



**BADAN KEPEGAWAIAN NEGARA**

**TATA CARA PELAKSANAAN PENYUSUNAN KEBUTUHAN  
APARATUR SIPIL NEGARA**

**PERATURAN BADAN KEPEGAWAIAN NEGARA  
NOMOR : 10 TAHUN 2021  
DIUNDANGKAN: 26 JULI 2021**



## **BADAN KEPEGAWAIAN NEGARA**

PERATURAN BADAN KEPEGAWAIAN NEGARA REPUBLIK INDONESIA

NOMOR 10 TAHUN 2021

TENTANG

TATA CARA PELAKSANAAN PENYUSUNAN KEBUTUHAN

APARATUR SIPIL NEGARA

DENGAN RAHMAT TUHAN YANG MAHA ESA

KEPALA BADAN KEPEGAWAIAN NEGARA REPUBLIK INDONESIA,

Menimbang : bahwa untuk melaksanakan ketentuan Pasal 11 Peraturan Pemerintah Nomor 11 Tahun 2017 tentang Manajemen Pegawai Negeri Sipil sebagaimana telah diubah dengan Peraturan Pemerintah Nomor 17 Tahun 2020 tentang Perubahan atas Peraturan Pemerintah Nomor 11 Tahun 2017 tentang Manajemen Pegawai Negeri Sipil dan untuk menjalankan ketentuan Pasal 4 Peraturan Pemerintah Nomor 49 Tahun 2018 tentang Manajemen Pegawai Pemerintah dengan Perjanjian Kerja, perlu menetapkan Peraturan Badan Kepegawaian Negara tentang Tata Cara Pelaksanaan Penyusunan Kebutuhan Aparatur Sipil Negara;

Mengingat : 1. Undang-Undang Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara (Lembaran Negara Republik Indonesia Tahun 2014 Nomor 6, Tambahan Lembaran Negara Republik Indonesia Nomor 5494);

2. Peraturan Pemerintah Nomor 11 Tahun 2017 tentang Manajemen Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 2017 Nomor 63, Tambahan

- Lembaran Negara Republik Indonesia Nomor 6037) sebagaimana telah diubah dengan Peraturan Pemerintah Nomor 17 Tahun 2020 tentang Perubahan atas Peraturan Pemerintah Nomor 11 Tahun 2017 tentang Manajemen Pegawai Negeri Sipil (Lembaran Negara Republik Indonesia Tahun 2020 Nomor 68, Tambahan Lembaran Negara Republik Indonesia Nomor 6477);
3. Peraturan Pemerintah Nomor 49 Tahun 2018 tentang Manajemen Pegawai Pemerintah dengan Perjanjian Kerja (Lembaran Negara Republik Indonesia Tahun 2018 Nomor 224, Tambahan Lembaran Negara Republik Indonesia Nomor 6264);
  4. Peraturan Presiden Nomor 58 Tahun 2013 tentang Badan Kepegawaian Negara (Lembaran Negara Republik Indonesia Tahun 2013 Nomor 128);
  5. Peraturan Badan Kepegawaian Negara Nomor 29 Tahun 2020 tentang Organisasi dan Tata Kerja Badan Kepegawaian Negara (Berita Negara Republik Indonesia Tahun 2020 Nomor 1728);

MEMUTUSKAN:

Menetapkan : PERATURAN BADAN KEPEGAWAIAN NEGARA TENTANG TATA CARA PELAKSANAAN PENYUSUNAN KEBUTUHAN APARATUR SIPIL NEGARA.

BAB I

KETENTUAN UMUM

Pasal 1

Dalam Peraturan Badan ini yang dimaksud dengan:

1. Aparatur Sipil Negara yang selanjutnya disingkat ASN adalah profesi bagi pegawai negeri sipil dan pegawai pemerintah dengan perjanjian kerja yang bekerja pada instansi pemerintah.
2. Pegawai Aparatur Sipil Negara yang selanjutnya disebut Pegawai ASN adalah pegawai negeri sipil dan pegawai pemerintah dengan perjanjian kerja yang diangkat oleh

pejabat pembina kepegawaian dan disertai tugas dalam suatu jabatan pemerintahan atau disertai tugas negara lainnya dan digaji berdasarkan peraturan perundang-undangan.

3. Jabatan adalah kedudukan yang menunjukkan fungsi, tugas, tanggung jawab, wewenang, dan hak seorang pegawai ASN dalam suatu satuan organisasi.
4. Pemangku Jabatan adalah orang yang memegang jabatan atau menjadi wakil untuk melakukan jabatan.
5. Jabatan Pimpinan Tinggi yang selanjutnya disingkat JPT adalah sekelompok jabatan tinggi pada Instansi Pemerintah.
6. Jabatan Administrasi yang selanjutnya disingkat JA adalah sekelompok jabatan yang berisi fungsi dan tugas berkaitan dengan pelayanan publik serta administrasi pemerintahan dan pembangunan.
7. Jabatan Fungsional yang selanjutnya disingkat JF adalah sekelompok jabatan yang berisi fungsi dan tugas berkaitan dengan pelayanan fungsional yang berdasarkan pada keahlian dan keterampilan tertentu.
8. Pejabat Pembina Kepegawaian yang selanjutnya disingkat PPK adalah pejabat yang mempunyai kewenangan menetapkan pengangkatan, pemindahan, dan pemberhentian Pegawai ASN dan pembinaan manajemen ASN di Instansi Pemerintah sesuai dengan ketentuan peraturan perundang-undangan.
9. Instansi Pemerintah adalah instansi pusat dan instansi daerah.
10. Instansi Pusat adalah kementerian, lembaga pemerintah nonkementerian, kesekretariatan lembaga negara, dan kesekretariatan lembaga nonstruktural.
11. Instansi Daerah adalah perangkat daerah provinsi dan perangkat daerah kabupaten/kota yang meliputi sekretariat daerah, sekretariat dewan perwakilan rakyat daerah, dinas daerah, dan lembaga teknis daerah.

12. Penyusunan Kebutuhan ASN adalah penentuan kebutuhan jumlah dan jenis jabatan ASN yang diperlukan untuk melaksanakan tugas instansi secara efektif dan efisien untuk jangka waktu tertentu dalam rangka mendukung pencapaian tujuan Instansi Pemerintah.
13. Kebutuhan ASN secara nasional adalah jumlah dan jenis jabatan ASN yang dibutuhkan pada Instansi Pemerintah secara nasional.
14. Kebutuhan ASN setiap Instansi Pemerintah adalah jumlah dan jenis jabatan ASN yang dibutuhkan pada masing-masing Instansi Pemerintah.
15. Analisis Jabatan adalah proses pengumpulan, pencatatan, pengolahan dan penyusunan data jabatan menjadi informasi jabatan.
16. Peta Jabatan adalah susunan nama dan tingkat jabatan pimpinan tinggi, jabatan administrasi, dan jabatan fungsional yang tergambar dalam struktur unit organisasi dari tingkat yang paling rendah sampai dengan yang paling tinggi.
17. Analisis Beban Kerja adalah teknik manajemen yang dilakukan secara sistematis untuk memperoleh informasi mengenai tingkat efektivitas dan efisiensi kerja organisasi berdasarkan volumen kerja.
18. Menteri adalah menteri yang menyelenggarakan urusan pemerintahan di bidang pendayagunaan aparatur negara.
19. Badan Kepegawaian Negara yang selanjutnya disingkat BKN adalah lembaga pemerintah nonkementerian yang diberikan kewenangan melakukan pembinaan dan menyelenggarakan Manajemen ASN sebagaimana yang diatur dalam undang-undang.

BAB II  
PENYUSUNAN KEBUTUHAN APARATUR SIPIL NEGARA

Bagian Kesatu  
Penyusunan Kebutuhan Jumlah dan Jenis Jabatan ASN

Paragraf 1  
Umum

Pasal 2

- (1) Penyusunan kebutuhan jumlah dan jenis jabatan ASN dilaksanakan berdasarkan Analisis Jabatan dan Analisis Beban Kerja.
- (2) Hasil penyusunan kebutuhan jumlah dan jenis Jabatan ASN setiap tahun terdiri dari:
  - a. informasi Jabatan;
  - b. jumlah kebutuhan Pegawai ASN; dan
  - c. peta jabatan pada masing-masing unit organisasi.
- (3) Tahapan Penyusunan Kebutuhan ASN terdiri dari:
  - a. Penyusunan Analisis Jabatan;
  - b. Penyusunan Analisis Beban Kerja;
  - c. Penyusunan Peta Jabatan;
  - d. Pengusulan Kebutuhan Aparatur Sipil Negara;
  - e. Penyampaian Usul Kebutuhan; dan
  - f. Analisis Kebutuhan Aparatur Sipil Negara.
- (4) Tahapan Penyusunan Kebutuhan ASN sebagaimana dimaksud pada ayat (3) huruf a sampai dengan huruf e dilaksanakan oleh Instansi Pusat dan Instansi Daerah.
- (5) Tahapan Penyusunan Kebutuhan ASN sebagaimana dimaksud pada ayat (3) huruf f dilaksanakan oleh BKN untuk menentukan jumlah dan jenis Jabatan yang dibutuhkan sesuai kebutuhan Instansi Pemerintah.

Paragraf 2  
Analisis Jabatan

Pasal 3

- (1) Analisis Jabatan harus memuat informasi Jabatan sebagai berikut:
  - a. identitas Jabatan;
  - b. ikhtisar Jabatan;
  - c. kualifikasi Jabatan;
  - d. tugas pokok;
  - e. hasil kerja;
  - f. bahan kerja;
  - g. perangkat kerja;
  - h. tanggung jawab;
  - i. wewenang;
  - j. korelasi Jabatan;
  - k. kondisi lingkungan kerja;
  - l. risiko bahaya;
  - m. syarat Jabatan;
  - n. prestasi kerja; dan
  - o. kelas jabatan.
- (2) Formulir informasi Jabatan dan contoh tata cara pengisian informasi jabatan sebagaimana dimaksud pada ayat (1) tercantum dalam Lampiran I dan Lampiran II yang merupakan bagian tidak terpisahkan dari Peraturan Badan ini.

Pasal 4

Identitas Jabatan sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf a merupakan kumpulan informasi yang terdiri atas:

- a. nama Jabatan atau nomenklatur Jabatan;
- b. kode Jabatan; dan
- c. unit kerja.

#### Pasal 5

- (1) Nama Jabatan atau nomenklatur Jabatan sebagaimana dimaksud dalam Pasal 4 huruf a dirumuskan berdasarkan tindak kerja, bahan kerja, perangkat kerja, dan hasil kerja yang mencerminkan tugas yang dilakukan serta disesuaikan dengan tugas dan fungsi unit kerja.
- (2) Perumusan nomenklatur Jabatan sebagaimana dimaksud pada ayat (1) harus memenuhi ketentuan sebagai berikut:
  - a. untuk JPT, JA, dan JF disesuaikan dengan nomenklatur Jabatan dalam struktur organisasi dan tata kerja Instansi Pemerintah yang bersangkutan;
  - b. untuk JF disesuaikan dengan nomenklatur Jabatan yang ditetapkan dalam peraturan yang mengatur mengenai penetapan JF; dan
  - c. untuk Jabatan pelaksana disesuaikan dengan nomenklatur Jabatan yang ditetapkan dalam peraturan Menteri yang mengatur mengenai penetapan nomenklatur Jabatan pelaksana.

#### Pasal 6

- (1) Kode Jabatan sebagaimana dimaksud dalam Pasal 4 huruf b dibuat sesuai dengan ketentuan peraturan perundang-undangan.
- (2) Kode Jabatan sebagaimana dimaksud pada ayat (1) dibuat oleh BKN dengan mengacu pada Sistem Informasi ASN.

#### Pasal 7

Unit kerja sebagaimana dimaksud dalam Pasal 4 huruf c menunjukkan kedudukan Jabatan yang akan dianalisis dan ditulis mulai dari unit kerja yang paling tinggi sampai dengan yang berada tepat di atasnya dalam struktur organisasi.

#### Pasal 8

- (1) Ikhtisar Jabatan sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf b merupakan ringkasan dari tugas yang dilakukan Pemangku Jabatan, yang tersusun dalam satu kalimat yang mencerminkan pokok tugas Jabatan.



- (2) Penyusunan ikhtisar Jabatan sebagaimana dimaksud pada ayat (1) harus memenuhi kriteria:
- a. apa yang dikerjakan;
  - b. bagaimana cara mengerjakan; dan
  - c. mengapa tugas tersebut harus dikerjakan.

#### Pasal 9

Kualifikasi Jabatan sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf c merupakan kualifikasi minimal yang harus dimiliki Pemangku Jabatan sesuai dengan tugas dan fungsi Jabatan yang terdiri atas:

- a. pendidikan;
- b. Pelatihan; dan
- c. pengalaman.

#### Pasal 10

Pendidikan sebagaimana dimaksud dalam Pasal 9 huruf a merupakan pendidikan formal minimal yang harus dimiliki Pemangku Jabatan untuk menduduki suatu Jabatan disertai dengan jurusan yang sesuai dengan kebutuhan Jabatan.

#### Pasal 11

- (1) Pelatihan sebagaimana dimaksud dalam Pasal 9 huruf b merupakan pendidikan dan pelatihan yang dibutuhkan Pemangku Jabatan untuk meningkatkan kemampuan dan menunjang pelaksanaan tugas Jabatan.
- (2) Pelatihan sebagaimana dimaksud pada ayat (1) terdiri atas:
  - a. pelatihan penjenjangan; dan/atau
  - b. pelatihan teknis.

#### Pasal 12

Pengalaman sebagaimana dimaksud dalam Pasal 9 huruf c merupakan masa kerja Pemangku Jabatan pada bidang tertentu yang linier dan/atau berkaitan dengan tugas Jabatan.

Pasal 13

- (1) Tugas pokok sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf d merupakan paparan atau uraian atas semua tugas Jabatan yang harus dilakukan oleh Pemangku Jabatan dalam memproses bahan kerja menjadi hasil kerja atau *output* dengan menggunakan peralatan kerja atau sarana prasarana sesuai dengan peraturan dan ketentuan yang berlaku.
- (2) Penyusunan tugas pokok sebagaimana dimaksud pada ayat (1) mengikuti kaidah:
  - a. tersusun dalam susunan kalimat yang memuat apa yang dikerjakan, bagaimana cara mengerjakannya, dan mengapa tugas tersebut harus dikerjakan;
  - b. tugas JF disesuaikan dengan butir kegiatan JF, tugas dan/atau fungsi unit organisasi tempat JF tersebut bertugas;
  - c. tugas Jabatan pelaksana terdiri dari tugas teknis sebagai turunan dari tugas teknis atasan langsungnya;
  - d. tugas JPT, Jabatan administrator, dan Jabatan pengawas terdiri atas tugas manajerial dan tugas teknis;
  - e. penyusunan tugas manajerial menggambarkan perencanaan, pengorganisasian, dan pengawasan; dan
  - f. penyusunan tugas teknis menggambarkan distribusi peran dari jabatan yang paling tinggi sampai dengan Jabatan yang paling rendah dalam satu unit organisasi.

Pasal 14

- (1) Hasil kerja sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf e merupakan suatu keluaran atau *output* dari pelaksanaan tugas Jabatan yang dapat diukur atau dihitung berdasarkan bukti fisik kegiatan.

