



BUILDING NETWORK FOR SUPPORTING PUBLIC SECTOR REFORM

a lesson learn: Indonesia's civil servant (ASN) recruitment reform

Bangkok, 14 September 2016



Dr. Setiawan Wangsaatmaja

Adi Junjuran Mustafa

Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi



OUTLINE

1. Civil servant (ASN) development
2. Building network on ASN recruitment system reform
3. Remarks and achievements



1

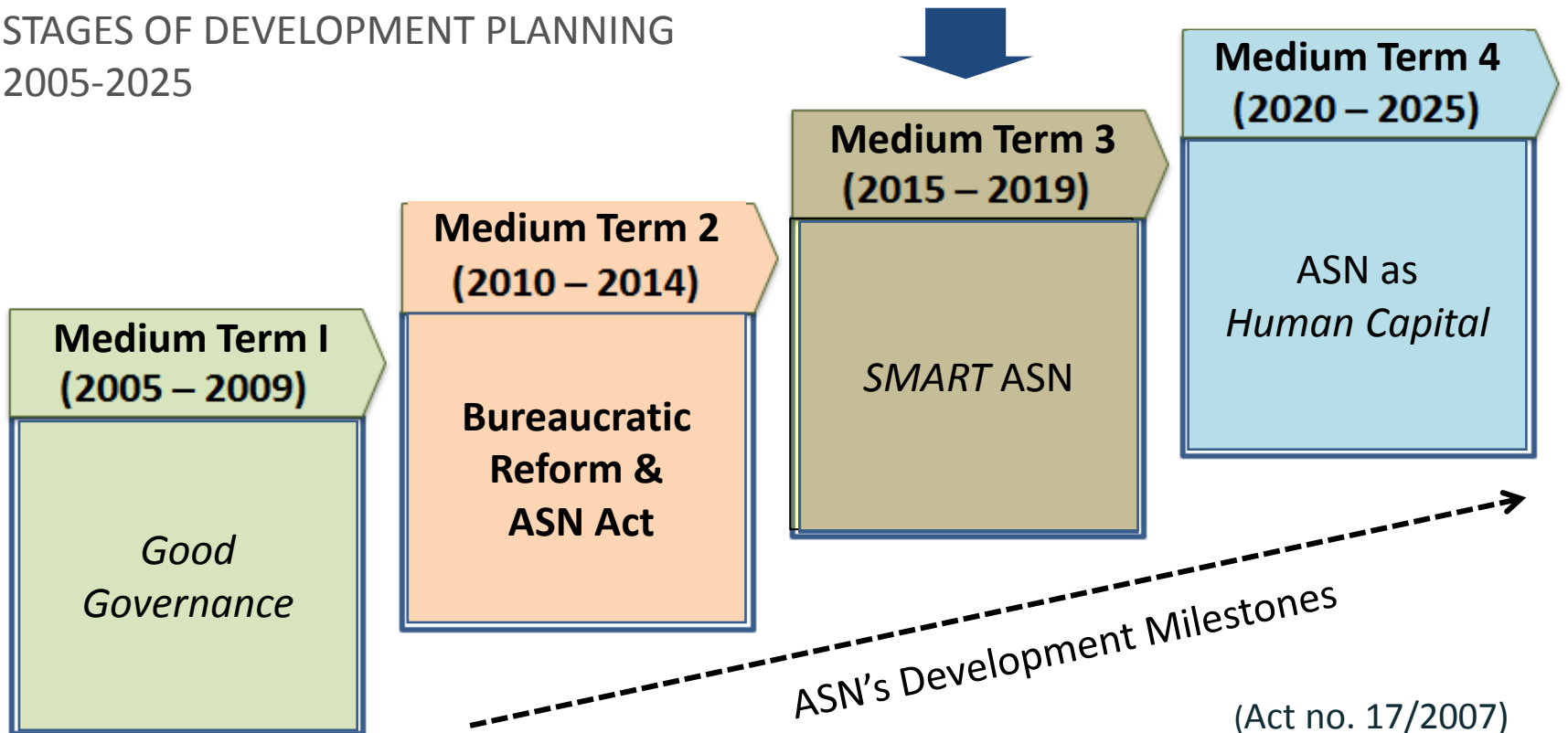
CIVIL SERVANT (ASN) DEVELOPMENT: VISION AND CHALLENGES

INDONESIA'S DEVELOPMENT VISION 2015-2019

VISION

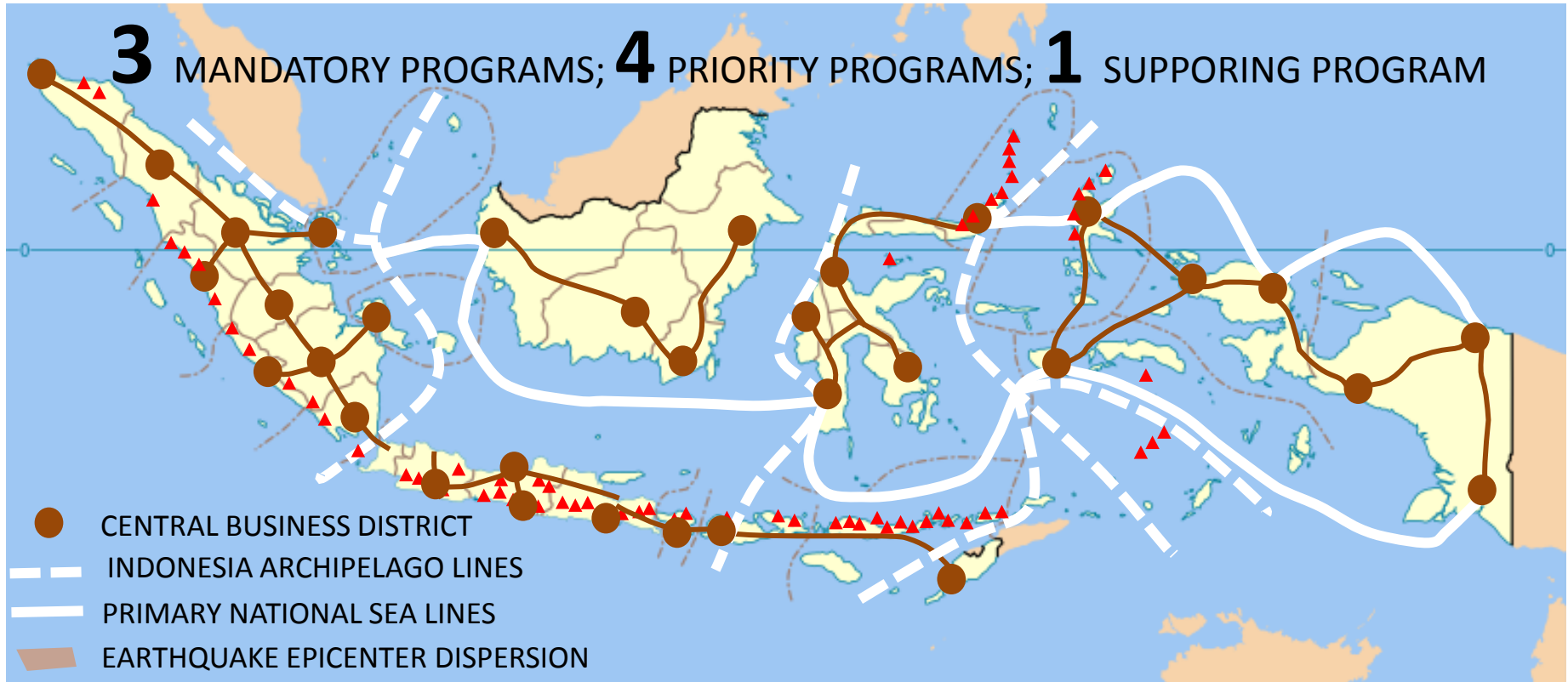
establish a country that is developed and self-reliant, just and prosperous

STAGES OF DEVELOPMENT PLANNING
2005-2025



ASN: Indonesian civil servant

NAWA CITA



SUMBER: SWANGSAATMAJA & BERBAGAI SUMBER, 2014

MANDATORY PROGRAM

HEALTH
EDUCATION
POVERTY ERADICATION

SUPPORTING PROGRAM

BUREAUCRATIC REFORM

PRIORITY PROGRAM

INFRASTRUCTURE
MARITIME AXIS
ENERGY SECURITY
FOOD SECURITY

ROADMAP ASN 2015-2019

GOAL

2015

2016

2017

2018

2019

ASN AWARD

organization restructuring and employee redistribution

Moratorium

Planning

ASN planning and recruitment for supporting national development program (NAWA CITA)

OBJECTIVE 1

OBJECTIVE 2

Recruitment

Competency standards establishment

Selected recruitment (education, health, law enforcement and technical staff for supporting NAWA CITA)

