

Analysis of appointment of honorary teachers to be prospective government services with work agreements (PPPK) in Bantaeng District

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ABSTRACT

The purpose of this study was to find out the implementation of the appointment of honorary teachers to become government employee candidates with work agreements in Bantaeng Regency. This research was conducted using qualitative methods. From the use of qualitative methods. Collecting data using interviews, observation, and documentation. This research was conducted at the Education and Culture Office of Bantaeng Regency. The informants of this research were 5 people. The results showed that the process of appointing honorary workers to become government employee candidates with work agreements (PPPK) in Bantaeng Regency had been carried out well, in accordance with the indicators described by the researchers, namely identifying vacant positions, seeking position information through job analysis, determining candidates right, start working. Where the appointment process has been carried out in accordance with government regulations, although the results of this appointment have not been able to drastically reduce honorary workers.

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1. INTRODUCTION

According to Artisa (2014), human resources are one of the important factors that support the existence of the bureaucracy, but in reality there are still many problems found, such as the low ability of staff, which has an impact on the performance of the bureaucracy as a whole.

With the problem of bureaucratic human resources, it must be an urgent agenda for the government to form a professional and responsible bureaucracy. In general, the law seeks to form a system that can optimize the potential of human resources to achieve bureaucratic goals.

This can be achieved by redefining the role of human resource management. The law describes various matters related to the supervision of bureaucratic human resources, including non-permanent employees or Government Employees with Employment Agreements (PPPK) in the law (Artisa, 2014).

According to Fahrhan (2020), the existence of PPPK was based on the government's need to get employees with special abilities possessed by non-PNS, but in fact the PPPK procurement that took the exam in early 2019 was an honorary employee who worked in the Ministry of Education,

Health, or doctors/nurses and agricultural extension workers, this position is also currently held by civil servants.

In carrying out the ASN Law, its derivatives were formed, namely the PPPK Management and also the Presidential Decree on Types of Positions that can be held by PPPK. The PPPK Work Agreement is a binding legal relationship between non-PNS Government Employees and the Government that employs them (Ramadhani & Joesoef, 2020). The key words in the ASN law considering the birth of PPPK are that ASN itself is a profession that is obliged to manage and develop itself and is responsible for responsible for all performance.

Therefore, it can be said that a professional worker is of course a job that can be carried out by special personnel who are capable and truly ready to carry out their work. There are specificities, privileges and virtues that indicate that PPPK is not only a vessel whose ability to occupy a position or certain positions, through the implementation of the merit system, PPPK is expected to support bureaucratic performance.

According to Musarofah & Taufiq (2018), the number of honorary workers who wish to become civil servants is increasing from year to year, and not all registered honorary workers can become civil servants. /contracts are widely spread in government agencies both at the center and in the regions. what to do with it later, he also asked that K2 who was over 35 years old be appointed without going through the requirements, namely participating in the CPNS which will take place in October 2018 (Majid, 2018) Member of the Bantaeng DPRD again insinuating the welfare of honorary teachers, this was conveyed by PKS faction member Suardi.

According to Suardi, the welfare of honorary teachers is very important, because so far honorary teachers have played an active role in helping teachers with Civil Servants (PNS) status. According to him, the wages for honorary teacher workers in Bantaeng are currently very apprehensive, those who are only paid. Meanwhile, the Head of the Bantaeng Education and Culture Office, Miftahuddin, received suggestions and recommendations from members of the council, but according to him, the input had been carried out by the Regional Government (Vina, 2017) Deputy Regent of Bantaeng, Sahabuddin promised to fight for Non PNS teachers to become Civil Servants (PNS) Teachers in 2021. Sahabuddin revealed that in 2021,

Various efforts have been made to achieve placing teachers in that position (Syamsuddin, 2020) In Bantaeng Regency, South Sulawesi, the formation of CPNS and PPPK has been proposed to meet the needs of employees in 34 Village Organizational Organizations (OPD). It also corresponds to the quota for Bantaeng that was accepted into the one million teacher appointment program. "For P3K specifically for teachers, it is clear that we have registered 492 teachers registered at Dapodik as PPPK teacher candidates," he said.

By carrying out Government Management with this Work Agreement, where later this PPPK in Bantaeng Regency will be very different from the current honorary staff, for example, teachers who are not PPPK are often paid inadequately, even though their task is already quite heavy, namely as educators of the nation's children. However, with the PPPK/P3K Bantaeng, it will provide opportunities for teachers who are competent honorary workers.

