, class and descent. Promotion is based justice will be a motivational tool for employees to improve performance.

Important aspects that form the basis for the appointment of officials in the scope of the regional secretariat structural South Sulawesi provincial government is the aspect of the experience. Experience the longest working employee who will get priority in the placement of officials. Despite having formal education in accordance with the position to be occupied. But the female employee has not treated well, especially in the structural position of echelon II and III. At this level, male employees are always given priority in the selection process of officials. Therefore, experience and managerial capabilities to be important in putting on the scope of the regional secretariat official South Sulawesi Provincial Government. Although women already have formal education is already eligible for certain structural positions, but when viewed from the competence and managerial capabilities, the woman would not have a place to become the leader of the particular agency. Karen, the leader is a symbol, once the driving source of influence to move the organization's employees and other resources to achieve organizational goals.

The results showed that the removal of structural officers in the scope of the regional secretariat of South Sulawesi Provincial Government, the education factor is not a major aspect for the placing of officials. Appointments first consider the factors of competence and quality of a civil servant. Baperjakat (Agency position and rank considerations) as an institution that has authority in selecting employees to work professionally, let alone who wants to occupy a strategic position.

South Sulawesi Provincial Government is still assessing women as second only to males. Provincial government has not set gender equality, especially among the planners and decision-making. Whereas women human resources in the scope of the regional secretariat of South Sulawesi Provincial Government has adequate

when compared to the educational level of men. Where the scope of the secretariat specialized in the area, the number of educated women S1 reached 163 while 134 men, 60 women S2 and men 88 D3 level even higher number of women reached 23 and men 19 people from the amount employees 376 employees overall male and 328 female employees.

Aspects that are used as a scientific basis in selecting officials Baperjakat (Agency position and rank considerations) team is tenure, age and work experience of an employee. By using these assessments can be used as a recommendation feasibility of the civil servants in serving a structural position later. Work performances of civil servants certainly show the ability and credibility in carrying out a task and responsibility given to him. All of these assessments DP3 assessment contained in the employee. DP3 can be seen in the direct supervisor assessment related employee on the employee's ability. Assessment conducted by the direct supervisor of the employee regarded as an objective assessment of the development of the ability of subordinate employees. In addition to seeing the official candidate DP3, other assessment by looking at the level of formal education has been undertaken. Formal education is considered to be able to educate and expand the knowledge and perspectives in the implementation of tasks and responsibilities. It is expected these capabilities can used in carrying out its duties and responsibilities later on when serving in a structural position. Results of the selection by Baperjakat (Agency position and rank considerations) submitted to the Governor to do judgment. All decisions of the officials who will be inducted in the hands of the Governor.

C. Formalism

Promotions and transfers not only affect the employees concerned but also affects other employees in that agency. Incorrect placement can cause some of the effects, among others, employee unrest, the decline in the working enthusiasm and excitement, lower productivity, less responsibility and errors in performing the task. Therefore in carrying out promotion and transfer structural positions should be based on the competence of civil servants concerned.

Implementation of promotion in the Secretariat of the Government of South Sulawesi province, still referring to Government Regulation No. 100 of 2000 on the Appointment of Civil Servants in structural positions. But in its development, Government Regulation No. 100 of 2000 enhanced by Government Regulation No. 13 of 2002 and followed up with the implementation of the provisions of the Decision of the State Personnel Board No. 13 of 2002.

One of the requirements of the appointment, removal and dismiss Civil Servants in structural positions in the State Personnel Board's decision No. 13 of 2002 is seniority. Although seniority can not be used as a basis to assess the performance of a civil servant. Consider seniority is also a concern in implementing the promotion of civil servants on the scope of the regional secretariat of the South Sulawesi province.

But seniority is not enough to put a civil servant in a structural position in the scope of the regional secretariat of South Sulawesi province. Because seniority does not guarantee a civil servant working properly. Precisely aspect considered is a combination of seniority and competence of civil servants became the basis of the best promotions and the most appropriate. Because it promotes the most experienced and most intelligent so that weaknesses promotion based solely on experience or skills course work can be resolved.

So the chance of female civil servants for structural positions in the secretariat of the province of South Sulawesi is actually very open. Because there is no differential treatment between men and women to occupy positions along the structural meet the requirements. Then depending on the achievements of female civil servants themselves. Based on information from informants, the opportunities of women civil servants in the South Sulawesi provincial secretariats are actually very open. For South Sulawesi provincial government provide equal opportunity to women civil servants and men for structural positions, that they meet the requirements. In addition to seniority a factor of concern in putting structural officers, job performance factors owned civil servants for positions is also a contributing factor. Seniority in the rank is used when there are two or more Civil Servants who are qualified to be appointed in the structural all have the same rank. In such case, to determine one among two or more candidates for the use of seniority in the rank of factors, namely the Civil Servant who has the longest tenure in the rank of priority.

But although South Sulawesi Provincial Government provides an open system competence in the placement of structural officials, but in practice there are still gaps in the normative aspects and empirical aspects. What are the rules in the placement of structural officials must be implemented consistently so that employees can work or carry out their duties properly. In practice, the placement of structural officials in the secretariat area of South Sulawesi province, it turns out aspects of job performance, seniority and rank does not guarantee female civil servants to structural positions. There is another aspect to be considered Baperjakat (Agency position and rank considerations) in placing women in a structural position, namely managerial and political aspects.

Based on the informant, the placement of structural officers in the scope of the secretariat of South Sulawesi province also determined factors other than formal non-formal factors. In view of this model Riggs called prismatic bureaucratic model mix. According to Riggs (1964: 271)[4] in a mixture prismatic bureaucracy, hiring models of office was formally divergent and convergent. Scatter model is a system of "services" that limit hiring only those who have surpassed official test set. But the right to take the exam is limited to the desired community and does not require the capability. While the centralized recruitment models better known "nepotisme". Recruitment patterns converge very nature ascriptive: based on family, clan and environment.

IV. CONCLUSION

Based on the discussion and analysis of the study it can be concluded that the placement of female officers in the scope of the secretariat of the government of South Sulawesi province in practice still apply the characteristics of prismatic bureaucracy. Where family and political considerations very role, even in the appointment, the official regulations specify non-ascriptive testing. Resulting in the placement of female officials in not considering the structural position of employee competence. but rather on political and familial approach.

Female civil servants have not got the confidence to structural positions. Especially leadership ability, knowledge of women's capacity and the reason is not easy for women to be successful structural positions on the scope of the secretariat of the South Sulawesi province. Placement and removal of structural officials, aspects of education is not an important aspect but more preferred experience and quality of a civil servant. From the aspect of the experience, quality and ability managerial. Women tend to still doubt the ability as a leader. Women as leaders are still considered to have obstacles, especially in the physical barriers that are considered incapable of carrying out heavy tasks.

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