- (2) Satuan hasil kerja sebagaimana dimaksud pada ayat (1) paling sedikit dapat berupa dokumen, data, laporan, dan/atau surat.

#### Pasal 15

- (1) Bahan kerja sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf f merupakan masukan yang diproses, diolah, dan/atau dianalisis untuk setiap uraian tugas.
- (2) Bahan kerja sebagaimana dimaksud pada ayat (1) paling sedikit dapat berupa informasi, jasa, dan/atau benda.

#### Pasal 16

Perangkat kerja sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf g merupakan pedoman atau acuan yang digunakan untuk memproses atau mengolah bahan kerja menjadi hasil kerja pada setiap uraian tugas.

#### Pasal 17

Tanggung jawab sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf h merupakan tuntutan Jabatan untuk menyelesaikan pekerjaan dengan sebaik mungkin, tepat waktu dan memberikan manfaat atas tugas yang dilaksanakan serta berani menanggung risiko atas keputusan yang diambil atau tindakan yang dilakukannya.

#### Pasal 18

Wewenang sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf i merupakan hak yang dimiliki Pemangku Jabatan untuk mengambil sikap, keputusan atau tindakan tertentu dalam melaksanakan tugas, dan mempunyai peranan sebagai penyeimbang terhadap tanggung jawab, guna mendukung berhasilnya pelaksanaan tugas.

#### Pasal 19

Korelasi Jabatan sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf j merupakan hubungan kerja antara Jabatan yang dianalisis dengan Jabatan lainnya terkait dengan pelaksanaan

tugas secara vertikal, horizontal, dan/atau diagonal baik di dalam maupun di luar Instansi Pemerintah dalam hal melaksanakan tugas pokok Jabatan.

#### Pasal 20

Kondisi lingkungan kerja sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf k merupakan keadaan tempat Pemangku Jabatan tersebut melaksanakan tugas meliputi aspek lokasi kerja, suhu, udara, luas ruangan, letak, penerangan, suara, keadaan tempat kerja dan getaran.

#### Pasal 21

Risiko bahaya sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf l merupakan potensi kejadian atau keadaan yang dapat membahayakan keselamatan atau kesehatan Pemangku Jabatan secara fisik dan/atau kejiwaan ketika melaksanakan tugas Jabatan.

#### Pasal 22

- (1) Syarat Jabatan sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf m merupakan syarat minimal yang harus dimiliki Pemangku Jabatan untuk menduduki Jabatan yang terdiri atas:
  - a. keterampilan;
  - b. bakat kerja;
  - c. temperamen kerja;
  - d. minat kerja;
  - e. upaya fisik;
  - f. kondisi fisik; dan
  - g. fungsi pekerja.
- (2) Ketentuan mengenai syarat jabatan sebagaimana dimaksud pada ayat (1) huruf a sampai dengan huruf g tercantum dalam Lampiran III yang merupakan bagian tidak terpisahkan dari Peraturan Badan ini.

#### Pasal 23

Keterampilan sebagaimana dimaksud dalam Pasal 22 huruf a

merupakan kemampuan dan penguasaan teknis operasional yang dibutuhkan Pemangku Jabatan agar tugas Jabatan dapat dilaksanakan dengan lebih cepat berdasarkan daftar keterampilan.

#### Pasal 24

Bakat kerja sebagaimana dimaksud dalam Pasal 22 huruf b merupakan kapasitas khusus atau kemampuan potensial yang dibutuhkan Pemangku Jabatan untuk dapat mempelajari dan memahami pekerjaan secara baik berdasarkan daftar bakat.

#### Pasal 25

Temperamen kerja sebagaimana dimaksud dalam Pasal 22 huruf c merupakan kemampuan menyesuaikan diri Pemangku Jabatan dengan sifat-sifat dominan pekerjaan berdasarkan daftar temperamen.

#### Pasal 26

Minat kerja sebagaimana dimaksud dalam Pasal 22 huruf d merupakan kecenderungan Pemangku Jabatan untuk memilih pekerjaan sesuai dengan kemauan, keinginan, dan/atau kemampuan berdasarkan daftar minat.

#### Pasal 27

Upaya fisik sebagaimana dimaksud dalam Pasal 22 huruf e merupakan penggunaan organ tubuh Pemangku Jabatan yang dominan dalam pelaksanaan tugas Jabatan berdasarkan daftar upaya fisik.

#### Pasal 28

- (1) Kondisi fisik sebagaimana dimaksud dalam Pasal 22 huruf f merupakan syarat keadaan fisik yang dibutuhkan Pemangku Jabatan untuk melaksanakan tugas Jabatan.
- (2) Kondisi fisik sebagaimana dimaksud pada ayat (1) terdiri atas unsur:
  - a. jenis kelamin;
  - b. umur;

- c. tinggi badan;
- d. berat badan;
- e. postur tubuh;
- f. penampilan; dan
- g. keadaan fisik (disabilitas).

#### Pasal 29

Fungsi pekerja sebagaimana dimaksud dalam Pasal 22 huruf g merupakan tingkat kompleksitas tugas dalam kaitannya dengan data, orang, maupun benda berdasarkan daftar fungsi pekerja.

#### Pasal 30

Prestasi kerja sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf n merupakan prestasi Pemangku Jabatan yang diharapkan bernilai baik atau sangat baik sesuai dengan ketentuan peraturan perundang-undangan di bidang manajemen kinerja.

#### Pasal 31

Kelas Jabatan sebagaimana dimaksud dalam Pasal 3 ayat (1) huruf o merupakan kedudukan yang menunjukkan tingkat Jabatan dalam rangkaian susunan Jabatan pada Instansi Pemerintah yang meskipun berbeda dalam hal jenis pekerjaan, tetapi memiliki kesetaraan tingkat kesulitan, bobot, tanggung jawab, dan tingkat persyaratan kualifikasi pekerjaan, serta menjadi dasar penggajian bagi pegawai ASN sesuai dengan ketentuan peraturan perundang-undangan.

#### Paragraf 3

#### Analisis Beban Kerja

#### Pasal 32

- (1) Analisis beban kerja digunakan untuk menghitung jumlah kebutuhan pegawai atau Pemangku Jabatan berdasarkan sejumlah target pekerjaan yang harus diselesaikan pada satuan waktu tertentu.

- (2) Pendekatan yang digunakan dalam melakukan penghitungan kebutuhan jumlah dan jenis Jabatan terdiri atas:
  - a. hasil kerja;
  - b. obyek kerja;
  - c. peralatan kerja; dan/atau
  - d. tugas per tugas Jabatan.
- (3) Penghitungan kebutuhan jumlah dan jenis JF menggunakan pedoman penghitungan dari masing-masing Instansi Pembina JF.
- (4) Instansi Pembina dalam membuat pedoman penghitungan JF menggunakan pendekatan sebagaimana dimaksud pada ayat (2).
- (5) Pedoman penghitungan kebutuhan JF sebagaimana dimaksud pada ayat (3) harus ditetapkan oleh Instansi Pembina JF sebagai syarat dalam melakukan pengangkatan Pegawai ASN dalam JF.
- (6) Aspek dalam melaksanakan Analisis Beban Kerja terdiri atas:
  - a. uraian tugas;
  - b. volume kerja atau beban kerja;
  - c. norma waktu; dan
  - d. waktu kerja efektif.
- (7) Tahapan yang harus dilakukan dalam Analisis Beban Kerja terdiri atas:
  - a. persiapan;
  - b. pengumpulan data dan informasi jumlah beban kerja dan waktu penyelesaian setiap uraian tugas;
  - c. pengolahan data; dan
  - d. verifikasi dan validasi hasil penghitungan kebutuhan pegawai.

### Pasal 33

- (1) Analisis beban kerja dengan menggunakan pendekatan hasil kerja sebagaimana dimaksud dalam Pasal 32 ayat (2) huruf a dilakukan untuk jabatan yang produk atau *output* jabatannya satu jenis dan sifat dari produk yang dihasilkannya

dapat diukur.

- (2) Dalam menggunakan pendekatan hasil kerja sebagaimana dimaksud pada ayat (1), informasi yang diperlukan terdiri atas:
  - a. hasil kerja dan satuannya;
  - b. jumlah beban kerja yang tercermin dari target hasil kerja yang harus dicapai; dan
  - c. standar kemampuan rata-rata pegawai dalam Jabatan yang sama untuk memperoleh hasil kerja.
- (3) Rumus penghitungan jumlah kebutuhan pegawai dengan pendekatan hasil kerja sebagaimana dimaksud pada ayat (1) adalah jumlah beban kerja dibagi dengan standar kemampuan rata-rata.
- (4) Penghitungan analisis beban kerja sebagaimana dimaksud dalam ayat (3) tercantum dalam Lampiran IV yang merupakan bagian tidak terpisahkan dari Peraturan Badan ini.

#### Pasal 34

- (1) Analisis beban kerja dengan menggunakan pendekatan obyek kerja sebagaimana dimaksud dalam Pasal 32 ayat (2) huruf b dilaksanakan untuk Jabatan yang beban kerjanya tergantung pada obyek yang dilayani.
- (2) Obyek sebagaimana dimaksud pada ayat (1) merupakan beban kerja yang dapat berupa orang atau wilayah.
- (3) Dalam menggunakan pendekatan obyek kerja sebagaimana dimaksud pada ayat (1), informasi yang diperlukan adalah:
  - a. obyek dan satuan kerja;
  - b. jumlah beban kerja yang tercermin dari banyaknya obyek yang harus dilayani; dan
  - c. standar kemampuan rata-rata pegawai untuk melayani obyek kerja yang telah ditetapkan sebelumnya.
- (4) Rumus penghitungan jumlah kebutuhan pegawai dengan pendekatan obyek kerja sebagaimana dimaksud pada ayat (1) adalah jumlah obyek kerja dibagi dengan standar



kemampuan rata-rata.

- (5) Penghitungan Analisis Beban Kerja sebagaimana dimaksud pada ayat (4) tercantum dalam Lampiran IV yang merupakan bagian tidak terpisahkan dari Peraturan Badan ini.

#### Pasal 35

- (1) Analisis Beban Kerja dengan menggunakan pendekatan peralatan kerja sebagaimana dimaksud dalam Pasal 32 ayat (2) huruf c dilaksanakan untuk Jabatan yang pekerjaannya bergantung pada alat kerja yang tersedia.
- (2) Dalam menggunakan pendekatan peralatan kerja sebagaimana dimaksud pada ayat (1), informasi yang diperlukan adalah:
  - a. alat kerja dan satuannya;
  - b. Jabatan yang diperlukan untuk pengoperasian alat kerja;
  - c. jumlah alat kerja yang dioperasikan; dan
  - d. rasio jumlah pegawai per jabatan per alat kerja (RPK).
- (3) Rumus penghitungan jumlah kebutuhan pegawai dengan pendekatan peralatan kerja sebagaimana dimaksud pada ayat (1) adalah jumlah peralatan kerja dibagi dengan rasio penggunaan alat kerja.
- (4) Penghitungan Analisis Beban Kerja sebagaimana dimaksud pada ayat (3) tercantum dalam Lampiran IV yang merupakan bagian tidak terpisahkan dari Peraturan Badan ini.

#### Pasal 36

- (1) Analisis Beban Kerja dengan menggunakan pendekatan tugas per tugas Jabatan sebagaimana dimaksud dalam Pasal 32 ayat (2) huruf d dilaksanakan untuk Jabatan yang hasil kerja dan obyek kerjanya beragam atau banyak jenisnya.
- (2) Dalam menggunakan pendekatan tugas per tugas Jabatan sebagaimana dimaksud pada ayat (1), informasi yang diperlukan terdiri atas:

- a. uraian tugas;
  - b. jumlah beban untuk setiap tugas;
  - c. waktu penyelesaian rata-rata untuk setiap beban;  
dan
  - d. jumlah jam kerja efektif.
- (3) Rumus penghitungan jumlah kebutuhan pegawai dengan pendekatan tugas per tugas sebagaimana dimaksud pada ayat (1) adalah jumlah beban kerja dikali dengan waktu penyelesaian dibagi dengan jam kerja efektif.
- (4) Penghitungan Analisis Beban Kerja sebagaimana dimaksud pada ayat (3) tercantum dalam Lampiran IV yang merupakan bagian tidak terpisahkan dari Peraturan Badan ini.

#### Pasal 37

- (1) Volume kerja atau beban kerja sebagaimana dimaksud dalam Pasal 32 ayat (6) huruf b diperoleh dari target pekerjaan yang harus dilakukan untuk memperoleh hasil kerja atau produk kerja suatu tugas tertentu dalam satu tahun.
- (2) Volume kerja atau beban kerja sebagaimana dimaksud pada ayat (1) merupakan variabel tidak tetap dalam pelaksanaan Analisis Beban Kerja.
- (3) Volume kerja atau beban kerja sebagaimana dimaksud pada ayat (1) dapat dihitung berdasarkan:
  - a. hasil kerja;
  - b. obyek kerja;
  - c. alat kerja; atau
  - d. tugas yang harus diselesaikan.

#### Pasal 38

- (1) Norma waktu sebagaimana dimaksud dalam Pasal 32 ayat (6) huruf c merupakan waktu yang dipergunakan untuk menghasilkan atau menyelesaikan produk atau hasil kerja.
- (2) Norma waktu sebagaimana dimaksud pada ayat (1) bersifat tetap dan merupakan variabel tetap dalam pelaksanaan analisis beban kerja.

- (3) Norma waktu sebagaimana dimaksud pada ayat (1) ditetapkan dalam standar waktu kerja atau standar kemampuan rata-rata yang dapat diukur berdasarkan jumlah produk yang dihasilkan dalam jangka waktu tertentu yang dibutuhkan untuk menghasilkan setiap produk.
- (4) Norma waktu sebagaimana dimaksud pada ayat (1) merupakan standar kemampuan rata-rata yang dipengaruhi oleh faktor sebagai berikut:
  - a. perubahan kebijakan;
  - b. perangkat kerja;
  - c. prosedur kerja; dan
  - d. kompetensi Pemangku Jabatan.

#### Pasal 39

- (1) Waktu kerja efektif sebagaimana dimaksud dalam Pasal 32 ayat (6) huruf d merupakan waktu yang secara efektif digunakan untuk melaksanakan tugas Jabatan, yang terdiri atas hari kerja efektif dan jam kerja efektif pada Instansi Pemerintah sesuai dengan ketentuan peraturan perundang-undangan.
- (2) Hari kerja efektif pada Instansi Pemerintah sebagaimana dimaksud pada ayat (1) merupakan hari kerja yang digunakan pegawai ASN untuk melaksanakan tugas selama satu tahun setelah dikurangi hari libur dan cuti tahunan sesuai dengan ketentuan peraturan perundang-undangan.
- (3) Jam kerja efektif pada Instansi Pemerintah sebagaimana dimaksud pada ayat (1) selama satu tahun adalah jam kerja Instansi Pemerintah selama hari kerja efektif sebagaimana dimaksud pada ayat (2) dikurangi waktu yang hilang karena tidak dapat melaksanakan tugas pada jam kerja.
- (4) Persentase waktu yang hilang sebagaimana dimaksud pada ayat (3) yang diizinkan bagi Pegawai ASN adalah sebesar 30 (tiga puluh) persen dari jam kerja Pegawai ASN sesuai dengan ketentuan peraturan perundang-undangan.