By selecting honorary teachers who have fulfilled the requirements for registering Government Employees with Employment Agreements (PPPK), the right candidates will be found to fill Government Employees with Employment Agreements (PPPK) in Bantaeng Regency. Choosing the most appropriate recruitment methods, there are many methods that can be chosen at the time of recruitment, such as observing the procedure for appointing honorary workers to become PPPK in Bantaeng Regency to see what methods are used.

An honorary employee is a person who is appointed by a staffing officer or other officials in the government to carry out certain tasks in government agencies or whose income becomes a burden on the State Revenue and Expenditure Budget or the Regional Revenue and Expenditure Budget (Article 1 Number 1 Government Number 48 of 2005).

The new term for honorary workers is Government Employees with Work Agreements (PPPK) which have more humane rights than the previous provisions. Law Number 5 of 2014 came out as an effort to provide guarantees to non-permanent employees so that their rights are fulfilled such as granting fair and equal salary, proper protection in accordance with labor regulations. The term of office can be extended in accordance with the performance appraisal of the employee concerned. According to Suhendra (2017), Procurement of PPPK candidates is an activity to meet the needs of

certain agencies which is carried out through the planning stages, announcement of vacancies, applications, selection, announcement of selection results, and appointment as PPPK candidates.

The procedure regarding the appointment of ex-Category 2 honorary workers has the same principle of implementation as in general, only for now it is specifically for ex-Category 2 honorary workers based on the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 2 of 2019 concerning Procurement of Government Employees with Work Agreements for Teachers, Lecturers, Health Workers and Agricultural Extension and in its implementation see also the Regulation of the State Personnel Agency Number 1 of 2019 concerning Technical instructions for procuring government employees with work agreements which are a more concrete elaboration of Government Regulation Number 49 of 2018 concerning PPPK Management, along with the procedures carried out, namely: Announcement of Vacancy The procedure for announcing vacancies refers to article 11 of the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 2 of 2019 concerning Procurement of Government Employees with Employment Agreements.

Every Indonesian citizen has the same opportunity to become PPPK by fulfilling the following requirements according to the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 2 of 2019 concerning Procurement of Government Employees with Work Agreements for Teachers, Lecturers, Health Workers, and Agricultural Extension. Indonesian citizens who apply to become PPPK, especially former Category 2 honorary workers, are required to fulfill and submit all requirements, and government agencies are required to ensure the identity contained in the National Personnel Agency database that has taken the test in 2013.

2. METHOD

An honorary employee is a person who is appointed by a staffing officer or other officials in the government to carry out certain tasks in government agencies or whose income becomes a burden on the State Revenue and Expenditure Budget or the Regional Revenue and Expenditure Budget (Article 1 Number 1 Government Number 48 of 2005). The new term for honorary workers is Government Employees with Work Agreements (PPPK) which have more humane rights than the previous provisions.

Law Number 5 of 2014 came out as an effort to provide guarantees to non-permanent employees so that their rights are fulfilled, such as the provision of fair and equal salaries, proper protection in accordance with labor regulations. The working period can be extended in accordance with the performance appraisal of the employee concerned. According to Suhendra (2017), Procurement of PPPK candidates is an activity to meet the needs of certain agencies which are carried out through the planning stages, announcement of vacancies, applications, selection, announcement of selection results, and appointments to become PPP candidate.

The procedure regarding the appointment of ex-Category 2 honorary workers has the same principle of implementation as in general, only for now it is specifically for ex-Category 2 honorary workers based on the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 2 of 2019 concerning Procurement of Government Employees with Work Agreements for Teachers, Lecturers, Health Workers and Agricultural Extension and in its implementation see also Regulation of the State Civil Service Agency Number 1 of 2019 concerning Technical Instructions for Procurement of Government Employees with Work Agreements which is a more concrete elaboration of Government Regulation Number 49 of 2018 concerning PPPK Management.

Announcement of Vacancy The procedure for announcing vacancies refers to article 11 of the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 2 of 2019 concerning Procurement of Government Employees with Employment Agreements. Every Indonesian citizen has the same opportunity to become PPPK by fulfilling the following requirements according to the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 2 of 2019 concerning Procurement of Government Employees with Work Agreements for Teachers, Lecturers, Health Workers, and Agricultural Extension. Indonesian citizens who apply to become PPPK, especially former Category 2 honorary workers, are required to fulfill and submit all requirements, and government agencies are

required to ensure the identity contained in the National Personnel Agency database that has taken the test in 2013.