SMART ASN
Merit-based system

Competency compliance

ASN Talent Management JPT & Assessment Centre developemnt

Gen Y Management

OBJECTIVE 3

Professionalism

ASN act

Performance-based salary

Capacity Building

Certification

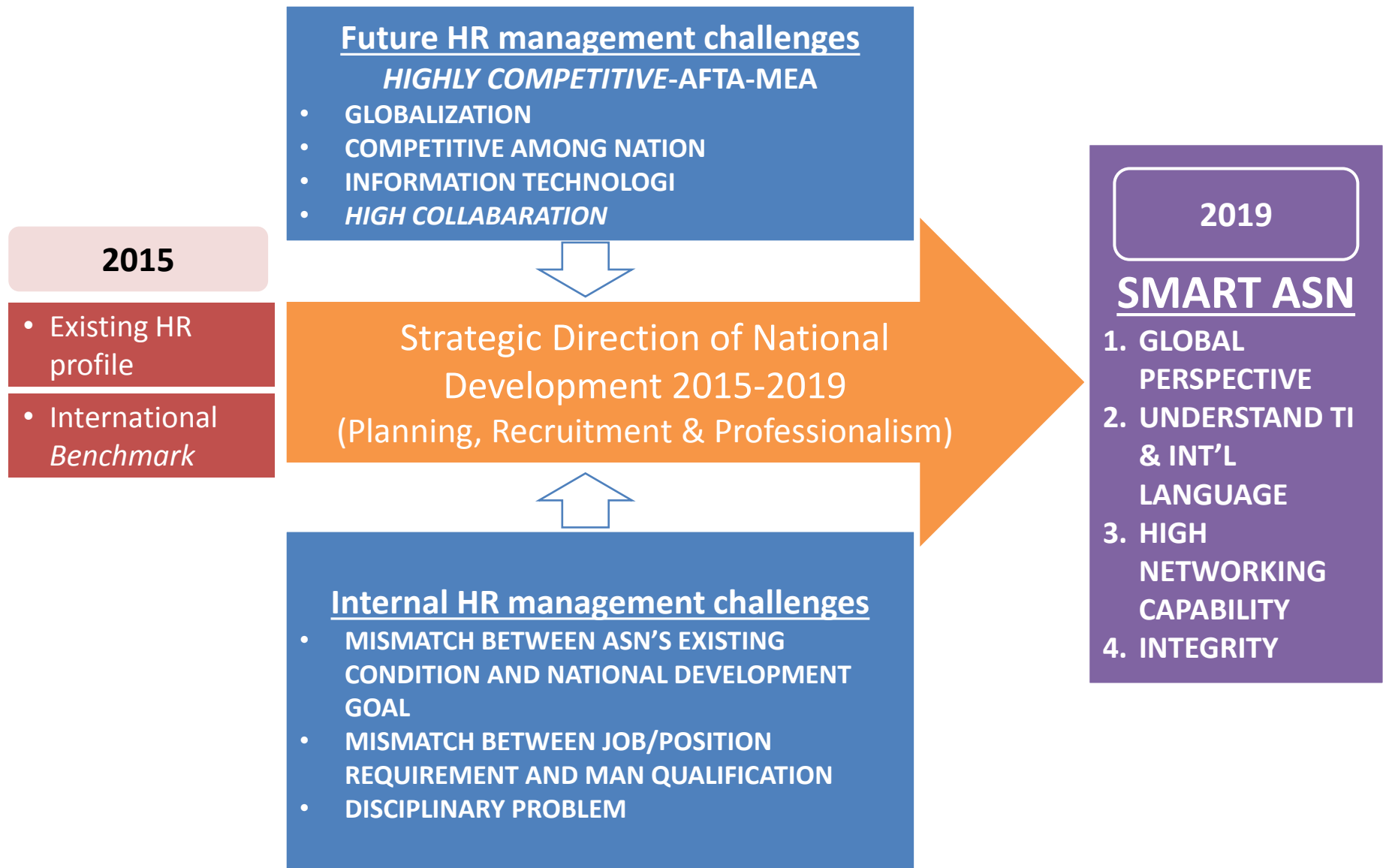
National In passing for non supervisory position