- (5) Penghitungan jam kerja efektif bagi Instansi Pemerintah sebagaimana dimaksud pada ayat (1) tercantum dalam Lampiran V yang merupakan bagian yang tidak terpisahkan dari Peraturan Badan ini.
- (6) Jam kerja Instansi Pemerintah sesuai dengan ketentuan peraturan perundang-undangan.

#### Pasal 40

Persiapan sebagaimana dimaksud dalam Pasal 32 ayat (7) huruf a terdiri atas:

- a. perencanaan proses analisis beban kerja;
- b. pembentukan Tim;
- c. pelaksanaan pengkajian organisasi mengenai tugas pokok dan fungsi, rincian tugas dan rincian kegiatan;
- d. pemberitahuan kepada unit organisasi yang akan menjadi sasaran; dan
- e. penyampaian formulir analisis beban kerja dan petunjuk pengisian.

#### Pasal 41

Pengumpulan data dan informasi jumlah beban kerja dan waktu penyelesaian setiap uraian tugas sebagaimana dimaksud dalam Pasal 32 ayat (7) huruf b, dapat dilakukan melalui:

- a. kuesioner atau daftar pertanyaan tertulis;
- b. wawancara atau pertanyaan yang disampaikan melalui tanya jawab; dan/atau
- c. observasi atau pengamatan secara langsung.

#### Pasal 42

Pengolahan data sebagaimana dimaksud dalam Pasal 32 ayat (7) huruf c, terdiri atas:

- a. penyusunan target pekerjaan atau hasil kerja secara kuantitas maupun kualitas yang harus dipenuhi dalam melakukan suatu pekerjaan untuk setiap jabatan;
- b. penyusunan standar kemampuan rata-rata sebagaimana dimaksud dalam Pasal 34 ayat (4) yang diukur dari satuan hasil atau satuan waktu;
- c. penyusunan waktu kerja efektif dan jam kerja efektif; dan

- d. penyusunan analisis beban kerja dengan pendekatan metode perhitungan kebutuhan pegawai sebagaimana dimaksud dalam Pasal 32 ayat (2).

#### Pasal 43

- (1) Verifikasi dan validasi hasil penghitungan kebutuhan pegawai sebagaimana dimaksud dalam Pasal 32 ayat (7) huruf d dilaksanakan untuk memastikan kebenaran melalui pengecekan ulang hasil penghitungan beban kerja untuk mengetahui kebenaran sesuai dengan syarat yang ditentukan dan memastikan perhitungan kebutuhan terhadap hasil penyusunan analisis beban kerja.
- (2) Verifikasi dan validasi sebagaimana dimaksud pada ayat (1), paling sedikit terhadap:
  - a. nomenklatur jabatan;
  - b. ikhtisar jabatan;
  - c. target pekerjaan;
  - d. jumlah beban kerja;
  - e. standar kemampuan rata-rata; dan
  - f. waktu kerja efektif dan jam kerja efektif.
- (3) Tahapan verifikasi dan validasi sebagaimana dimaksud pada ayat (1) meliputi:
  - a. mengumpulkan data hasil penghitungan Kebutuhan;
  - b. mengklasifikasi data hasil penghitungan Kebutuhan;
  - c. menganalisis data hasil penyusunan Kebutuhan; dan
  - d. merekomendasikan hasil analisis penghitungan.

#### Pasal 44

- (1) Pelaksanaan analisis beban kerja secara baik dan benar memerlukan penetapan alat ukur.
- (2) Pelaksanaan analisis beban kerja sebagaimana dimaksud pada ayat (1) dilakukan secara transparan, obyektif, dan akuntabel.
- (3) Kriteria alat ukur sebagaimana dimaksud pada ayat (1), terdiri atas:
  - a. valid;

- b. konsisten; dan
  - c. universal.
- (4) Alat ukur sebagaimana dimaksud pada ayat (1) merupakan jam kerja efektif yang merupakan jam kerja yang dipergunakan dalam melakukan suatu tugas untuk memperoleh hasil kerja yang dapat diukur atau dihitung berdasarkan bukti fisik kegiatan.

#### Pasal 45

- (1) Penghitungan kebutuhan JPT, Jabatan Administrator, dan Jabatan Pengawas dilakukan berdasarkan jumlah Jabatan yang terdapat dalam struktur organisasi dan tata kerja yang telah ditetapkan.
- (2) Analisis beban kerja dalam rangka penghitungan kebutuhan Jabatan sebagaimana dimaksud pada ayat (1) dilakukan untuk menghitung tingkat efektifitas Jabatan dan dapat digunakan sebagai evaluasi organisasi Instansi Pemerintah.

#### Pasal 46

Penghitungan kebutuhan pegawai yang menduduki Jabatan Pelaksana berdasarkan analisis beban kerja menggunakan pendekatan yang sesuai dan tepat setelah memperhatikan hasil kerja, obyek kerja, alat kerja, dan uraian tugas.

#### Pasal 47

Penghitungan kebutuhan pegawai yang menduduki JF dilakukan dengan mengacu pada standar penghitungan yang ditetapkan oleh instansi pembina JF masing-masing dengan memperhatikan beban kerja Jabatan tersebut.

#### Pasal 48

- (1) Peta Jabatan sebagaimana dimaksud dalam Pasal 2 ayat (3) huruf c merupakan susunan nama dan tingkat Jabatan yang tergambar dalam struktur unit organisasi dari tingkat yang paling rendah sampai dengan yang paling tinggi terdiri atas:

- a. struktur Jabatan;
  - b. beban kerja unit organisasi;
  - c. jumlah pegawai yang ada;
  - d. kebutuhan pegawai; dan
  - e. kelas Jabatan.
- (2) Peta Jabatan sebagaimana dimaksud pada ayat (1) tercantum dalam Lampiran VI yang merupakan bagian tidak terpisahkan dari Peraturan Badan ini.

#### Pasal 49

Struktur Jabatan sebagaimana dimaksud dalam Pasal 48 ayat (1) huruf a merupakan tabel yang berisi jabatan pada Instansi Pemerintah yang disusun sebagai berikut:

- a. dibuat per unit organisasi;
- b. dimulai dari jenjang Jabatan paling tinggi sampai dengan paling rendah; dan
- c. nama setiap Jabatan yang dibutuhkan; baik JPT, JA, dan/atau JF.

#### Pasal 50

Beban kerja unit organisasi sebagaimana dimaksud dalam Pasal 48 ayat (1) huruf b merupakan jumlah target pekerjaan yang harus diselesaikan oleh satuan unit organisasi Instansi Pemerintah dalam waktu tertentu.

#### Pasal 51

Jumlah pegawai yang ada sebagaimana dimaksud dalam Pasal 48 ayat (1) huruf c merupakan kondisi jumlah pegawai yang menduduki masing-masing Jabatan dalam satuan unit organisasi Instansi Pemerintah.

#### Pasal 52

Kebutuhan pegawai sebagaimana dimaksud dalam Pasal 48 ayat (1) huruf d merupakan jumlah pegawai atau Pemangku Jabatan yang dibutuhkan pada setiap Jabatan berdasarkan analisis beban kerja.

### Pasal 53

Kelas Jabatan sebagaimana dimaksud dalam Pasal 48 ayat (1) huruf e merupakan kedudukan yang menunjukkan tingkat Jabatan dalam rangkaian susunan Jabatan pada Instansi Pemerintah yang meskipun berbeda dalam hal jenis pekerjaan, tetapi memiliki kesetaraan tingkat kesulitan, bobot, tanggung jawab, dan tingkat persyaratan kualifikasi pekerjaan, serta menjadi dasar penggajian bagi pegawai ASN sesuai dengan ketentuan peraturan perundang-undangan.

### Bagian Kedua

#### Pengusulan Kebutuhan Aparatur Sipil Negara

#### Paragraf 1

#### Kelengkapan Usul Kebutuhan

### Pasal 54

- (1) Kelengkapan usul kebutuhan terdiri atas:
  - a. informasi Jabatan untuk setiap Jabatan yang dibutuhkan dalam Instansi Pemerintah;
  - b. jumlah kebutuhan pegawai ASN untuk seluruh jabatan;
  - c. jumlah pegawai ASN yang ada;
  - d. jumlah pegawai yang mencapai batas usia pensiun;
  - e. selisih antara jumlah kebutuhan dengan jumlah ketersediaan pegawai ASN yang ada;
  - f. penyusunan kebutuhan ASN untuk jangka waktu 5 (lima) tahun;
  - g. untuk Instansi Pusat melampirkan karakteristik Instansi Pemerintah, dan rasio alokasi anggaran belanja pegawai; dan
  - h. untuk Instansi Daerah melampirkan kondisi geografis daerah, jumlah penduduk, luas wilayah, pengembangan potensi daerah, dan rasio alokasi anggaran belanja pegawai.
- (2) Kelengkapan usul kebutuhan sebagaimana dimaksud pada ayat (1) tercantum dalam Lampiran VII sampai



dengan Lampiran IX yang merupakan bagian tidak terpisahkan dari Peraturan Badan ini.

## Paragraf 2

### Tata Cara Penyampaian Usul Kebutuhan

#### Pasal 55

- (1) Setiap Instansi Pemerintah wajib menyusun informasi jabatan dan menghitung jumlah kebutuhan pegawai ASN menggunakan sistem informasi sesuai dengan ketentuan peraturan perundang-undangan.
- (2) Data jumlah pegawai ASN yang ada dirinci sesuai dengan jabatan dan jenjangnya masing-masing pada saat penyusunan informasi jabatan sebagaimana dimaksud pada ayat (1).
- (3) Data jumlah pegawai ASN yang mencapai batas usia pensiun dihitung untuk jangka waktu 5 (lima) tahun yang akan datang.
- (4) Jumlah pegawai yang ada dibandingkan dengan jumlah kebutuhan pegawai kemudian dikurangi atau ditambahkan dengan pegawai yang mencapai batas usia pensiun dengan ketentuan sebagai berikut:
  - a. jika perbandingan antara jumlah pegawai yang ada dengan jumlah kebutuhan pegawai hasilnya adalah kelebihan pegawai, kelebihan tersebut dikurangi dengan pegawai yang mencapai batas usia pensiun.
  - b. jika perbandingan antara jumlah pegawai yang ada dengan jumlah kebutuhan pegawai hasilnya adalah kekurangan pegawai, kekurangan tersebut ditambah dengan pegawai yang mencapai batas usia pensiun.
- (5) Untuk Jabatan yang kekurangan jumlah pegawai ASN selanjutnya ditetapkan sebagai prioritas untuk dipenuhi kebutuhannya dalam bentuk usul tambahan formasi tahun yang akan datang.
- (6) Dalam menetapkan prioritas sebagaimana dimaksud pada ayat (5), Instansi Pemerintah harus memperhatikan tujuan dan rencana strategis masing-masing.

- (7) Hasil penghitungan kebutuhan jumlah Pegawai ASN, data jumlah Pegawai ASN yang ada, data Pegawai ASN yang mencapai batas usia pensiun, hasil perbandingan antara data-data tersebut, dan usul tambahan formasi dituangkan ke dalam aplikasi yang bersifat elektronik.
- (8) Dokumen usul tambahan formasi yang telah disahkan oleh PPK masing-masing Instansi Pemerintah wajib disampaikan kepada Menteri dan Kepala BKN dengan melampirkan rencana strategis Instansi Pemerintah.

### Paragraf 3

#### Waktu Penyampaian Kebutuhan

#### Pasal 56

- (1) Rincian hasil penyusunan kebutuhan jumlah dan jenis jabatan ASN setiap tahun untuk penetapan kebutuhan ASN disampaikan kepada Menteri dan Kepala BKN, dengan ketentuan sebagai berikut:
  - a. untuk Instansi Pusat disampaikan oleh PPK Instansi Pusat paling lambat akhir bulan Maret untuk penetapan kebutuhan ASN tahun berikutnya;
  - b. untuk Instansi Daerah Provinsi disampaikan oleh Gubernur paling lambat akhir bulan Maret untuk penetapan kebutuhan ASN tahun berikutnya; dan
  - c. untuk Instansi Daerah Kabupaten atau Kota disampaikan oleh Bupati atau Walikota paling lambat akhir bulan Maret untuk penetapan kebutuhan ASN tahun berikutnya, setelah berkoordinasi dengan Gubernur.
- (2) Dalam hal terjadi perubahan rencana anggaran tahun berikutnya yang mengakibatkan perubahan dalam perencanaan kebutuhan ASN, penyampaian rincian informasi jabatan untuk penyusunan kebutuhan ASN setiap tahun sebagaimana dimaksud dalam Pasal 3 ayat (1) dilakukan paling lambat akhir bulan April tahun sebelumnya.

BAB III  
ANALISIS KEBUTUHAN APARATUR SIPIL NEGARA

Pasal 57

- (1) Analisis kebutuhan ASN dilakukan untuk mengidentifikasi kebutuhan pegawai yang diperlukan oleh Instansi Pemerintah.
- (2) Analisis kebutuhan ASN sebagaimana dimaksud pada ayat (1) dilaksanakan oleh BKN.
- (3) Tahapan dalam analisis kebutuhan ASN sebagaimana dimaksud pada ayat (1) meliputi kegiatan:
  - a. menginventarisir data kebutuhan;
  - b. mengklasifikasi data kebutuhan;
  - c. verifikasi dan validasi jumlah kebutuhan antara hasil analisis Jabatan dan analisis beban kerja; dan
  - d. menentukan jumlah kebutuhan berdasarkan hasil verifikasi dan validasi.
- (4) Verifikasi dan validasi Jumlah Kebutuhan sebagaimana dimaksud ayat (3) huruf c adalah memastikan kebenaran kebutuhan jenis dan jumlah jabatan yang riil dan tepat hasil penyusunan kebutuhan berdasarkan analisis jabatan dan analisis beban kerja.
- (5) Tahapan verifikasi dan validasi hasil penyusunan kebutuhan sebagaimana dimaksud pada ayat (3) huruf c meliputi:
  - a. mengolah data hasil penyusunan kebutuhan;
  - b. mengklasifikasi data hasil penyusunan kebutuhan;
  - c. menganalisis data hasil penyusunan kebutuhan; dan
  - d. menyusun laporan rekomendasi hasil analisis.

BAB IV  
KETENTUAN LAIN-LAIN

Pasal 65

- (1) Instansi Pemerintah yang telah menyusun analisis Jabatan dan analisis beban kerja harus melakukan verifikasi dan validasi untuk ditetapkan sebagai kebutuhan jumlah dan

jenis jabatan ASN.

- (2) Kebutuhan jumlah dan jenis jabatan ASN dijadikan sebagai dasar bagi Instansi Pemerintah sebagaimana dimaksud pada ayat (1) untuk melaksanakan kebijakan realokasi atau redistribusi pegawai berdasarkan kualifikasi dan kebutuhan pada setiap satuan unit organisasi.
- (3) Dalam hal kebutuhan ASN sudah ditetapkan pada Instansi Pemerintah tetapi belum seluruhnya direalisasikan, dapat dipertimbangkan sebagai tambahan kebutuhan ASN untuk tahun berikutnya.
- (4) Setiap Instansi Pemerintah wajib melaksanakan peremajaan data pegawai pada sistem informasi ASN BKN dan menggunakan data tersebut sebagai dasar penyusunan kebutuhan ASN.