3. RESULTS AND DISCUSSION

In general, the area of Bantaeng Regency is approximately 395.83 km² and administratively it consists of 8 districts. Bantaeng Regency is located in a coastal area that extends west to east of the city and its land area starts from the coast of Flores to the mountains around Mount Lompobattang. with a height from sea level 0-25 m up to a height of more than 1. In the North it is bordered by Gowa and Bulukumba Regencies, in the East it is bordered by Bulukumba Regency, in the West it is bordered by Jeneponto Regency.

Table 1. Names of Districts and Areas of Districts in Bantaen Regency

No	subdistrict	An area
1	Bantam District	28.85
2	Bissapu District	32,84
3	Tompobulu District	76.99
4	Ulu Ere District	67,29
5	Pa`jukukang District	48.90
6	Ere Fellowship District	45.01
7	Sinoa District	43.00
8	Gantarang Keke District	52.95

The table provides an overview of the area of the administrative area divisions in Bantaeng Regency. As shown in table 2, the District that has the widest area is Bissapu District because it reaches 76.99daThe percentage area of Bantaeng Regency is also strategic because it is directly adjacent to Jeneponto Regency and Bantaeng City.

Bantaeng Regency consists of 8 sub-districts which are divided into 46 villages and 21 sub-districts, namely: Bissappu District (4 villages and 7 sub-districts), Uluere (6 villages), Sinoa (6 villages), Bantaeng (1 village and 8 sub-districts), Eremerasa (9 villages), Tompobulu (6 villages and 4 sub-districts), Pa`jukukang (10 villages), and Gangtarangkeke (4 villages and 2 sub-districts). Specifically, the location of this research is in the Bantaeng Regency Education and Culture Office, which is located on Jalan Andi Mannapiang No. 72, Lamalaka, Bantaeng District, Bantaeng Regency, South Sulawesi, telephone number (0413) 21184, zip code 92411.

The Office of Education and Culture of the Bantaeng Regency is the implementing element for the implementation of government affairs in the education sector and government affairs in the culture sector. In 2018 it refers to Bantaeng Regent Regulation Number 34 of 2018 concerning amendments to Bantaeng Regent Regulation Number 50 of 2016 concerning position, organizational structure, duties and functions as well as work procedures of the Bantaeng Regency Education and Culture Office, namely: The position of the Office of Education and Culture of Bantaeng Regency is led by the Head of the Agency who is responsible to the Regent through the Regional Secretary; The main task of the Office of Education and Culture is the Office of Education and Culture of Bantaeng Regency, which is the implementing element for the implementation of government affairs in the education sector and government affairs in the cultural sector; Organizational Structure Based on Bantaeng Regent Regulation Number 34 of 2018 in article 3 concerning the organizational structure of the Bantaeng District Education and Culture Office.

3.1 Steps for Appointing Government Employees with Work Agreements (PPPK).

This is in accordance with the central government program which will carry out the acceptance of a million PPPK specifically for honorary workers. The requirements for honorary teacher workers to be accepted must be registered in the Basic Education Data (Dapodik). The PPPK selection specifically for teachers has now been taken over by the Bantaeng Regency Education and Culture Office.

In connection with the narrative above, the results of interviews obtained from MH as the Head of Education and Culture for Bantaeng Regency are displayed, which revealed that: "The appointment of the special PPPK for teachers was indeed taken over by the Education and Culture Office, which was initially handled by BKPSDM and was taken over by the Education and Culture Office specifically for appointments. teachers only and for 45 years, the central government will no longer appoint CPNS teachers (Interview Results 03 January 2021)".

The Head of the Bantaeng Regency Education and Culture Office, Muhammad Haris said that if this year the central government would no longer recruit prospective civil servants (CPNS),

according to him, basically this recruitment would produce high psychology and responsibility for its employees so that they would have a sense of responsibility. and good performance because they are burdened with contractual issues which can be terminated at any time, and must carry out their duties and functions in accordance with existing laws, besides that salary or wages are calculated based on their performance.

The theory and framework that was written earlier, to find out more about the appointment of Honorary Teachers to become Government Employee Candidates with Employment Agreements (PPPK) in Bantaeng Regency, researchers used indicators which included: (a) Identifying vacant positions, (b)) Determine the right candidates, (c) Choose the most appropriate recruitment methods, (d) Choose candidates who are considered to meet the position requirements, (e) Screen candidates, (f) Make job offers, (g) Start work.