CHALLENGES



setkab.go.id

OPPORTUNITIES AND CHALLENGES 2015 - 2019



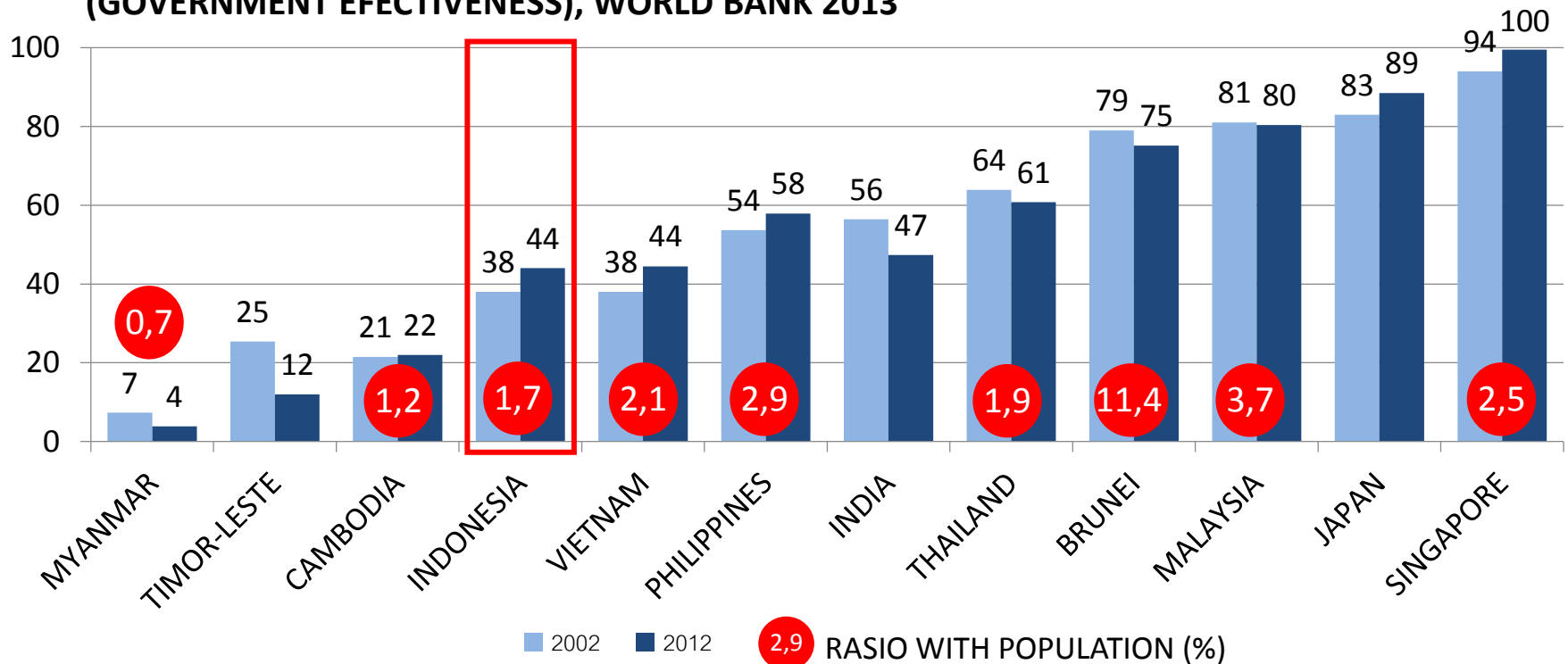
ASN COMPETITIVENESS

Number of Civil Servants **4,51 Million**

- National government: 925,275
- Local/Province government: 3,591,861 (EIS BKN, 2015)

Employee ratio: 1.77%

**INDONESIA POSITION IN WORLDWIDE GOVERNMENT INDICATOR
(GOVERNMENT EFFECTIVENESS), WORLD BANK 2013**



PROBLEMS

ASN Competency and Qualification

not fully supported

National Development Goal

largely caused

RECRUITMENT PRACTICE IN THE PAST (**PUBLIC PERPSECTIVE**)

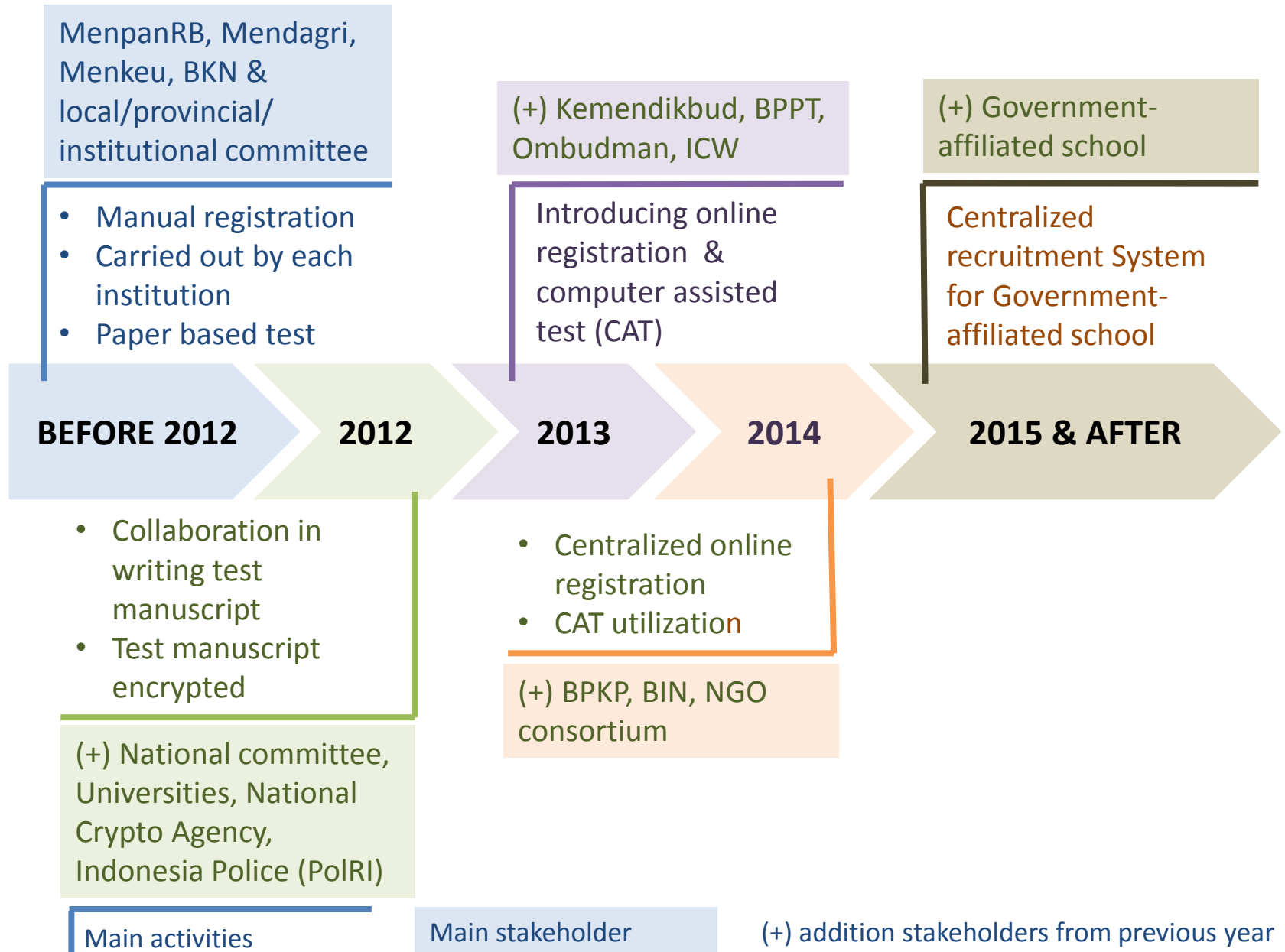
- Not based on organization demand
- Not Competitive,
- Not Fair,
- Not Objective,
- Not Transparent,
- Collusion, Corruption, & Nepotism practices