## BAB V

### KETENTUAN PERALIHAN

#### Pasal 66

Pada saat Peraturan Badan ini mulai berlaku, penyusunan kebutuhan ASN yang telah disampaikan oleh PPK Instansi Pemerintah kepada BKN, tetap diproses dan diselesaikan berdasarkan Peraturan Kepala Badan Kepegawaian Negara Nomor 19 Tahun 2011 tentang Pedoman Umum Penyusunan Kebutuhan Pegawai Negeri Sipil.

## BAB VI

### KETENTUAN PENUTUP

#### Pasal 67

Pada saat Peraturan Badan ini mulai berlaku:

- a. Keputusan Kepala Badan Kepegawaian Negara Nomor 26 Tahun 2004 tentang Ketentuan Pelaksanaan Peraturan Pemerintah Nomor 97 Tahun 2000 tentang Formasi Pegawai Negeri Sipil sebagaimana telah diubah dengan Peraturan Pemerintah Nomor 54 Tahun 2003;
- b. Peraturan Kepala Badan Kepegawaian Negara Nomor 12

Tahun 2011 tentang Pedoman Penyusunan Analisis Jabatan; dan

- c. Peraturan Kepala Badan Kepegawaian Negara Nomor 19 Tahun 2011 tentang Pedoman Umum Penyusunan Kebutuhan Pegawai Negeri Sipil, dicabut dan dinyatakan tidak berlaku.

#### Pasal 68

Setiap Instansi Pemerintah dalam melakukan analisis Jabatan dan/atau analisis beban kerja dalam rangka penyusunan kebutuhan ASN harus menyesuaikan dengan ketentuan dalam Peraturan Badan ini paling lambat tanggal 17 Januari 2022.

#### Pasal 69

Peraturan Badan ini mulai berlaku pada tanggal diundangkan.

Agar setiap orang mengetahuinya, memerintahkan pengundangan Peraturan Badan ini dengan penempatannya dalam Berita Negara Republik Indonesia.

Ditetapkan di Jakarta  
pada tanggal 12 Juli 2021

KEPALA  
BADAN KEPEGAWAIAN NEGARA  
REPUBLIK INDONESIA,

ttd.

BIMA HARIA WIBISANA

Diundangkan di Jakarta  
pada tanggal 26 Juli 2021

DIREKTUR JENDERAL  
PERATURAN PERUNDANG-UNDANGAN  
KEMENTERIAN HUKUM DAN HAK ASASI MANUSIA  
REPUBLIK INDONESIA,

ttd.

BENNY RIYANTO

BERITA NEGARA REPUBLIK INDONESIA TAHUN 2021 NOMOR 845

Salinan sesuai dengan aslinya

BADAN KEPEGAWAIAN NEGARA

Plt. Direktur Peraturan Perundang-undangan,

  
Dwi Haryono

LAMPIRAN I  
PERATURAN BADAN KEPEGAWAIAN NEGARA  
REPUBLIK INDONESIA  
NOMOR 10 TAHUN 2021  
TENTANG  
TATA CARA PELAKSANAAN PENYUSUNAN  
KEBUTUHAN APARATUR SIPIL NEGARA

**Contoh Formulir Informasi Jabatan**

**INFORMASI JABATAN**

1. NAMA JABATAN :
2. KODE JABATAN :
3. UNIT KERJA :
  - a. JPT Utama :
  - b. JPT Madya :
  - c. JPT Pratama :
  - d. Administrator :
  - e. Pengawas :
  - f. Pelaksana :
  - g. Jabatan Fungsional :
4. IKHTISAR JABATAN :
5. KUALIFIKASI JABATAN :
  - a. Pendidikan Formal :
  - b. Pendidikan dan Pelatihan :
  - c. Pengalaman Kerja :
6. TUGAS POKOK

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUTUHAN PEGAWAI
1						
2						
Dst						
<b>JUMLAH</b>				.....	-	.....
<b>JUMLAH PEGAWAI</b>					-	.....

7. HASIL KERJA:

NO	HASIL KERJA	SATUAN HASIL
1		
Dst		

8. BAHAN KERJA:

NO	BAHAN KERJA	PENGGUNAAN DALAM TUGAS
1		
Dst		

9. PERANGKAT KERJA:

NO	PERANGKAT KERJA	PENGGUNAAN UNTUK TUGAS
1		
Dst		

10. TANGGUNG JAWAB:

NO	URAIAN
1	
Dst	

11. WEWENANG:

NO	URAIAN
1	
Dst	

12. KORELASI JABATAN:

NO	NAMA JABATAN	UNIT KERJA/INSTANSI	DALAM HAL
1			
Dst			

13. KONDISI LINGKUNGAN KERJA:

NO	ASPEK	FAKTOR
1		
Dst		

14. RISIKO BAHAYA:

NO	NAMA RISIKO	PENYEBAB
1		
Dst		

15. SYARAT JABATAN :

- a. Keterampilan Kerja :
- b. Bakat Kerja :
- c. Temperamen Kerja :
- d. Minat Kerja :
- e. Upaya Fisik :
- f. Kondisi Fisik :
- 1) Jenis Kelamin :



- 2) Umur :
- 3) Tinggi Badan :
- 4) Berat Badan :
- 5) Postur Badan :
- 6) Penampilan :
- 7) Keadaan Fisik :
- g. Fungsi Pekerjaan :

16. PRESTASI KERJA YANG DIHARAPKAN:

17. KELAS JABATAN:

KEPALA  
BADAN KEPEGAWAIAN NEGARA  
REPUBLIK INDONESIA,

ttd.

BIMA HARIA WIBISANA

Salinan sesuai dengan aslinya  
BADAN KEPEGAWAIAN NEGARA  
Plt. Direktur Peraturan Perundang-undangan,



The image shows the official seal of the Badan Kepegawaian Negara (BKN) of the Republic of Indonesia. The seal is circular with a purple border containing the text 'BADAN KEPEGAWAIAN NEGARA' at the top and 'REPUBLIK INDONESIA' at the bottom. In the center of the seal is the Garuda Pancasila, the national emblem of Indonesia. Overlaid on the seal is a handwritten signature in blue ink.

Dwi Haryono

LAMPIRAN II  
PERATURAN BADAN KEPEGAWAIAN NEGARA  
REPUBLIK INDONESIA  
NOMOR 10 TAHUN 2021  
TENTANG  
TATA CARA PELAKSANAAN PENYUSUNAN  
KEBUTUHAN APARATUR SIPIL NEGARA

**Contoh Pengisian Formulir Informasi Jabatan**

**INFORMASI JABATAN**

1. NAMA JABATAN : Sekretaris Dinas
2. KODE JABATAN : 23300.01.01.01
3. UNIT KERJA:
  - a. JPT Utama : -
  - b. JPT Madya : -
  - c. JPT Pratama : Dinas Sosial
  - d. Administrator : -
  - e. Pengawas : -
  - f. Pelaksana : -
  - g. Jabatan Fungsional :
4. IKHTISAR JABATAN:

Memimpin dan melaksanakan kegiatan kesekretariatan yang meliputi umum, kerumahtanggaan, layanan kepegawaian, sesuai dengan program kerja Dinas Sosial dalam rangka mendukung kegiatan kesekretariatan Dinas Sosial.
5. KUALIFIKASI JABATAN
  - a. Pendidikan Formal : S1/DIV Hukum/Sospol/Manajemen
  - b. Pendidikan dan Pelatihan :
    - Diklat Penjejeangan : Kepemimpinan Administrator
    - Diklat Teknis :
      - Kesekretariatan
      - Kearsiapan
      - Manajemen kepegawaian
  - c. Pengalaman Kerja : Paling singkat 3 (tiga) tahun atau JF yang setingkat dengan Jabatan pengawas dengan bidang tugas Jabatan yang akan diduduki;

6. TUGAS POKOK

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUTUHAN PEGAWAI
1	Menyusun rencana operasional Bidang Kesekretariatan sesuai dengan program kerja	Rencana Operasional	1	20	1250	0,016

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUT UHAN PEGAW AI
	Dinas Sosial serta petunjuk pimpinan sebagai pedoman pelaksanaan tugas; (TugasManajerial)					
2	Mendistribusikan tugas kepada bawahan di lingkungan Bidang Bidang Kesekretariatan berdasarkan rencana operasional yang telah disusun dan sesuai dengan tugas pokok masing-masing jabatan dalam rangka mewujudkan terlaksananya rencana operasional Kesekretariatan; (TM)	Jadual dan Pembagian Tugas	12	4	1250	0,0384
3	Memberi petunjuk pelaksanaan tugas kepada bawahan di lingkungan Bidang Kesekretariatan sesuai dengan prosedur dan rencana operasional untuk meminimalisir kesalahan pelaksanaan tugas; (TM)	Notulensi arahan dan pelaksanaan tugas	12	6	1250	0,0576
4	Menyelia pelaksanaan tugas bawahan di lingkungan Kesekretariatan secara berkala sesuai dengan rencana operasional yang telah dibuat untuk Mencapai target kinerja yang diharapkan; (TM)	Catatan permasalahan dan koreksi hasil kerja	12	6	1250	0,0576
5	Mengkoordinasikan penyusunan program dan pelaporan dan capaian kinerja Dinas Sosial dengan cara menganalisis usulan kegiatan bidang, seuai prioritas serta	Laporan koordinasi penyusunan program kegiatan dan capaian kinerja	12	6	1250	0,0576

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUT UHAN PEGAW AI
	rencana anggaran dalam rangka mendukung kelancaran pelaksanaan program dan kegiatan Dinas Sosial; (Tugas Teknis)					
6	Mengendalikan urusan umum yang meliputi ketatausahaan, kepegawaian serta kehumasan sesuai prosedur dan ketentuan yang berlaku dalam rangka mencapai target Kesekretariatan Dinas Sosial (TT)	Laporan pengendalian urusan ketatausahaan, kepegawaian dan kehumasan	48	8	1250	0,3072
7	Mengendalikan administrasi keuangan yang meliputi kegiatan pengelolaan anggaran, perbendaharaan, pembukuan dan verifikasi serta laporan pertanggungjawaban keuangan sesuai dengan prosedur dan ketentuan yang berlaku untuk menjamin ketertiban penggunaan anggaran dilingkungan Dinas Sosial;	Laporan pengendalian administrasi keuangan	48	7,5	1250	0,288
8	Melakukan evaluasi kinerja Bidang Kesekretariatan terhadap rencana operasional yang ada sebagai bahan pelaporan kegiatan dan perbaikan kinerja di masa yang akan datang;	Laporan Evaluasi	12	4	1250	0,0384
9	Menyusun laporan pelaksanaan tugas Bidang Kesekretariatan sesuai dengan arahan pimpinan dan berdasarkan hasil evaluasi pelaksanaan tugas	Laporan pelaksanaan tugas	12	6	1250	0,0576

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUT UHAN PEGAWAI
	yang telah dilakukan sebagai pertanggungjawaban tugas Kesekretariatan; (TM)					
10	Melaksanakan tugas kedinasan lain yang diberikan pimpinan, baik lisan maupun tertulis. (TM)	Laporan tugas kedinasan lainnya	12	4	1250	0,0384
<b>JUMLAH</b>					-	0,9568
<b>JUMLAH PEGAWAI</b>					-	

7. HASIL KERJA :

NO	HASIL KERJA	SATUAN HASIL
1	Rencana Operasional	Dokumen
2	Jadual dan pembagian tugas	Dokumen
3	Notulensi arahan dan pelaksanaan tugas	Dokumen
4	Catatan permasalahan dan koreksi hasil kerja	Dokumen
5	Laporan koordinasi penyusunan program kegiatan dan capaian kinerja	Laporan
6	Laporan pengendalian urusan ketatausahaan, kepegawaian dan kehumasan	Laporan
7	Laporan pengendalian administrasi keuangan	Laporan
8	Laporan evaluasi	Laporan
9	Laporan pelaksanaan tugas	Laporan
10	Laporan tugas kedinasan lainnya	Laporan

8. BAHAN KERJA :

NO	BAHAN KERJA	PENGGUNAAN DALAM TUGAS
1	Program Unit JPT Pratama	Penyusunan rencana operasional
2	Beban kerja Unit	Pendistribusian tugas kepada bawahan
3	SOTK dan Rencana Operasional	Pemberian petunjuk pelaksanaan tugas kepada bawahan di lingkungan bidang kesekretariatan
4	SOTK dan Rencana Operasional	Penyeliaan pelaksanaan tugas bawahan di lingkungan bidang kesekretariatan secara berkala

<b>NO</b>	<b>BAHAN KERJA</b>	<b>PENGGUNAAN DALAM TUGAS</b>
5	Hasil penyusunan program dan pelaporan serta capaian kinerja	Pengkoordinasian penyusunan program dan pelaporan dan capaian kinerja Dinas Sosial
6	Jenis kegiatan ketatausahaan, kepegawaian dan kehumasan	Pengendalian urusan umum yang meliputi ketatausahaan, kepegawaian serta kehumasan
7	Jenis kegiatan keuangan	Pengendalian administrasi keuangan yang meliputi kegiatan pengelolaan anggaran, perbendaharaan, pembukuan dan verifikasi serta laporan pertanggungjawaban keuangan
8	Laporan Kegiatan Bawahan	Pelaksanaan evaluasi kinerja Bidang Kesekretariatan terhadap rencana operasional yang ada
9	Bahan hasil kegiatan	Penyusunan laporan pelaksanaan tugas bidang kesekretariatan
10	Instruksi Pimpinan	Pelaksanaan tugas kedinasan lain yang diberikan pimpinan, baik lisan maupun tertulis

**9. PERANGKAT KERJA :**

<b>NO</b>	<b>PERANGKAT KERJA</b>	<b>PENGGUNAAN UNTUK TUGAS</b>
1	SOP dan Petunjuk Teknis	Penyusunan rencana operasional
2	SOTK (Tupoksi)	Pendistribusian tugas kepada bawahan
3	Kerangka Acuan Kerja	Memberikan petunjuk pelaksanaan tugas kepada bawahan di lingkungan bidang kesekretariatan
4	Kerangka Acuan Kerja	Menyelia pelaksanaan tugas bawahan di lingkungan bidang kesekretariatan secara berkala
5	Peraturan terkait, SOP dan Petunjuk Teknis	Mengkoordinasikan penyusunan program dan pelaporan dan capaian kinerja Dinas Sosial
6	Peraturan terkait, SOP dan Petunjuk Teknis	Mengendalikan urusan umum yang meliputi ketatausahaan, kepegawaian serta kehumasan
7	Peraturan terkait, SOP dan Petunjuk Teknis	Mengendalikan administrasi keuangan yang meliputi kegiatan pengelolaan

NO	PERANGKAT KERJA	PENGGUNAAN UNTUK TUGAS
		anggaran, perbendaharaan, pembukuan dan verifikasi serta laporan pertanggungawaban keuangan
8	Rencana Operasional Bagian/Bidang	Mengevaluasi pelaksanaan tugas
9	SOP dan Petunjuk Teknis	Membuat laporan
10	Surat Perintah dan peraturan terkait	Melaksanakan tugas kedinasan lain