Identifying vacant positions The Bantaeng Regency Government will carry out recruitment of government employees with work agreements (PPPK) starting in 2021. The Ministry of Education and Culture estimates that the need for teachers in state schools reaches one million teachers (excluding PNS teachers who have been teaching so far). The head of the Bantaeng district education and culture office, Muhammad Haris, said that this year the central government would no longer recruit prospective civil servants (CPNS) for teachers.

This is in accordance with what was expressed by MH as the Head of the Bantaeng Regency DIKBUD, who revealed that: "So starting in 2021 there will be no more appointments for new CPNS specifically for teachers, but recruitment for teachers will only be carried out through the Government Employees With Work Agreement (Results interview January 3, 2022).

Based on the explanation from the informant above, it can be seen that the Government of Bantaeng Regency this year will appoint Government Employees with Work Agreements (PPPK). However, government employees with work agreements (PPPK) are only prioritized for temporary teachers and health workers. Furthermore, MH as the Head of the Bantaeng Regency DIKBUD stated the purpose of implementing PPPK appointments in the Bantaeng Regency Government, namely: "The appointment of honorary staff is indeed held to appoint honorary staff in accordance with the needs of schools that need teaching staff/teachers, and this appointment is in accordance with government directives. center.

Based on the explanation from the informant above, it can be seen that this appointment was made, because of the need for school teachers/teachers, where later honorary workers who graduate as government employees with a work agreement (PPPK) will be placed according to where they choose the placement location.

"The duties of government employees with work agreements or abbreviated as PPPK, yes, teach at schools which will later be placed according to the school chosen in their respective accounts or placed in vacant places (Results of interview 03 January 2022)". 48 From the results of the interview above, it can be concluded that it was concluded that the duties and rights of government employees with work agreements (PPPK), among others, were being able to teach at schools which would later be occupied by honorary workers who had graduated to become government employees with work agreements (PPPK), in accordance with the provisions.

The above response is in line with what was expressed by EW as an honorary worker who registered for the appointment of the PPPK in Bantaeng Regency, stating that "So when selecting the placement location, I chose another school, not the school where I currently teach, because when I graduate, the PPPK graduates will This will be placed according to the placement location chosen (Results of interview 12 January 2022)".

This narrative is reinforced by KM's statement as a Government Employee with a work agreement (PPPK) for Bantaeng Regency, saying that: "When choosing a placement location, I chose the school where I taught and thank God I passed PPPK and will continue to teach here according to the place I choose. " (Interview results on January 12, 2022) Based on the informant's explanation above, it can be seen that every honorary worker who passes the PPPK selection will be placed according to the position they choose in their respective account and placed in the location according to their choice.

Determination of the details of the needs of State Civil Servants in Bantaeng Regency totaling 401 (Four Hundred One) with details of 246 (Two Hundred Forty Six) Teachers, 155 (One One Hundred Fifty Five) Health Workers as listed in the attachment which is an integral part of Ministerial Decree. Determine the right candidate If the job requirements have been arranged, then the next

step is to determine where the right candidate must be sought, the right candidate to fill in a Government Employee with a work agreement (PPPK), namely honorary workers who have met the special requirements as applicants for government employees with a work agreement (PPPK). Activities from the Soundcloud Malang community itself include jamming, gathering, and hanging out.

3.2 Choose the most appropriate recruitment methods

In the recruitment process for appointing Government Employees with Work Agreements (PPPK) it is almost the same as the process that CPNS goes through, what is meant is the process of determining needs, procurement, and so on. For the selection mechanism, the Head of BKN stated the method of recruiting Government Employees with Work Agreements (PPPK) will not be much different from CPNS, the selection instrument is still the same using the system (CAT) and the registration portal is integrated with the portal for the Selection System for Candidates for State Civil Servants (SSCASN).

According to Rachmawati (2008), screening of applicants or job applications provides initial information about job applicants, such as educational background, experience, interests and desired position, desired wages, and special skills of the applicant. The screening of PPPK candidates or selection in Bantaeng Regency has been carried out in accordance with predetermined rules, namely conducting administrative selection which contains applicants who must first fulfill all requirements and fill out a registration form in which the form contains applicants, educational background, experience, , as well as interests and desired position.