2 | BUILDING NETWORK ON ASN RECRUITMENT SYSTEM REFORM

NETWORK REFORM OF ASN RECRUITMENT SYSTEM



CHANGE IN MAIN ACTIVITIES OF RECRUITMENT SYSTEM

BEFORE 2012

Recruitment process carried out by each institutions

Manual registration

100% institutions used
Paper-based test

processes
2013

- DUAL SYSTEM**
- PAPER BASED
 - CAT

2014 and AFTER

Centralized online
registration


1. Test Manuscript
nationally standardized
(Consortium work)
2. PANSELNAS printed out
the test result
3. Setting Passing Grade

Computer Assisted Test
(CAT)

MANUAL REGISTRATION



ONLINE REGISTRATION

 **Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi**
Panitia Seleksi Nasional CPNS 2014

[Formulir Pendaftaran](#) [Halaman Muka](#) [Alur Pendaftaran](#) [Formasi CPNS 2014](#) [Status dan Jadwal](#) [Kontak Kami](#)

Formulir Pendaftaran

PERHATIAN!!

1. Pendaftaran hanya dapat dilakukan 1 (satu) kali. Anda tidak dapat membatalkan atau mengganti pilihan instansi yang telah anda pilih
2. Anda hanya dapat memilih instansi sesuai dengan jadwal yang telah ditentukan. Jadwal selengkapnya, silahkan lihat pada [tautan ini](#)
3. Setelah anda login ke Portal Nasional, anda baru dapat login ke portal instansi minimal 1x24 jam. Daftar portal instansi dapat dilihat di [tautan ini](#)
4. Jika anda mengalami kesulitan hubungi panseinas@menpan.go.id

NIK

Nama Lengkap

Email

Tempat Lahir

Tanggal Lahir
YYYY-MM-DD (1987-12-10)

Instansi

Password

Confirm Password

Kode keamanan 

Input kode keamanan

KIRIM

PAPER-BASED TEST



COMPUTER ASSISTED TEST (CAT)



Muara Enim

PAPER-BASED TEST RESULT HANDLING



AROUND 1.381.343 APPLICANT
ANSWER SHEETS

COMPUTER ASSISTED TEST (CAT)-THE RESULT



ASN RECRUITMENT

PAPER-BASED TEST and COMPUTER ASSISTED TEST (CAT)