**10. TANGGUNG JAWAB :**

NO	URAIAN
1	Kelancaran pelaksanaan tugas di lingkungan Sekretariat Dinas
2	Tersusunnya rencana operasional bidang kesekretariatan
3	Kelancaran koordinasi penyusunan program dan pelaporan dan capaian kinerja Dinas Sosial
4	Kelancaran pengendalian urusan umum yang meliputi ketatausahaan, kepegawaian serta kehumasan
5	Kelancaran pengendalian administrasi keuangan yang meliputi kegiatan pengelolaan anggaran, perbendaharaan, pembukuan dan verifikasi serta laporan pertanggungawaban keuangan

**11. WEWENANG :**

NO	URAIAN
1	Merekomendasikan jenis program kegiatan
2	Memverifikasi capaian kinerja unit-unit pada Dinas Sosial
3	Memverifikasi jenis-jenis kegiatan umum
4	Memverifikasi jenis-jenis kegiatan keuangan

**12. KORELASI JABATAN:**

NO	NAMA JABATAN	UNIT KERJA/INSTANSI	DALAM HAL
1	Kepala Dinas Sosial	Dinas Sosial	Konsultasi dan meminta arahan dalam pelaksanaan tugas
2	Pejabat Administrator	Dinas Sosial	Pengelolaan program dan kegiatan

NO	NAMA JABATAN	UNIT KERJA/INSTANSI	DALAM HAL
3	Pengawas	Sekretariat Dinas	Pengelolaan program dan pelaporan, kegiatan umum dan keuangan

**13. KONDISI LINGKUNGAN KERJA:**

NO	ASPEK	FAKTOR
1	Tempat kerja	Di dalam ruangan
2	Suhu	Suhu kamar normal
3	Udara	Sirkulasi baik
4	Keadaan ruangan	Luas
5	Letak	Rata
6	Penerangan	Cukup
7	Suara	Tidak berisik
8	Keadaan tempat kerja	Bekerja dengan berkas kertas

**14. RISIKO BAHAYA:**

NO	NAMA RISIKO	PENYEBAB
1	Tidak ada	

**15. SYARAT JABATAN:**

- a. Keterampilan Kerja:
  - Menyusun anggaran
  - Menyusun rencana operasional
  - Merumuskan program dan renstra Dinas
- b. Bakat Kerja :
  - 1) G ; Intelegensi
  - 2) V ; Verbal
  - 3) Q ; Ketelitian
- c. Temperamen Kerja:
  - 1) D : Kemampuan menyesuaikan diri menerima tanggung jawab untuk kegiatan memimpin, mengendalikan atau merencanakan.
  - 2) F : Kemampuan menyesuaikan diri dengan kegiatan yang mengandung penafsiran perasaan, gagasan atau fakta dari sudut pandangan pribadi.
  - 3) R : Kemampuan menyesuaikan diri dalam kegiatan-kegiatan yang berulang, atau secara terus menerus melakukan kegiatan yang sama, sesuai dengan perangkat prosedur, urutan atau kecepatan yang tertentu.
- d. Minat Kerja:
  - 1). Realitis (R)



Alternatif

- 2) Investigasi (I)
- 3) Konvensional (K)

e. Upaya Fisik:

- 1) Duduk
- 2) Berdiri
- 3) Berbicara

f. Kondisi Fisik:

- 1) Jenis Kelamin : laki-laki/perempuan
- 2) Umur : tidak ada syarat khusus
- 3) Tinggi Badan : tidak ada syarat khusus
- 4) Berat Badan : tidak ada syarat khusus
- 5) Postur Badan : tidak ada syarat khusus
- 6) Penampilan : rapih
- 7) Keadaan Fisik : Non disabilitas

g. Fungsi Pekerjaan:

- 1) Data : D2: Menganalisis
- 2) Orang : O3: Menyelia
- 3) Benda : -

**16. PRESTASI KERJA YANG DIHARAPKAN:**

Sangat Baik

**17. KELAS JABATAN :**

Kelas 12

**Contoh Pengisian Formulir Informasi Jabatan**

**INFORMASI JABATAN**

1. NAMA JABATAN : Sub Bagian Tata Usaha dan Kepegawaian
2. KODE JABATAN :
3. UNIT KERJA :
  - a. JPT Utama : -
  - b. JPT Madya : -
  - c. JPT Pratama : Dinas Sosial
  - d. Administrator : Sekretariat
  - e. Pengawas : -
  - f. Pelaksana : -
  - g. Jabatan Fungsional :
4. IKHTISAR JABATAN:

Memimpin dan melaksanakan kegiatan ketatausahaan dan kepegawaian yang meliputi kearsipan, umum, layanan kepegawaian, sesuai dengan rencana operasional bidang kesekretariatan dalam rangka tertib administrasi ketatausahaan dan kepegawaian di lingkungan Dinas Sosial.
5. KUALIFIKASI JABATAN:
  - a. Pendidikan Formal : S 1 Hukum/Sospol/Manajemen
  - b. Pendidikan dan Pelatihan:
    - Diklat Penjejaran : Pengawas
    - Diklat Teknis :
      - Ketatausahaan
      - Pengadaan Barang dan Jasa
      - Manajemen Kepegawaian
  - c. Pengalaman Kerja : 3 Tahun akumulasi di bidang ketatausahaan dan kepegawaian
6. TUGAS POKOK:

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUTUHAN PEGAWAI
1	Menyusun rencana Kegiatan subbagian tatausaha dan kepegawaian sesuai dengan rencana operasional bidang Kesekretariatan serta petunjuk pimpinan sebagai pedoman pelaksanaan tugas subbagian ketata usahaan dan	Dokumen Rencana Kegiatan	1	20	1250	0,016

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUTUHAN PEGAWAI
	kepegawaian; (tugas Manajerial)					
2	Membagi tugas kepada bawahan sesuai dengan tugas dan tanggung jawab masing-masing untuk kelancaran pelaksanaan tugas Subbag TU dan Kepegawaian;(TM)	Dokumen Tabel pembagian tugas	12	2	1250	0,0192
3	Membimbing pelaksanaan tugas bawahan di lingkungan Sub Bagian TU dan Kepegawaian sesuai dengan tugas dan tanggung jawab yang diberikan agar pekerjaan berjalan tertib dan lancar; (TM)	Notulensi Rapat Arahan Pelaksanaan Tugas	12	3	1250	0,0288
4	Memeriksa hasil kerja bawahan di lingkungan Subbagian TU dan Kepegawaian sesuai dengan prosedur dan peraturan yang berlaku agar terhindar dari kesalahan; (TM)	Koreksian/saran Pelaksanaan Tugas	24	3	1250	0,0576
5	Melaksanakan kegiatan pengelolaan ketatausahaan, agenda dan tata laksana sirkulasi surat menyurat serta kearsipan sesuai prosedur dan ketentuan yang berlaku dalam rangka terciptanya ketatausahaan yang tertib.(Tugas Teknis)	Laporan pengelolaan ketatausahaan	24	3	1250	0,0576

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUTUHAN PEGAWAI
6	Menyelenggarakan pengelolaan sarana dan prasarana sesuai dengan petunjuk teknis dan SOP dalam rangka memenuhi kebutuhan operasional Dinas(TT)	Laporan Inventarisir kebutuhan sarana prasarana	24	3	1250	0,0576
7	Melaksanakan layanan administrasi kepegawaian personalia Dinas Sosial yang meliputi penempatan, pembinaan dan mutasi pegawai, usul kenaikan pangkat, kenaikan gaji berkala serta administrasi kepegawaian sesuai prosedur dan peraturan perundang-undangan yang berlaku agar tercipta performa organisasi yang solid, profesional dan akuntabel.(TT)	Laporan layanan administrasi kepegawaian	500	2	1250	0,8
8	Melakukan evaluasi kinerja Subbagian Tatausaha dan Kepegawaian terhadap rencana operasional yang ada sebagai bahan pelaporan kegiatan dan perbaikan kinerja di masa yang akan datang; (TM)	Hasil Evaluasi Kegiatan di lingkungan Seksi/ Subbagian/ Subbidang	24	2	1250	0,0384
9	Menyusun laporan pelaksanaan tugas Subbagian Ketatausahaan dan Kepegawaian sesuai dengan	Laporan Kegiatan	12	2	1250	0,0192

NO	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUTUHAN PEGAWAI
	arahan pimpinan dan berdasarkan hasil evaluasi pelaksanaan tugas yang telah dilakukan sebagai pertanggungjawaban tugas Subbagian Ketatausahaan dan Kepegawaian;(TM)					
10	Melaksanakan tugas kedinasan lain yang diberikan pimpinan, baik lisan maupun tertulis.(TM)	Laporan pelaksanaan tugas kedinasan lainnya	12	2	1250	0,0192
<b>JUMLAH</b>					-	1,1136
<b>JUMLAH PEGAWAI</b>					-	1

7. HASIL KERJA :

NO	HASIL KERJA	SATUAN HASIL
1	Dokumen rencana kegiatan	Dokumen
2	Dokumen tabel pembagian tugas	Dokumen
3	Notulensi rapat arahan pelaksanaan tugas	Notulensi
4	Koreksian/saran pelaksanaan tugas	Laporan
5	Laporan pengelolaan ketatausahaan	Laporan
6	Laporan inventarisasi kebutuhan sarana prasarana	Laporan
7	Laporan layanan administrasi kepegawaian	Laporan
8	Hasil evaluasi kegiatan di lingkungan Seksi/ Subbagian/ Subbidang	Laporan
9	Laporan kegiatan	Laporan
10	Laporan pelaksanaan tugas kedinasan lainnya	Laporan

8. BAHAN KERJA :

NO	BAHAN KERJA	PENGUNAAN DALAM TUGAS
1	Rencana Operasional Sekretariat	Penyusunan rencana kegiatan Subbagian TU dan Kepegawaian
2	Beban kerja unit	Pembagian tugas bawahan
3	Tugas bawahan	Pembimbingan tugas bawahan
4	Hasil tugas bawahan	Pemeriksaan hasil tugas bawahan
5	Berkas surat masuk dan konsep surat keluar Sekretariat	Pelaksanaan Pengelolaan ketatausahaan

NO	BAHAN KERJA	PENGGUNAAN DALAM TUGAS
6	Rekapitulasi Kebutuhan sarana dan prasarana Kantor	Penyelenggaraan pengelolaan sarana prasarana kantor
7	Usul data layanan kepegawaian	Pelaksanaan layanan kepegawaian
8	Laporan tugas bawahan	Evaluasi pelaksanaan tugas
9	Hasil capaian tugas	Penyusunan laporan capaian tugas
10	Instruksi pimpinan	Pelaksanaan tugas kedinasan lainnya

9. PERANGKAT KERJA:

NO	PERANGKAT KERJA	PENGGUNAAN UNTUK TUGAS
1	SOP dan Petunjuk Teknis	Menyusun rencana kegiatan Sub Bagian Tata Usaha
2	Uraian tugas bawahan	Membagi tugas bawahan
3	SOP dan Petunjuk Teknis	Membimbing bawahan
4	Peraturan yang berlaku dan Kerangka Acuan Kerja	Memeriksa hasil tugas bawahan
5	Juknis dan SOP	Melaksanakan kegiatan pengelolaan ketatausahaan
6	Peraturan dan Juknis	Menyelenggarakan pengelolaan sarana prasarana
7	Peraturan , Juknis dan SOP	Melaksanakan pengelolaan layanan kepegawaian
8	Rencana kegiatan	Mengevaluasi pelaksanaan tugas
9	SOP dan Petunjuk Teknis	Menyusun laporan
10	Surat Perintah dan peraturan terkait	Melaksanakan tugas kedinasan lain

10. TANGGUNG JAWAB:

NO	URAIAN
1	Kelancaran pelaksanaan tugas Subbagian Ketatausahaan dan Kepegawaian
2	Tersusunnya rencana kegiatan Subbagian Ketatausahaan
3	Terpenuhinya kebutuhan sarana dan prasarana
4	Tersusunnya ketatausahaan yang mudah diakses dan akurat
5	Kelancaran pelaksanaan pengelolaan layanan kepegawaian

11. WEWENANG:

NO	URAIAN
1	Merekomendasikan usulan rencana kegiatan
2	Meminta data dan informasi terkait kepegawaian

NO	URAIAN
3	Mendistribusikan alat tulis kantor sesuai dengan kebutuhan
4	Menolak memberikan informasi yang rahasia

12. KORELASI JABATAN:

NO	NAMA JABATAN	UNIT KERJA/INSTANSI	DALAM HAL
1	Administrator	Bidang Kesekretariatan	Konsultasi
2	Sesama Pengawas	Bidang Kesekretariatan	Koordinasi

13. KONDISI LINGKUNGAN KERJA:

NO	ASPEK	FAKTOR
1	Tempat kerja	Di dalam ruangan
2	Suhu	Suhu kamar normal
3	Udara	Sirkulasi baik
4	Keadaan ruangan	Luas
5	Letak	Rata
6	Penerangan	Cukup
7	Suara	Tidak berisik
8	Keadaan tempat kerja	Bekerja dengan berkas kertas
9	Getaran	Tidak ada

14. RISIKO BAHAYA :

NO	NAMA RISIKO	PENYEBAB
1	Tidak ada	

15. SYARAT JABATAN:

- a. Keterampilan Kerja :
  - 1) Memberikan pelayanan di Bidang Kepegawaian;
  - 2) Menata persuratan/arsip;
  - 3) Mengelola administrasi kepegawaian;
  - 4) Menghitung masa kerja pegawai;
  - 5) Mengelola usul mutasi pegawai.
- b. Bakat Kerja :
  - 1) G : Intelegensi
  - 2) V : Verbal
  - 3) Q : Ketelitian
- c. Temperamen Kerja :
  - 1) D : Kemampuan menyesuaikan diri menerima tanggung jawab untuk kegiatan memimpin, mengendalikan atau merencanakan.
  - 2) M : Kemampuan menyesuaikan diri dengan kegiatan pengambilan kesimpulan, pembuatan pertimbangan, atau pembuatan peraturan/keputusan berdasarkan kriteria yang diukur atau yang dapat diuji.