Based on the theory that has been put forward and linked to the research results, it is concluded that the results of the research with the theory presented, it can be seen that the screening process for the selection of government employees or candidates for government employees with a work agreement (PPPK) for JF teachers in Bantaeng Regency is in accordance with the above theory, namely by following every existing selection procedure, covering 3 stages namely Administration Selection, Competency Selection, and Interview Selection. Honorary workers who wish to pass the PPPK selection must pass each selection by meeting the threshold value for each category.

This is in line with HK as the Head of the Bantaeng Regency DIKBUD Personnel Division who stated: "So later the methods used today will be almost the same as the process for appointing CPNS starting from determining the need for teaching teachers, and so on (Results of interview 03 January 2022)". From the results of the interview above it can be concluded that the method of recruiting Government Employees with Work Agreements (PPPK) is almost the same as the method of recruiting Prospective Civil Servants (CPNS). PPPK teachers register by creating an account on the [https://sscasn page](https://sscasn.page).

Verification and validation of administrative data for PPPK applicants for JF Teachers is carried out to ensure that applicants meet the requirements. If applicants pass the verification and validation, they will continue in the competency selection stage. PPPK candidates who do not pass the competency selection I, can take part in competency II selection, by selecting available formations (forms that have not been filled in). PPPK candidates for JF Teachers who do not pass competency II selection, can take part in competency III selection by selecting the available formations 56 (unfilled formation). PPPK candidates for JF Teachers who pass the selection are announced nationally and then do the filing for proposing PPPK Identification Numbers.

In connection with the narrative above, the results of the interview obtained from HK as the Head of the Personnel Division of the Bantaeng Regency DIKBUD are presented, which reveals that: "If honorary workers who register for PPPK do not pass the competency selection I, then they can still take part in competency selection II, Likewise, if you do not pass the competency II selection again, you can re-take competency III selection by selecting the available formations (Results of interview 03 January 2022). Honorary staff have been declared to have passed the selection to become Government Employees with a Work Agreement, so PPPK still has to wait for appointments so can work and receive salary.

Thus, when viewed from an implementation perspective, starting work in the process of implementing the appointment of Government Employees with Work Agreements (PPPK) has been maximized, but needs to be increased again. From the results of the interviews above, it can be concluded that PPPK applicants can continue to take part in the competency selection if they do not pass up to three times, by choosing only available formations. Calling candidates who are considered to meet the requirements Calling candidates who are considered to meet the position requirements,

collecting their application files, and asking them to fill out the job application forms that have been provided to be processed in the selection stage.

4. CONCLUSION

Based on the results of the research and discussion generated through interviews and supported by secondary data, it can be concluded that the implementation of hiring government employees with work agreements (PPPK) using identification of vacant positions has been going well, honorary workers in 2021 have received a sufficient portion big on the proposal made by the Regent of Bantaeng Ilham Azikin.

In the process of determining the right candidate in the PPPK appointment process, it has been carried out in accordance with the terms and conditions in implementing the PPPK where honorary workers must meet the conditions specified in the selection process so that they can participate in the PPPK appointment selection, by selecting the most appropriate recruitment methods. PPPK uses almost the same method as PNS. Calling candidates who are considered to meet the requirements for the position in appointing PPPK has been carried out in accordance with applicable regulations, namely every honorary worker who meets the administrative selection requirements can print the SSCASN 2021 exam card and is entitled to take part in competency selection, when they have undergone the selection test, the next step is to screen or select candidates, where the candidates will follow each selection procedure which includes 3 stages, namely Administration Selection, Competency Selection and Interview Selection. In making job offers in appointing PPPK it has not been implemented well, because in the stage 1 appointment process there is still no clarity regarding how much nominal salary will be received by PPPK, in the process of starting work honorary employees who are declared to have passed PPPK must wait for appointment so they can work and receive a salary, in practice it has been maximized, but needs to be improved again by providing details of the salary that will be obtained. The appointment process cannot be said to be quite effective in terms of quality, the impact of this implementation has not been that it can drastically reduce honorary workers.

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In accordance with the results of research on the analysis of the appointment of honorary workers to become government employee candidates with work agreements (PPPK) in Bantaeng Regency, the authors suggest that there is clear socialization and transparency between the organizers of the appointment of prospective government employees with work agreements with honorary workers with training for competency exams by agencies that have category II honorary employees, especially in terms of technology. The government must provide and organize comprehensive training for all temporary workers to improve the quality of honorary employees who will become Government Employees with Employment Agreements (PPPK).

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