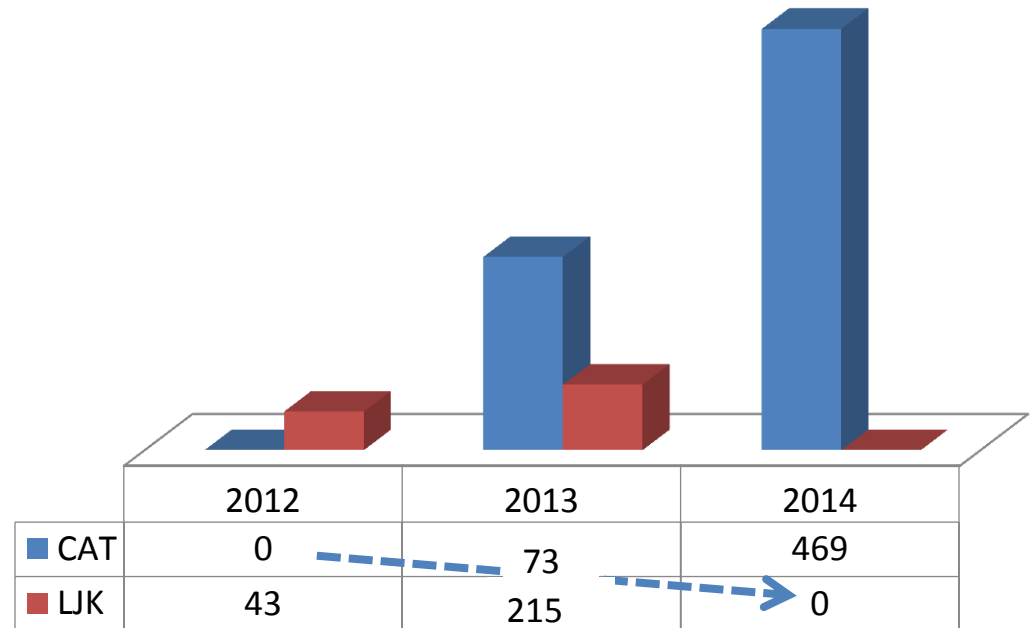


2012



2014

Pengadaan CPNS dengan CAT dan LJK



In 2012: CAT is not used yet

In 2014: 469 institutions used CAT in the recruitment process

CHANGE IN STAKEHOLDERS INVOLVEMENT OF RECRUITMENT SYSTEM

BEFORE 2012

Ministry of Adm. Reform

Ministry of Finance

Ministry of Home Affair

State of CS Agency (BKN)

Local/provincial/ institutional
committee

processes

2013

DUAL SYSTEM

- PAPER BASED
- CAT

2014 and AFTER

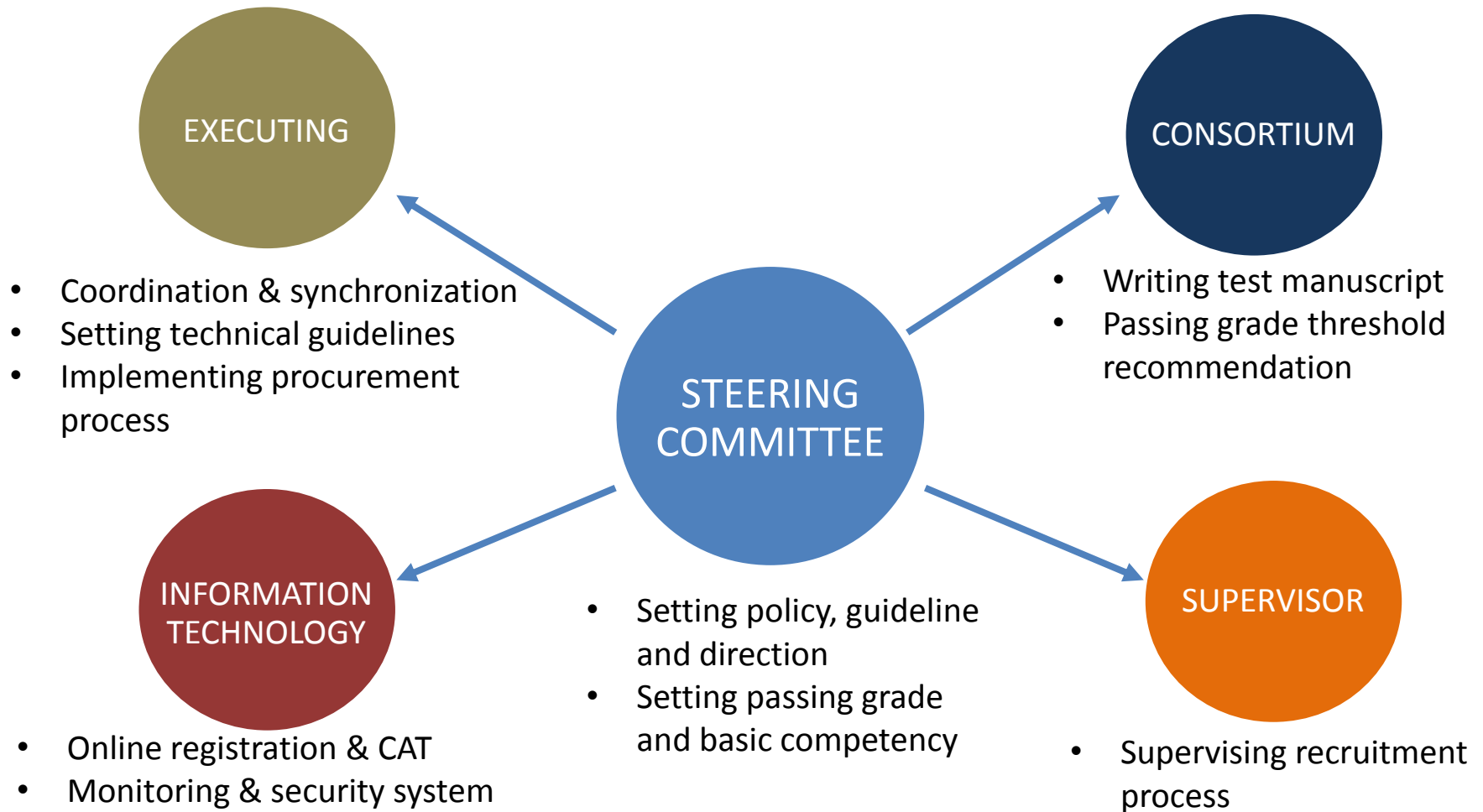
National committee

- MoAdm.Reform
- MoF
- BKN
- MoHA
- State of Crypto Agency
- PolRI
- MoEducation
- BPPT
- Consortium of Univ.
- BPKP
- Ombudsman
- Consortium of NGO
- Government affiliated school