- 3) R : Kemampuan menyesuaikan diri dalam kegiatan-kegiatan yang berulang, atau secara terus menerus melakukan kegiatan yang sama, sesuai dengan perangkat prosedur, urutan atau kecepatan yang tertentu.
- d. Minat Kerja:
- 1) C : Konvensional
  - 2) R : Realistik
  - 3) I : Investigasi
- e. Upaya Fisik:
- 1) Bicara
  - 2) Duduk
  - 3) Berjalan
- f. Kondisi Fisik:
- 1) Jenis Kelamin : Pria/Wanita
  - 2) Umur : Sesuai dengan Undang-Undang ASN
  - 3) Tinggi Badan : Tidak ada persyaratan khusus
  - 4) Berat Badan : Tidak ada persyaratan khusus
  - 5) Postur Badan : Tidak ada persyaratan khusus
  - 6) Penampilan : Rapih
  - 7) Keadaan Fisik : Non disabilitas
- g. Fungsi Pekerjaan :
- 1) Data : D2 : Menganalisis
  - 2) Orang: O7 : Melayani
  - 3) Benda : -

16. PRESTASI KERJA YANG DIHARAPKAN :  
Sangat Baik

17. KELAS JABATAN :  
Grade 9



**Contoh Pengisian Formulir Informasi Jabatan**

**INFORMASI JABATAN**

1. NAMA JABATAN : Analis Jabatan
2. KODE JABATAN :
3. UNIT KERJA:
  - a. JPT Utama :
  - b. JPT Madya :
  - c. JPT Pratama : Dinas Sosial
  - d. Administrator :
  - e. Pengawas : Subbagian Tata Usaha dan Kepegawaian
  - f. Pelaksana : Analis Jabatan
  - g. Jabatan Fungsional :
4. IKHTISAR JABATAN:
 

Melakukan kegiatan yang meliputi pengumpulan, pengklasifikasikan dan penelaahan data jabatan sesuai dengan prosedur dan ketentuan yang berlaku untuk menyimpulkan dan menyusun rekomendasi di bidang analisis kebutuhan jabatan.
5. KUALIFIKASI JABATAN
  - a. Pendidikan Formal : Sarjana (S1) / D IV di Bidang Manajemen/ Hukum /Administrasi/Psikologi
  - b. Pendidikan dan Pelatihan:
    - 1) Penjurusan :
    - 2) Teknis : Manajemen SDM, Analisis Jabatan, Standar Kompetensi Jabatan, Evaluasi Jabatan, Analisis Beban Kerja
  - c. Pengalaman Kerja : Bidang Manajemen Organisasi
6. TUGAS POKOK

NO.	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUTUHAN PEGAWAI
1.	Mengumpulkan data jabatan dari responden sesuai dengan prosedur dan ketentuan yang berlaku untuk memudahkan pengelompokan data jabatan.	Dokumen Data Jabatan	10	1	1250	0,008
2.	Mengklasifikasikan data jabatan berdasarkan, jenis, dan sifat jabatan sesuai dengan tugas jabatan sebagai bahan telaah jabatan.	Dokumen Klasifikasi Data Jabatan	20	3	1250	0,048
3.	Menelaah data jabatan sesuai dengan prosedur dan ketentuan yang berlaku sebagai bahan rekomendasi informasi suatu jabatan	Laporan hasil telaah	200	3	1250	0,48

NO.	URAIAN TUGAS	HASIL KERJA	JUMLAH HASIL	WAKTU PENYELESAIAN (JAM)	WAKTU EFEKTIF	KEBUTUHAN PEGAWAI
4	Merekomendasikan hasil telaah jabatan berupa informasi jabatan sesuai dengan prosedur dan ketentuan yang berlaku dalam rangka tersusunnya analisis suatu jabatan	Laporan rekomendasi informasi jabatan	200	3	1250	0,48
5.	Membuat laporan hasil pelaksanaan tugas sesuai dengan prosedur yang berlaku sebagai bahan evaluasi dan pertanggungjawaban.	Laporan hasil pelaksanaan tugas	12	1,5	1250	0,0144
6.	Melaksanakan tugas kedinasan lain yang diperintahkan oleh pimpinan baik secara tertulis maupun lisan	Laporan hasil pelaksanaan tugas kedinasan lain	12	1,5	1250	0,0144
Jumlah						1,0448
Jumlah Pegawai						1

7. **HASIL KERJA** :

NO.	HASIL KERJA	SATUAN HASIL
1.	Dokumen Data Jabatan	Dokumen
2	Dokumen Klasifikasi Data Jabatan	Dokumen
3	Laporan hasil telaah	Laporan
4	Laporan rekomendasi informasi jabatan	Laporan
5	Laporan hasil pelaksanaan tugas	Laporan
6	Laporan hasil pelaksanaan tugas kedinasan lain	Laporan

8. **BAHAN KERJA** :

NO.	BAHAN KERJA	PENGGUNAAN DALAM TUGAS
1.	Nomenklatur Jabatan, SOTK, Renstra	Pengumpulan data jabatan dari responden sesuai dengan prosedur dan ketentuan yang berlaku untuk memudahkan dalam proses analisis
2	Formulir isian data jabatan, data wawancara, hasil observasi lapangan	Pengklasifikasian data jabatan dari responden sesuai dengan prosedur dan ketentuan yang berlaku sebagai bahan telaah
3	Tugas Pokok, Renstra	Pelaksanaan telaah data jabatan sesuai dengan prosedur dan ketentuan yang berlaku sebagai bahan rekomendasi informasi jabatan
4	Hasil telaah	Penyusunan rekomendasi hasil telaah jabatan berupa informasi jabatan

5	Hasil pelaksanaan kegiatan	Pembuatan laporan hasil pelaksanaan tugas sesuai dengan prosedur yang berlaku sebagai bahan evaluasi dan pertanggungjawaban
6	Disposisi pimpinan	Pelaksanaan tugas kedinasan lain yang diperintahkan oleh pimpinan baik secara tertulis maupun lisan

9. **PERANGKAT KERJA** :

NO.	BAHAN KERJA	PENGGUNAAN DALAM TUGAS
1	SOP dan SOTK	Mengumpulkan data jabatan dari responden sesuai dengan prosedur dan ketentuan yang berlaku untuk memudahkan dalam proses analisis
2	Peraturan perundang-undangan dan kebijakan terkait dengan analisa jabatan, analisa beban kerja, evaluasi jabatan	Mengklasifikasikan data jabatan berdasarkan macam, jenis, dan sifat jabatan serta membuat daftar rekapitulasi data jabatan sesuai dengan jenis jabatan sebagai bahan analisis jabatan
3	Peraturan perundang-undangan dan kebijakan terkait dengan analisa jabatan, analisa beban kerja, evaluasi jabatan	Menelaah data jabatan sesuai dengan prosedur dan ketentuan yang berlaku sebagai bahan rekomendasi informasi suatu jabatan
4	SOP, Petunjuk teknis	Merekomendasikan hasil telaah berupa informasi jabatan
5	SOP dan SOTK	Membuat laporan hasil pelaksanaan tugas sesuai dengan prosedur yang berlaku sebagai bahan evaluasi dan pertanggungjawaban
6	SOP dan SOTK	Melaksanakan tugas kedinasan lain yang diperintahkan oleh pimpinan baik secara tertulis maupun lisan

10. **TANGGUNG JAWAB** :

NO	URAIAN
1.	Tersedianya dokumen data jabatan
2.	Tersajinya hasil telaah suatu jabatan
3.	Keakuratan dan kebenaran informasi suatu jabatan
4.	Kesesuaian laporan hasil pelaksanaan tugas
5.	Kesesuaian laporan hasil pelaksanaan tugas kedinasan lain

11. **WEWENANG** :

NO	URAIAN
1.	Menentukan bahan telaah jabatan
2	Menentukan metode telaah data jabatan
3	Merekomendasikan hasil telaah
4	Merekomendasikan hasil informasi suatu jabatan
5	Melapaorkan hasil pelaksanaan tugas

12. **KORELASI JABATAN** :

NO	JABATAN	UNIT KERJA/INSTANSI	DALAM HAL
1	Jabatan Administrator	Unit kerja Intern	Konsultasi pelaksanaan tugas
2	Pengawas	Unit kerja Intern	Konsultasi Pelaksanaan tugas
3	Jabatan Fungsional dan Pelaksana Lain	Unit kerja Intern	Koordinasi pelaksanaan tugas
4	Pejabat Terkait	Unit kerja Extern	Koordinasi dalam penyusunan anjab

13. **KONDISI LINGKUNGAN KERJA** :

NO	ASPEK	KETERANGAN
1.	Tempat kerja	Dalam Ruangan
2.	Suhu	Dingin dengan perubahan
3.	Udara	Sejuk
4.	Keadaan ruangan	Nyaman
5.	Letak	Datar
6.	Penerangan	Cukup
7.	Suara	Tenang
8.	Keadaan tempat kerja	Bersih,
9.	Getaran	Tidak ada

14. **RISIKO BAHAYA** :

NO	BAHAYA FISIK/MENTAL	PENYEBAB
1.	-	-

15. **SYARAT JABATAN:**

a. Keterampilan Kerja : Menganalisis tugas Jabatan, menganalisis data jabatan, menganalisis beban kerja

b. Bakat Kerja :

1. G = Intelejensia
2. V = Verbal
3. N = Numerik
4. Q = Ketelitian

c. Temperamen Kerja:

R = Kemampuan menyesuaikan diri dalam kegiatan yang berulang secara terus menerus melakukan

kegiatan yang sama, sesuai dengan prosedur, urutan atau kecepatan tertentu.

T = Kemampuan menyesuaikan diri dengan situasi yang menghendaki pencapaian dengan tepat menurut perangkat batas toleransi atau standar tertentu

d. Minat Kerja:

Realistik (R)  
Alternatif  
Konvensional (K)  
Investigasi (I)

e. Upaya Fisik:

- 1) Duduk
- 2) Berbicara
- 3) Bekerja dengan jari
- 4) Melihat

f. Kondisi Fisik

- 1) Jenis Kelamin : Pria/Wanita
- 2) Umur : Disesuaikan
- 3) Tinggi Badan : Disesuaikan
- 4) Berat Badan : Disesuaikan
- 5) Postur Tubuh : Disesuaikan
- 6) Penampilan : Disesuaikan
- 7) Keadaan Fisik : Non disabilitas / Disabilitas Non tunanetra

g. Fungsi Pekerjaan:

D3 = Menyusun data  
O7 = Melayani  
B4 = -

16. **PRESTASI KERJA YANG DIHARAPKAN** : Baik

KELAS JABATAN : 7

KEPALA  
BADAN KEPEGAWAIAN NEGARA  
REPUBLIK INDONESIA,

ttd.

BIMA HARIA WIBISANA

Salinan sesuai dengan aslinya

BADAN KEPEGAWAIAN NEGARA

Plt. Direktur Peraturan Perundang-undangan,



Dwi Haryono

LAMPIRAN III  
PERATURAN BADAN KEPEGAWAIAN NEGARA  
REPUBLIK INDONESIA  
NOMOR 10 TAHUN 2021  
TENTANG  
TATA CARA PELAKSANAAN PENYUSUNAN  
KEBUTUHAN APARATUR SIPIL NEGARA

**Contoh Daftar Keterampilan untuk Pengisian Syarat Jabatan**

No	Jenis-Jenis Keterampilan
1	Menyusun rencana anggaran;
2	Menganalisis peluang pasar;
3	Melakukan audit/pembukuan keuangan;
4	Melakukan bimbingan teknis .... ;
5	Melakukan kegiatan kehumasan;
6	Melakukan koordinasi dengan unit/lembaga terkait;
7	Melakukan koordinasi internal dan eksternal;
8	Melakukan negosiasi dan mediasi;
9	Melakukan pemeriksaan/membuat BAP;
10	Melakukan pengawasan ... ;
11	Melakukan penyuluhan program kesehatan.
12	membaca dan memahami sistem sandi;
13	memberikan pelayanan di bidang kepegawaian;
14	memberikan pelayanan kesehatan pada masyarakat;
15	Memberikan penyuluhan tentang .... ;
16	Membina budidaya pertanian/perekebunan/perikanan;
17	Membina dan mengembangkan koperasi, UKM, dan penanaman modal;
18	Membina Kelompok Tani;
19	Membina pengusaha/pengrajin;
20	Membina/meningkatkan profesionalisme ... ;
21	Membuat data statistik;
22	Membuat Kajian Penelitian tentang .... ;
23	Membuat kajian penelitian;
24	Membuat naskah pidato;
25	Membuat telaahan ...;
26	Memelihara sarana dan prasarana;
27	Mempromosikan pariwisata/seni budaya;
28	Menata lingkungan;
29	Menata persuratan/arsip;
30	Mendesain model promosi yang tepat;
31	Mendeteksi dan memantau kondisi lapangan;
32	Mendeteksi penyebaran/epidemi wabah penyakit dan penanggulangannya;
33	Mendiagnosa penyakit hewan;
34	Menelaah masalah-masalah ekspor;

No	Jenis-Jenis Keterampilan
35	Menerapkan metode pemeriksaan hewan percobaan;
36	Menerapkan metode pemeriksaan kimia klinik, patologi, urinalisa dan pemantapan mutu;
37	Menganalisis alternatif pemecahan masalah;
38	Menganalisis data potensi ekonomi dan potensi daerah;
39	Menganalisis kelayakan sertifikasi benih dan pupuk;
40	Menganalisis mikrobiologi dan serologi;
41	Mengatur rute dan sarana perhubungan/lalu lintas;
42	Mengawasi peredaran makanan dan obat-obatan;
43	Mengelola administrasi kepegawaian;
44	Mengelola aset dan kekayaan;
45	Mengelola perpustakaan/bahan pustaka;
46	Mengelola sarana dan prasarana ... ;
47	Mengembangkan agensia hayati dan biopestisida tanaman;
48	Mengevaluasi kinerja organisasi;
49	Menggambarkan dan menghitung biaya pembangunan jalan dan jembatan;
50	Menggunakan alat dan bahan laboratorium;
51	Menghitung kebutuhan pegawai;
52	Menghitung masa kerja pegawai;
53	Mengkaji potensi Sumber Daya Air;
54	Menglola tata naskah/dokumen pegawai;
55	Menglola usul mutasi pegawai;
56	Mengoperasikan internet;
57	Mengoperasikan komputer;
58	Menguasai Bahasa Inggris (lisan/tulisan)
59	Menguji mutu material, aspel, beton;
60	Menilai dan menyusun klasifikasi koperasi;
61	Menyajikan informasi kesehatan lingkungan;
62	Menyampaikan press release/konferensi pers;
63	Menyiapkan Informasi yang dibutuhkan tentang ....;
64	Menyusun analisis jabatan;
65	Menyusun data/informasi daerah rawan bencana dan Penanggulangannya;
66	Menyusun desain tata ruang;
67	Menyusun DIPA;
68	Menyusun jadwal kegiatan;
69	Menyusun katalog;
70	Menyusun kebutuhan barang;
71	Menyusun konsep yang berkaitan dengan ..... ;
72	Menyusun lapotan secara berkala;
73	Menyusun petunjuk teknis tentang .....;
74	Menyusun program pembangunan ( <i>master plan</i> ) bidang perindustrian, perdagangan dan pertambangan;

No	Jenis-Jenis Keterampilan
75	Menyusun rencana kerja/kegiatan organisasi;
76	Menyusun Renstra dan Lakip;
77	Menyusun/merencanakan program diklat pegawai;
78	Merancang program/database tentang ...;
79	Pemeriksaan terhadap pengelolaan keuangan;

**Contoh Daftar Bakat Kerja untuk Pengisian Syarat Jabatan**

Kode		Arti
<b>G</b>	: Inteligensi	Kemampuan belajar secara umum.
<b>V</b>	: Bakat verbal <b>(Verbal Aptitude)</b>	Kemampuan untuk memahami arti kata-kata dan penggunaannya secara tepat dan efektif.
<b>N</b>	: Numerik <b>(Numerical Aptitude)</b>	Kemampuan untuk melakukan operasi aritmetika secara tepat dan akurat.
<b>S</b>	: Pandang Ruang <b>(Spatial Aptitude)</b>	Kemampuan berpikir secara visual mengenai bentuk-bentuk geometris, untuk memahami gambar-gambar dari benda-benda tiga dimensi.
<b>P</b>	: Penerapan bentuk <b>(Form Perception)</b>	Kemampuan menyerap perincian-perincian yang berkaitan dalam objek atau dalam gambar atau dalam bahan grafik.
<b>Q</b>	: Ketelitian <b>(Clerical Perception)</b>	Kemampuan menyerap perincian yang berkaitan dalam bahan verbal atau dalam tabel.
<b>K</b>	: Kondisi motor <b>(Motor Coordination)</b>	Kemampuan untuk mengoordinasikan mata dan tangan secara cepat dan cermat dalam membuat gerakan yang cepat.
<b>F</b>	: Kecekatan jari <b>(Finger Dexterity)</b>	Kemampuan menggerakkan jari-jemari dengan mudah dan perlu keterampilan.
<b>E</b>	: Kondisi mata, tangan, kaki <b>(Eye - Hand - Foot Coordination)</b>	Kemampuan menggerakkan tangan dan kaki secara koordinatif satu sama lain sesuai dengan rangsangan penglihatan.
<b>C</b>	: Membedakan warna <b>(Color Discrimination)</b>	Kemampuan memadukan atau membedakan berbagai warna yang asli, yang gemerlapan.
<b>M</b>	: Kecekatan tangan <b>(Manual Dexterity)</b>	Kemampuan menggerakkan tangan dengan mudah dan penuh keterampilan.



