

ABSTRAK

Netralitas aparatur sipil negara menjadi fenomena lama yang senantiasa aktual, terutama menjelang, saat, dan pasca pemilihan umum, baik pemilihan Legislatif, Presiden dan Wakil, maupun Kepala Daerah. sistem birokrasi pemerintahan di Indonesia yang dipimpin oleh pejabat politik membuat kedudukan ASN berpotensi terlibat dalam politik praktis. Struktur kekuasaan dalam organisasi birokrasi dikendalikan oleh aktor politik karena organisasi tersebut dipimpin oleh pejabat yang berasal dari partai politik yang mendapatkan kekuasaannya lewat mekanisme politik. Fenomena ini kemudian menjadi perhatian penulis untuk mengkajinya dalam tulisan ilmiah mengenai birokrasi dan politik; netralitas Aparatur Sipil Negara dalam kontestasi Pemilihan kepala Daerah Walikota Tasikmalaya 2024.

Teori mengenai netralitas, birokrasi, politisasi birokrasi, aturan mengenai ASN dan merit sistem digunakan dalam penelitian ini, dengan fokus pembahasan mengenai sistem rotasi pejabat.

Penelitian ini menggunakan metode kualitatif, pemilihan informan menggunakan teknik *purposive sampling* dan *snowball sampling*. Observasi, wawancara dan dokumentasi digunakan sebagai teknik dalam pengumpulan data, kemudian dianalisis dengan uji validitas triangulasi dari teori Huberman dan Miles.

Melalui penelitian ini, dapat disimpulkan bahwa netralitas Aparatur Sipil Negara (ASN) di Pilkada Tasik telah mengalami peningkatan, tercermin dari rendahnya prosentase laporan pelanggaran yang diterima Bawaslu, meskipun sebagian laporan tidak dapat diproses karena tidak terpenuhinya syarat formil dan materil. Tokoh masyarakat mengindikasikan bahwa ASN kini lebih mampu menjaga integritas tanpa terang-terangan memberikan dukungan kepada calon tertentu, meskipun kepala dinas menunjukkan sikap denial terkait keterlibatan politik di jajarannya. Implementasi netralitas dilakukan melalui berbagai langkah, seperti menjalankan Surat Menan RB, apel siaga antar lembaga, penandatanganan fakta integritas, sosialisasi, serta pembentukan tim disiplin dan intel untuk mencegah pelanggaran. Namun, hambatan yang dihadapi meliputi kurangnya laporan dari masyarakat mengenai pelanggaran, keengganan masyarakat untuk memenuhi unsur formil dan materil, serta tidak maksimalnya sosialisasi tentang alat bukti dan promosi jabatan oleh petahanan.

Kata Kunci: Relasi Birokrasi, Politik, Rekrutmen

ABSTRACT

State Civil Apparatus neutrality is an old phenomenon that is always current, especially before, during and after general elections, both legislative, presidential and deputy elections, and regional heads. The government bureaucratic system in Indonesia which is led by political officials makes the position of ASN potentially involved in practical politics. The power structure in a bureaucratic organization is controlled by political actors because the organization is led by officials from political parties who gain their power through political mechanisms. This phenomenon then became the author's attention to study it in scientific writings on bureaucracy and politics; neutrality of the State Civil Apparatus in the contestation for the 2024 Mayor of Tasikmalaya Regional Head.

Theories regarding neutrality, bureaucracy, politicization of bureaucracy, regulations regarding ASN and merit systems are used in this research, with a focus on discussing the official rotation system.

This research uses qualitative methods, selecting informants using purposive sampling and snowball sampling techniques. Observation, interviews and documentation were used as techniques for collecting data, then analyzed using the triangulation validity test of Huberman and Miles' theory.

Through this study, it can be concluded that the neutrality of the State Civil Apparatus (ASN) in the Tasikmalaya Pilkada has increased, reflected in the low percentage of violation reports received by Bawaslu, although some reports could not be processed because formal and material requirements were not met. Community leaders indicated that ASN are now better able to maintain integrity without openly providing support to certain candidates, although the head of the agency showed a denial attitude regarding political involvement in their ranks. The implementation of neutrality is carried out through various steps, such as implementing the Minister of RB Letter, inter-agency alert roll call, signing integrity facts, socialization, and the formation of disciplinary and intelligence teams to prevent violations. However, the obstacles faced include the lack of reports from the public regarding violations, the public's reluctance to fulfill formal and material elements, and the less than optimal socialization of evidence and job promotions by incumbents.

Keywords: *Bureaucracy, Politics, Recruitment,*