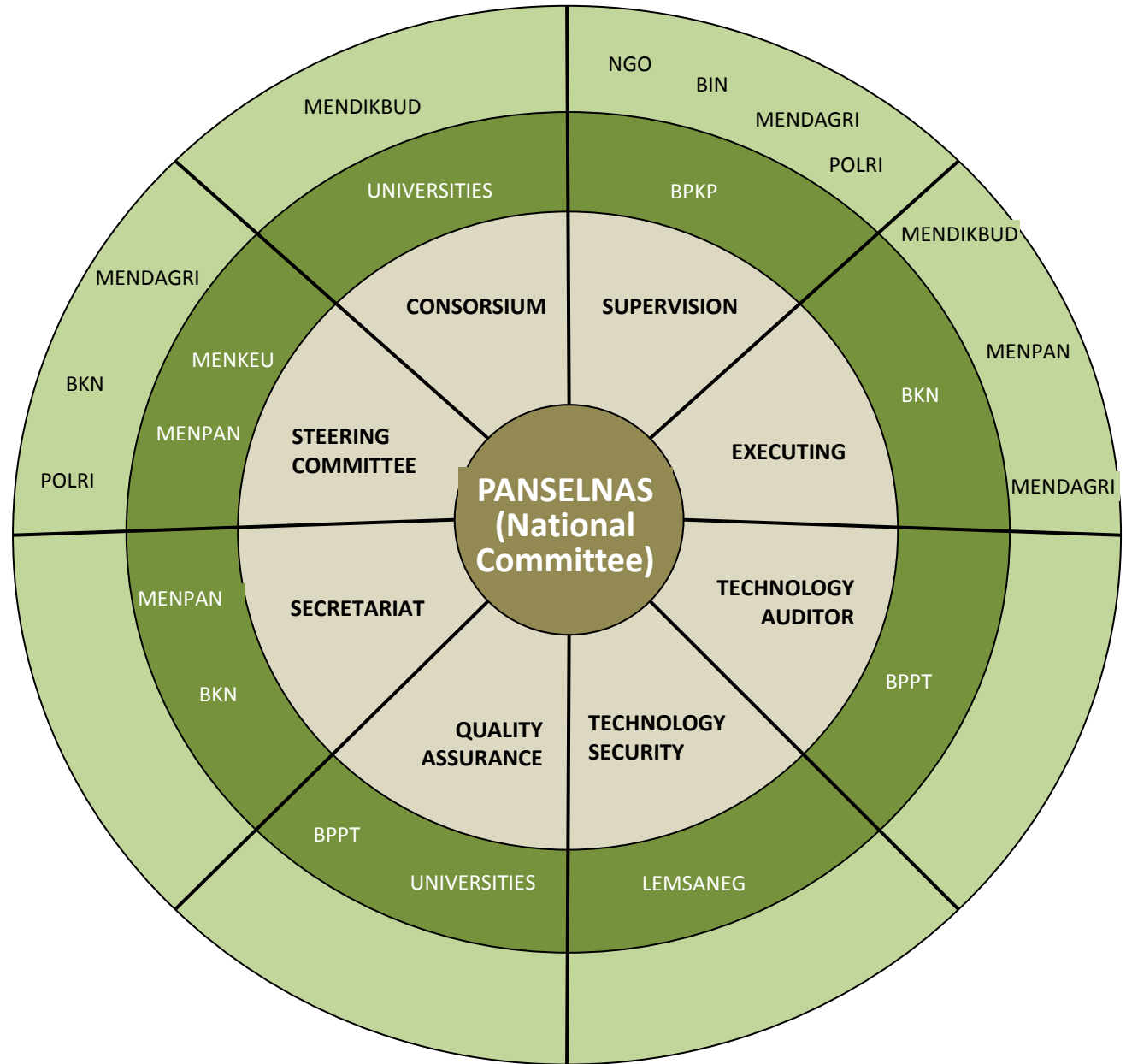
Local/provincial/ institutional
committee

BUILDING NETWORK IN ASN RECRUITMENT SYSTEM

(NATIONAL COMMITTEE FOR CIVIL SERVANT RECRUITMENT)