**Contoh Daftar Temperamen Kerja untuk Pengisian Syarat Jabatan**

<b>Kode</b>	<b>Arti</b>
<p>D <b>DCP (Direction, Control, Planning)</b></p>	<p>Kemampuan menyesuaikan diri menerima tanggung jawab untuk kegiatan memimpin, mengendalikan atau merencanakan.</p>
<p>F <b>FIF (Feeling, Idea, Fact)</b></p>	<p>Kemampuan menyesuaikan diri dengan kegiatan yang mengandung penafsiran perasaan, gagasan atau fakta dari sudut pandangan pribadi.</p>
<p>I <b>I (Influ/Influencing)</b></p>	<p>Kemampuan menyesuaikan diri untuk pekerjaan - pekerjaan mempengaruhi orang lain dalam pendapat, sikap atau pertimbangan mengenai gagasan.</p>
<p>J <b>SJC (Sensory &amp; Judgemental Criteria)</b></p>	<p>Kemampuan menyesuaikan diri pada kegiatan pembuatan kesimpulan penilaian atau pembuatan peraturan/Keputusan berdasarkan kriteria rangsangan indera atau atas dasar pertimbangan pribadi.</p>
<p>M <b>MVC (Measurable And Veri Fiable Criteria)</b></p>	<p>Kemampuan menyesuaikan diri dengan kegiatan pengambilan kesimpulan, pembuatan pertimbangan, atau pembuatan peraturan/keputusan berdasarkan kriteria yang diukur atau yang dapat diuji.</p>
<p>P <b>DEPL1 (Dealing With People)</b></p>	<p>Kemampuan menyesuaikan diri dalam berhubungan dengan orang lain lebih dari hanya penerimaan dan pembuatan instruksi.</p>
<p>R <b>REPCON (Repetitive, Continously)</b></p>	<p>Kemampuan menyesuaikan diri dalam kegiatan-kegiatan yang berulang, atau secara terus menerus melakukan kegiatan yang sama, sesuai dengan perangkat prosedur, urutan atau kecepatan yang tertentu.</p>
<p>S <b>PUS (Performing Under Stress)</b></p>	<p>Kemampuan menyesuaikan diri untuk bekerja dengan ketegangan jiwa jika berhadapan dengan keadaan darurat, kritis, tidak biasa atau bahaya, atau bekerja dengan kecepatan kerja dan perhatian terus menerus merupakan keseluruhan atau sebagian aspek pekerjaan.</p>
<p>T <b>STS (Set Of Limits)</b></p>	<p>Kemampuan menyesuaikan diri dengan situasi yang menghendaki pencapaian dengan tepat menurut perangkat batas, toleransi atau standar-standar</p>

Kode	Arti
	tertentu.
V <b>VARCH (Variety, Changing)</b>	Kemampuan menyesuaikan diri untuk melaksanakan berbagai tugas, sering berganti dari tugas yang satu ke tugas yang lainnya yang “berbeda” sifatnya, tanpa kehilangan efisiensi atau ketenangan diri.

**Contoh Daftar Minat Kerja untuk Pengisian Syarat Jabatan**

Kode	Gambaran Pekerjaan
<b>R</b> <b>(Realistik)</b>	<p>Pekerjaan-pekerjaan yang memiliki antara lain:</p> <ul style="list-style-type: none"> <li>• Kegiatan yang membutuhkan keterampilan tangan</li> <li>• Tugas <b>mekanial atau teknikal</b></li> <li>• Aktifitas fisik</li> <li>• Pekerjaan yang dilakukan di luar ruangan</li> <li>• Menggunakan peralatan atau <b>perlengkapan yang spesifik</b></li> <li>• <b>Memperbaiki mesin</b> atau benda-benda</li> <li>• Bekerja dengan obyek nyata</li> <li>• Dapat <b>dilakukan seorang diri</b></li> </ul>
<b>I</b> <b>(Investigatif)</b>	<p>Pekerjaan-pekerjaan yang meliputi antara lain:</p> <ul style="list-style-type: none"> <li>• Melakukan <b>penelitian</b></li> <li>• Membutuhkan kemampuan <b>matematis</b></li> <li>• Membutuhkan analisis kritis</li> <li>• Melakukan kegiatan <b>brainstorming (penciptaan ide/konsep)</b></li> <li>• Penyelesaian masalah-masalah abstrak</li> <li>• Pekerjaan-<b>pekerjaan yang sifatnya akademis</b></li> <li>• Tugas-tugas ilmiah</li> <li>• Pekerjaan yang membutuhkan ketelitian dan ketepatan tinggi</li> </ul>
<b>A</b> <b>(Artistik)</b>	<p>Pekerjaan-pekerjaan yang berhubungan dengan kegiatan antara lain:</p> <ul style="list-style-type: none"> <li>• Membuat suatu karya tulis kreatif</li> <li>• Mendesain sampul majalah/kemasan produk</li> <li>• Melakukan pengembangan produk</li> <li>• Melakukan <b>pemikiran kreatif</b></li> <li>• Merubah dan mengembangkan sesuatu (yang bersifat abstrak)</li> <li>• Menampilkan ekspresi yang orisinal dan artistik</li> <li>• Memiliki <b>jadwal kerja yang bervariasi</b></li> <li>• Berada dalam struktur kerja otonom</li> </ul>
<b>S</b> <b>(Sosial)</b>	<p>Pekerjaan-pekerjaan yang meliputi kegiatan-kegiatan seperti:</p> <ul style="list-style-type: none"> <li>• Menjalani <b>hubungan dengan orang lain</b></li> <li>• Kegiatan-kegiatan yang sifatnya sukarela / sosial</li> <li>• Memiliki tujuan yang sifatnya idealis</li> </ul>

Kode	Gambaran Pekerjaan
	<ul style="list-style-type: none"> <li>• Berhubungan dengan Klien/ Masyarakat</li> <li>• Mengajar / Berkomunikasi secara intens</li> <li>• Kegiatan-kegiatan yang berkelompok atau tim</li> <li>• Aktifitas yang membutuhkan keterampilan bersosial</li> <li>• Pekerjaan <b>konsultasi/konseling atau pembinaan</b></li> </ul>
<p style="text-align: center;"><b>E</b> <b>(Kewirausahaan/ Entrepreneurial)</b></p>	<p>Pekerjaan-pekerjaan yang terdiri dari kegiatan-kegiatan antara lain :</p> <ul style="list-style-type: none"> <li>• Kegiatan yang menantang atau melibatkan <b>pengambilan resiko</b></li> <li>• Pengembangan bisnis</li> <li>• Memiliki <b>potensi untuk berkembang</b></li> <li>• Memiliki <b>orientasi financial</b></li> <li>• Melibatkan pengambilan keputusan</li> <li>• Aktifitas-aktifitas penjualan/marketing</li> <li>• <b>Negosiasi</b> perjanjian dan kontrak</li> <li>• Aktifitas Entrepreneurial</li> </ul>
<p style="text-align: center;"><b>C</b> <b>(Konvensional)</b></p>	<p>Pekerjaan-pekerjaan yang terdiri dari kegiatan-kegiatan antara lain :</p> <ul style="list-style-type: none"> <li>• <b>Administratif</b> / tugas dasar organisasi</li> <li>• Mengelola arsip</li> <li>• Menjalankan <b>sistem atau rutinitas</b></li> <li>• Menyusun pembukuan/akuntansi</li> <li>• Mengikuti kebijakan atau prosedur</li> <li>• Kegiatan yang <b>berhubungan dengan angka</b></li> <li>• Pelaporan yang rinci</li> <li>• <b>Jadwal kerja yang ketat</b> dan terstruktur</li> </ul>

**Contoh Daftar Upaya Fisik untuk Pengisian Syarat Jabatan**

Kode	Arti
Berdiri	Berada di suatu tempat dalam posisi tegak ditempat tanpa pindah ke tempat lain.
Berjalan	Bergerak dengan jalan kaki.
Duduk	Berada dalam suatu tempat dalam posisi duduk biasa.
Mengangkat	Menaikkan atau menurunkan benda di satu tingkat ke tingkat lain (termasuk menarik ke atas).
Membawa	Memindahkan benda, umumnya dengan menggunakan tangan, lengan atau bahu.
Mendorong	Menggunakan tenaga untuk memindahkan benda menjauhi badan.
Menarik	Menggunakan tenaga untuk memindahkan suatu benda ke arah badan (termasuk menyentak atau merenggut).
Memanjat	Naik atau turun tangga, tiang, lorong dan lain-lain dengan menggunakan kaki, tangan, dan kaki.
Menyimpan imbang-an / mengatur imbang-an	Agar tidak jatuh badan waktu berjalan, berdiri, membungkuk, atau berlari di atas tempat yang agak sempit, licin dan tinggi tanpa alat pegangan, atau mengatur imbang-an pada waktu melakukan olah raga senam.
Menunduk	Melengkungkan tubuh dengan cara melekukkan tulang punggung dan kaki.

<b>Kode</b>	<b>Arti</b>
Berlutut	Melengkungkan paha kaki pada lutut dan berdiam di suatu tempat dengan tubuh diatas lutut.
Membungkuk	Melengkungkan tubuh dengan cara melengkungkan tulang punggung sampai kira-kira sejajar dengan pinggang.
Merangkak	Bergerak dengan menggunakan tangan dan lutut atau kaki dan tangan.
Menjangkau	Mengulurkan tangan dan lengan ke jurusan tertentu.
Memegang	Dengan satu atau dua tangan mengukur, menggenggam, memutar dan lain sebagainya.
Bekerja dengan jari	Memungut, menjepit, menekan dan lain sebagainya dengan menggunakan jari (berbeda dengan "memegang" yang terutama menggunakan seluruh bagian tangan).
Meraba	Menyentuh dengan jari atau telapak tangan untuk mengetahui sifat-sifat benda seperti, suhu, bentuk.
Berbicara	Menyatakan atau bertukar pikiran secara lisan agar dapat dipahami.
Mendengar	Menggunakan telinga untuk mengetahui adanya suara.
Melihat	Usaha mengetahui dengan menggunakan mata.
Ketajaman jarak jauh	Kejelasan penglihatan dalam jarak lebih dari 5 meter.
Ketajaman jarak dekat	Kejelasan penglihatan kejelasan dalam jarak kurang dari 5 meter.
Pengamatan secara mendalam	Penglihatan dalam 3 dimensi, untuk menetapkan hubungan antara jarak, ruang serta cara melihat benda dimana benda tersebut berada dan sebagaimana adanya.
Penyesuaian lensa mata	Penyesuaian lensa mata untuk melihat suatu benda yang sangat penting bila melaksanakan pekerjaan yang perlu dengan melihat benda-benda dalam jarak dan arah yang berbeda.
Melihat berbagai warna	Membedakan warna yang terdapat dalam pekerjaan.
Luas	Melihat suatu daerah pandang, ke atas dan ke bawah pandang atau ke kanan atau ke kiri sedang mata tetap berada di titik tertentu.

**Contoh Daftar Fungsi Pekerjaan untuk Pengisian Syarat Jabatan**

<b>A. Tingkat Hubungan Pemegang Jabatan Dengan Data</b>	
DO = Memadukan data	Menyatukan atau memadukan hasil analisis data untuk menemukan fakta menyusun karangan atau mengembangkan konsep, pengetahuan, interpretasi, menciptakan gagasan dengan menggunakan imajinasi.
D1 = Mengoordinasikan data	Menentukan waktu, tempat atau urutan operasi yang akan dilaksanakan atau tindakan yang harus diambil berdasarkan hasil analisa data, melaksanakan ketentuan atau melaporkan kejadian dengan cara menghubung-hubungkan

	mencari kaitan serta membandingkan data setelah data tersebut dianalisa.
D2 = Menganalisis data	Mempelajari, mengurai, merinci dan menilai data untuk mendapatkan kejelasan, atau menyajikan tindakan alternatif.
D3 = Menyusun data	Mengerjakan, menghimpun atau mengelompokkan tentang data, orang atau benda.
D4 = Menghitung data	Mengerjakan perhitungan aritmatik, (tambah, kurang, bagi) mencacah tidak termasuk dalam.
D5 = Membandingkan/ Mencocokkan data	Mengidentifikasi persamaan atau perbedaan sifat - sifat data, orang atau benda yang dapat diamati secara langsung, serta secara fisik, dan sedikit sekali memerlukan upaya mental.
D6 = Menyalin data	Menyalin, mencatat atau memindahkan data.
<b>B. Tingkat Hubungan Pemegang Jabatan Dengan Orang</b>	
O0 = Menasehati	Memberi bimbingan, saran, konsultasi atau nasehat kepada perorangan atau instansi dalam pemecahan masalah berdasarkan disiplin ilmu, spiritual, atau prinsip – prinsip keahlian lainnya.
O1 = Berunding	Menyelesaikan masalah dengan tukar menukar dan beradu pendapat, argumen, gagasan, dengan pihak lain untuk membuat keputusan.
O2 = Mengajar	Melatih orang lain dengan memberikan penjelasan, peragaan, bimbingan teknis, atau memberikan rekomendasi atas dasar disiplin yang bersifat teknis.
O3 = Menyelia	Menentukan atau menafsirkan prosedur kerja, membagi tugas, menciptakan dan memelihara hubungan yang harmonis diantara bawahan dan meningkatkan efisiensi.
O4 = Menghibur	Menghibur orang lain, seperti menggunakan media panggung, film, televisi dan radio.
O5 = Mempengaruhi	Mempengaruhi orang lain untuk memperoleh keuntungan dalam benda, jasa atau pendapat.
O6 = Berbicara – memberi tanda	Berbicara atau memberi tanda kepada orang lain untuk meminta, memberi informasi atau untuk mendapatkan tanggapan atau reaksi yang sifatnya tidak konseptual.
O7 = Melayani orang	Memenuhi kebutuhan atau permintaan orang lain, baik yang dinyatakan atau yang tidak langsung dinyatakan tetap harus dilaksanakan menurut ketentuan. Fungsi ini diperlukan pengetahuan dan keterampilan khusus untuk melaksanakannya.
O8 = Menerima instruksi	Membantu melaksanakan kerja berdasarkan perintah atasan yang tidak memerlukan tanggapan.
<b>C. Tingkat Hubungan Pemegang Jabatan Dengan Benda</b>	
B0 = Merakit/Melakukan instalasi mesin	Menyesuaikan mesin untuk melakukan suatu pekerjaan tertentu dengan memasang, mengubah komponen-komponennya atau memperbaiki mesin menurut standar.
B1 = Mengolah benda secara Presisi/akurat	Menggunakan anggota badan atau perkakas untuk mengerjakan, memindahkan, mengarahkan atau menempatkan obyek secara tepat sesuai dengan standar yang telah ditetapkan

	dengan toleransi yang kecil.
B2 = Mengontrol / melakukan pengaturan mesin	Menghidupkan, menyetel, mengatur kerja mesin.
B3 = Mengemudikan / menjalankan mesin	Menghidupkan, menghentikan, mengatur jalan mesin atau peralatan yang arahnya harus dikemudikan untuk memproses atau memindahkan benda atau orang. Dalam fungsi ini mesin sifatnya bergerak atau berjalan.
B4 = Mengolah benda dengan tangan atau peralatan khusus	Menggunakan anggota badan, seperangkat alat perkakas tangan atau alat-alat khusus untuk mengerjakan, menggerakkan, menga-rahkan atau menempatkan benda/ pekerjaan.
B5 = Melayani mesin	Menghidupkan dan menghentikan mesin beserta peralatannya.
B6 = Memasukkan, mengeluarkan barang ke/dari mesin	Menyisipkan, memasukan, mencelupkan atau menempatkan bahan ke dalam atau memindahkan dari mesin, atau dari peralatan otomatis, atau yang dilayani, atau yang dioperasikan pegawai lainnya.
B7 = Memegang	Menggunakan anggota badan, perkakas tangan atau alat khusus lain dalam mengerjakan, memindahkan atau membawa benda.

