

**IMPLEMENTASI KONTRAK KERJA PEGAWAI PEMERINTAH
DENGAN PERJANJIAN KERJA (PPPK) TEKNIS DI LINGKUNGAN
PEMERINTAH KABUPATEN BINTAN**

Oleh

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Abstrak

Reformasi birokrasi bertujuan untuk meningkatkan kapasitas, kualitas, dan kuantitas Aparatur Sipil Negara (ASN) dalam memberikan pelayanan prima kepada masyarakat. Dalam upaya peningkatan pelayanan kepada masyarakat maka pemerintah melakukan peningkatan kuantitas pegawai melalui skema rekrutmen Pegawai Pemerintah dengan Perjanjian Kerja (PPPK). Proses pelaksanaan tugas oleh PPPK berdasarkan kontrak yang telah disepakati dan harus dijalankan dengan penuh tanggungjawab. Namun dalam pelaksanaannya masih terdapat ketidaksesuaian implementasi kontrak kerja di lapangan yang mengakibatkan beberapa kendala. Dalam hal ini penulis melakukan kajian terhadap implementasi kontrak kerja PPPK Teknis pada instansi daerah yakni pemerintah Kabupaten Bintan. Penelitian dilakukan dengan pendekatan Hukum Empiris dimana pada proses pengumpulan datanya dilakukan dengan cara wawancara dan observasi. Hasil penelitian yang diperoleh masih terdapat permasalahan implementasi kontrak diantaranya; ketidaksesuaian tunjangan yang diterima, peningkatan kompetensi yang belum maksimal, serta masalah kedisiplinan.

Kata Kunci: *Kontrak Kerja, Implementasi, PPPK, Kab. Bintan*

IMPLEMENTATION OF GOVERNMENT EMPLOYMENT CONTRACTS WITH TECHNICAL EMPLOYMENT AGREEMENTS (PPPK) IN THE BINTAN DISTRICT GOVERNMENT ENVIRONMENT

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Abstract

Bureaucratic reform aims to increase the capacity, quality and quantity of the State Civil Apparatus (ASN) in providing excellent service to the community. In an effort to improve services to the community, the government is increasing the quantity of employees through the Government Employee recruitment scheme with a Work Agreement (PPPK). The process of carrying out tasks by PPPK is based on an agreed contract and must be carried out with full responsibility. However, in its implementation there are still discrepancies in the implementation of work contracts in the field which results in several obstacles. In this case the author conducted a study of the implementation of the Technical PPPK work contract in regional agencies, namely the Bintan Regency government. The research was carried out using an Empirical Law approach where the data collection process was carried out by means of interviews and observations. The research results obtained still contain problems with contract implementation, including; discrepancies in the allowances received, inadequate competency improvement, as well as disciplinary problems.

Keywords: *Work Contract, Implementation, PPPK, Kab. Bintan*

