

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui proses pelaksanaan promosi jabatan pegawai pada kantor Bank Indonesia perwakilan cabang kota Bandung. Metode penelitian yang digunakan adalah survey dengan teknik pengumpulan data berupa studi kepustakaan, observasi, dan wawancara. Dalam proses observasi dapat disimpulkan bahwa Bank Indonesia Bandung melaksanakan proses promosi jabatan pegawai yang dititik beratkan pada faktor-faktor resmi yaitu senioritas, prestasi kerja pegawai, penilaian integritas pegawai, dan penilaian kinerja pegawai. Hasil penelitian mengungkapkan bahwa pelaksanaan proses promosi jabatan di Bank Indonesia Bandung masih dipengaruhi oleh kebiasaan Nepotisme. Kuota yang tersedia untuk penerimaan pegawai yang dipromosikan masih sedikit, selain itu pengangkatan pegawai tetap khususnya untuk pegawai honorer masih cenderung minim. Namun terlepas dari hal-hal tersebut, pelaksanaan proses promosi jabatan pegawai di Bank Indonesia Bandung dapat dikategorikan baik dan selalu mengikuti prosedur.

Kata kunci: Promosi Jabatan, Bank Indonesia.

## ***ABSTRACT***

This research aims to observe the implementation process of organizations' promotion of employees at the representative office of Bank Indonesia in Bandung. Data survey is used as the research method by collecting data from literature studies, observation, and interview. From the observation process, it indicates that Bank Indonesia Bandung implements the organizations' promotion of employees process that focused on official factors such as superiority, employee's performance, employee's integrity assessment, and employee's performance assessment. Research result shows that the implementation of organizations' promotion of employees process in Bank Indonesia Bandung is still influenced by discrimination of nepotism habit. Job positions availability for the recruitment of promoted employees are few in numbers. In addition, the promotion of permanent employees especially for honorary employees are below than expected.

Keyword: Organizations' Promotion, Bank Indonesia.