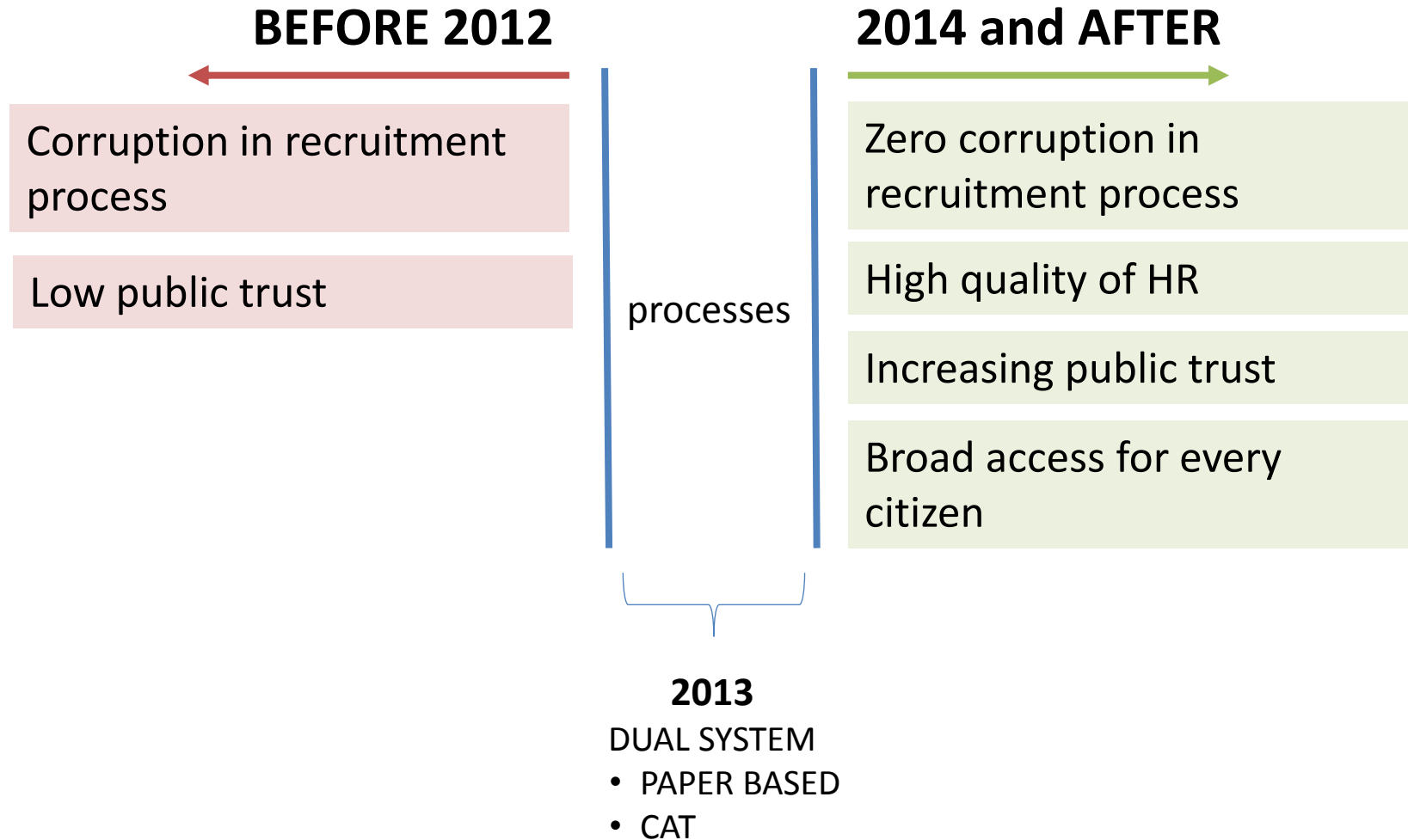
STAKEHOLDERS INVOLVEMENT IN NATIONAL COMMITTEE (PANSELNAS)



NATIONAL COMMITTEE WORKING GROUP FOR ASN RECRUITMENT



CHANGE IN RESULTS OF RECRUITMENT SYSTEM



RECENT PROBLEM CAUSED BY RECRUITMENT SYSTEM IN THE PAST (BEFORE 2012) HONORARY (CONTRACT BASED STAFF) DEMONSTRATION





3 | REMARKS AND ACHIEVEMENTS

REMARKS



- RECRUITMENT PROCESS in the past is lack of ASN competency and qualification to support National Development Goal.
- BUILDING NETWORK is an efficient and effective way to reform recruitment system.
- ROLE SHARING based on authority and competency is needed to build the network
- REGULAR MEETING to monitor the reform progress is mandatory

Indonesia World Records Museum (MURI)

THE HIGHEST JOB APPLICANT NUMBER

JAKARTA, 14 OKTOBER 2014

2,610,000 in 2014






INTERNATIONAL AWARD
*“ASEAN PUBLIC SECTOR
ADMINISTRATION OF
THE YEAR”*

KUALUMPUR,
10 OCTOBER 2014



**FUTURE GOVERNMENT
AWARD 2014**



**Ideal
bureaucrat**



**Clean,
Competent,
Service-oriented**



KEMENTERIAN
PENDAYAGUNAAN APARATUR NEGARA
DAN REFORMASI BIROKRASI



THANK YOU

LAN: NATIONAL INSTITUTE OF PUBLIC
ADMINISTRATION

BKN: NATIONAL CIVIL SERVICE AGENCY

BPPT: THE AGENCY FOR ASSESSMENT AND
APPLICATION OF TECHNOLOGY