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**Contoh**

**Penghitungan Kebutuhan Berdasarkan Pendekatan Hasil Kerja**

Jabatan : Verifikator Keuangan  
Objek Kerja : Dokumen usul pencairan anggaran 150 dokumen  
Standar Kemampuan Rata-rata :  
1 dokumen 5 hari kerja

Penghitungan :  
$$\frac{150 \text{ Dokumen}}{240/5 \text{ hari kerja}} \times 1 \text{ orang} = 3 \text{ orang}$$

Maka, Verifikator Keuangan yang dibutuhkan adalah paling sedikit **3 (tiga)** orang.

**Penghitungan Kebutuhan Berdasarkan Pendekatan Objek Kerja**

Jabatan : Penyuluh Pemberdayaan Masyarakat Desa/Kelurahan  
Objek Kerja : Desa/Kelurahan sebanyak 250  
Standar Kemampuan Rata-rata :  
Penyuluhan 1 hari 1 desa, penyuluhan untuk desa yang sama 6 bulan sekali

Penghitungan :  
$$\frac{20 \text{ desa/kelurahan} \times 2 \text{ penyuluhan per tahun}}{240 \text{ hari kerja}} \times 1 \text{ orang} = 2 \text{ orang}$$

Maka, Penyuluh Pemberdayaan Masyarakat Desa/Kelurahan yang dibutuhkan adalah paling sedikit **2 (dua)** orang.

**Penghitungan Kebutuhan Berdasarkan Pendekatan Peralatan Kerja**

Jabatan : Pranata Pemadam Kebakaran  
Objek Kerja : kendaraan pemadam kebakaran 2 unit  
SDM yang diperlukan :  
1 Kepala Regu, 1 Operator mobil pemadam kebakaran, 2 tenaga pemadam, dan 2 tenaga penyelamat.

Penghitungan :  
$$\frac{2 \text{ unit mobil pemadam}}{1/6} \times 1 \text{ orang} = 12 \text{ orang}$$

Maka, Pranata Pemadam Kebakaran yang dibutuhkan adalah paling sedikit **12 (dua belas)** orang untuk satu shift.

**Penghitungan Kebutuhan Berdasarkan Pendekatan Tugas per Tugas Jabatan**

Jabatan : Kepala Subbagian Tata Usaha  
 Unit Kerja : Sub.Bagian Tata Usaha Badan Penelitian dan Pengembangan Daerah  
 Ikhtisar Jabatan : Memimpin dan melaksanakan pelayanan pendataan rencana program dan kegiatan, tata usaha serta rumah tangga dan administrasi kepegawaian lingkup badan sesuai dengan peraturan dan ketentuan yang berlaku untuk mencapai ketatausahaan yang baik.

Penghitungan :

NO	URAIAN TUGAS	SATUAN HASIL	WAKTU PENYELESAIAN ( MENIT )	WAKTU KERJA EFEKTIF (MENIT)	BEBAN KERJA	PEGAWAI YANG DIBUTUHKAN	KETERANGAN
1	2	3	4	5	6	7	8
1	Merencanakan kegiatan pelayanan pendataan rencana program dan kegiatan berdasarkan rencana operasional program Subbagian Tata Usaha sebagai pedoman pelaksanaan tugas;	Dokumen	4500	1250	1	0.06	
2	Membagi tugas kepada bawahan di lingkungan Subbagian Tata Usaha sesuai dengan tugas dan tanggung jawab masing-masing untuk kelancaran pelaksanaan tugas ketatausahaan serta rumah tangga dan administrasi kepegawaian;	Dokumen	180	1250	24	0.06	
3	Membimbing pelaksanaan tugas bawahan di lingkungan Subbagian Tata	Dokumen	120	1250	24	0.04	



<b>NO</b>	<b>URAIAN TUGAS</b>	<b>SATUAN HASIL</b>	<b>WAKTU PENYELESAIAN ( MENIT )</b>	<b>WAKTU KERJA EFEKTIF (MENIT)</b>	<b>BEBAN KERJA</b>	<b>PEGAWAI YANG DIBUTUHKAN</b>	<b>KETERANGAN</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
	Usaha sesuai dengan tugas dan tanggung jawab yang diberikan agar pekerjaan berjalan tertib dan lancar;						
4	Memeriksa hasil kerja bawahan di lingkungan Subbagian Tata Usaha dan Ekspedisi surat menyurat sesuai dengan prosedur dan peraturan yang berlaku agar terhindar dari kesalahan;	Dokumen	90	1250	48	0.06	
5	Menyelenggarakan layanan umum dan kerumahaan sesuai prosedur yang ketentuan yang berlaku dalam rangka mendukung kelancaran pelaksanaan tugas agar tercapai pelayanan yang baik;	Kegiatan	90	72,000	68	0.09	
6	Melaksanakan layanan kepegawaian yang meliputi mutasi, cuti, kenaikan pangkat, pensiun. dalam rangka pemenuhan hak kepegawaian serta tertib administrasi kepegawaian di lingkungan Badan sesuai	Dokumen	90	72,000	46	0.06	

<b>NO</b>	<b>URAIAN TUGAS</b>	<b>SATUAN HASIL</b>	<b>WAKTU PENYELESAIAN ( MENIT )</b>	<b>WAKTU KERJA EFEKTIF (MENIT)</b>	<b>BEBAN KERJA</b>	<b>PEGAWAI YANG DIBUTUHKAN</b>	<b>KETERANGAN</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
	peraturan dan ketentuan yang berlaku;						
7	Menyelenggarakan ketatausahaan dilingkungan badan sesuai prosedur dan ketentuan yang berlaku dalam rangka tertib administrasi persuratan;	Dokumen	60	72,000	160	0.13	
8	Menyusun konsep program balitbangda berdasarkan usulan kegiatan bidang-bidang teknis untuk mendukung kelancaran penyelenggaraan program di lingkungan Badan sesuai dengan peraturan dan ketentuan yang berlaku;	Dokumen	600	1250	24	0.20	
9	Mengevaluasi pelaksanaan kegiatan dilingkungan Sub Bagian Umum dan Kepegawaian dengan cara mengidentifikasi hambatan yang ada dalam rangka perbaikan kinerja di masa mendatang;	Dokumen	300	1250	12	0.05	
10	Melaporkan pelaksanaan kinerja di lingkungan Subbagian Tata	Dokumen	600	1250	24	0.20	

NO	URAIAN TUGAS	SATUAN HASIL	WAKTU PENYELESAIAN ( MENIT )	WAKTU KERJA EFEKTIF (MENIT)	BEBAN KERJA	PEGAWAI YANG DIBUTUHKAN	KETERANGAN
1	2	3	4	5	6	7	8
	Usaha sesuai dengan prosedur dan peraturan yang berlaku sebagai akuntabilitas kinerja dan rencana kegiatan mendatang;						
11	Melaksanakan tugas kedinasan lain yang diberikan pimpinan baik lisan maupun tertulis;	Dokumen	180	1250	24	0.06	
<b>Jumlah Kebutuhan</b>						1.01	

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**Contoh Penghitungan Jam Kerja Efektif**

a. Jam Kerja Perhari

Jam kerja 5 hari kerja

- Jam kerja Formal perhari = 37 jam 30 menit : 5 = 7,5 dibulatkan 7 jam 30 menit
- Jam kerja Efektif perhari = 26 jam 30 menit ; 5 = 5,30 dibulatkan 5 jam 30 menit
- Jam Kerja tidak efektif perhari = 11 jam : 5 = 2,20 dibulatkan 2 jam

Jam Kerja 6 Hari kerja

- Jam kerja Formal perhari = 37 jam 30 menit : 6 = 6,25 dibulatkan 6 jam 30 menit
- Jam kerja Efektif perhari = 26 jam 30 menit : 6 = 4,41 dibulatkan 4 jam 30 menit
- Jam Kerja tidak efektif perhari = 11 jam : 6 = 1,83 dibulatkan 2 jam

b. Jam Kerja Perminggu

- Jam kerja Efektif perminggu (dikurangi waktu luang 30 %)=  
70 % x 37 Jam 30 Menit = 25,25 ja dibulatkan 26 jam 30 menit
- Jam kerja tidak efektif per Minggu 37 Jam 30 menit = 26 Jam 30 Menit = 11 Jam

c. Jam Kerja per Tahun

Jam kerja formal

- 5 hari kerja = 235 hari x 7 jam 30 menit/hr = 1,715 diulatan = 1.700 jam
- 6 Hari kerja = 287 hari x 6 ja 30 menit/hr = 1.808 diulatkan = 1.800 jam

Jam kerja efektif

- 5 hari kerja = 235 hari x 5 jam 30 menit/hr = 1.245 dibulatkan = 1.250 jam
- 6 hari kerja = 287 hari x 4 ja 30 menit/hr = 1.234 jam dibulatkan =1.250 jam

Jam kerja tidak efektif

- 5 hari kerja = 235 hari x 2 jam /hr = 470 jam
- 6 hari kerja = 287 hari x 2 jam/hr = 574 jam

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**Contoh Formulir Peta Jabatan**

NAMA INSTANSI :

PETA JABATAN (NAMA INSTANSI)

| <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="4">KEKUATAN PEGAWAI</th> </tr> <tr> <td>IV/e :</td> <td>III/d :</td> <td>II/c :</td> <td>I/b :</td> </tr> <tr> <td>IV/d :</td> <td>III/c :</td> <td>II/b :</td> <td>I/a :</td> </tr> <tr> <td>IV/c :</td> <td>III/b :</td> <td>II/a :</td> <td></td> </tr> <tr> <td>IV/b :</td> <td>III/a :</td> <td>I/d :</td> <td></td> </tr> <tr> <td>IV/a :</td> <td>II/d :</td> <td>I/c :</td> <td></td> </tr> </table><br><table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="3">..... ORANG TERDIRI DARI</th> </tr> <tr> <td>JPT Utama :</td> <td>Administrator :</td> <td>Jabatan Fungsional :</td> </tr> <tr> <td>JPT Madya :</td> <td>Pengawas :</td> <td>Pelaksana :</td> </tr> </table> | KEKUATAN PEGAWAI  |                          |       |                          | IV/e : | III/d : | II/c : | I/b : | IV/d : | III/c : | II/b : | I/a : | IV/c : | III/b : | II/a : |  | IV/b : | III/a : | I/d : |  | IV/a : | II/d : | I/c : |  | ..... 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| IV/e :  | III/d :   | II/c :                   | I/b : |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| IV/d :  | III/c :   | II/b :                   | I/a : |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| IV/c :  | III/b :   | II/a :                   |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| IV/b :  | III/a :   | I/d :                    |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| JPT Utama :   | Administrator :   | Jabatan Fungsional :     |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| JPT Madya :   | Pengawas :  | Pelaksana :              |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| <b>KEPALA (Jabatan Pimpinan Tinggi)</b><br>Kelas<br>(gol ruang - pendidikan)  |   |                          |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <b>Sekretaris (Administrator)</b><br>Kelas<br>(gol ruang - pendidikan)  |                          |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <b>Jabatan Pengawas</b><br>Kelas<br>(gol ruang - pendidikan)  |                          |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <b>Jabatan Pengawas</b><br>Kelas<br>(gol ruang - pendidikan)  |                          |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <b>Jabatan Pengawas</b><br>Kelas<br>(gol ruang - pendidikan)  |                          |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pelaksana</th> <th>KL</th> <th>B</th> <th>K</th> </tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> </table> | Jabatan Pelaksana        | KL    | B                        | K      |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pelaksana</th> <th>KL</th> <th>B</th> <th>K</th> </tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> </table> | Jabatan Pelaksana        | KL    | B                        | K      |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pelaksana   | KL  | B                        | K     |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pelaksana</th> <th>KL</th> <th>B</th> <th>K</th> </tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td><td> </td></tr> </table> | Jabatan Pelaksana        | KL    | B                        | K      |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pelaksana   | KL  | B                        | K     |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Administrator</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                      | Jabatan Administrator    | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Administrator   | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Administrator</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                      | Jabatan Administrator    | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Administrator   | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Administrator</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                      | Jabatan Administrator    | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Administrator   | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Administrator</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                      | Jabatan Administrator    | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Administrator   | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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| Jabatan Pengawas  | Kelas   | (gol ruang - pendidikan) |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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|   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th>Jabatan Pengawas</th> <th>Kelas</th> <th>(gol ruang - pendidikan)</th> </tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </table>                           | Jabatan Pengawas         | Kelas | (gol ruang - pendidikan) |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
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  |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|   |   |                          |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
  |  |  |  |  |  |  |  |  |  |  |  |   |                   |    |   |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                   |    |   |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                   |    |   |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |                       |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
 |                       |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |                       |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |                       |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  
                                  |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  
  |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|   | <table border="1" style="width: 100%; border-collapse: collapse;"></table>  |                          |       |                          |        |         |        |       |        |         |        |       |        |         |        |  |        |         |       |  |        |        |       |  |                          |  |  |             |                 |                      |             |            |             |   
   
  |  |  |  |  |  |  |  |  |  |  |  |   |                   |    |   |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                   |    |   |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                   |    |   |   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |                       |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
 |                       |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |                       |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |                       |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  
                                  |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  
  |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |   |                  |       |                          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

Contoh Pengisian Peta Jabatan

**PETA JABATAN DILINGKUNGAN UNIT KERJA  
PUSAT PERENCANAAN KEPEGAWAIAN DAN FORMASI – BKN**

Kepala Pusat Perencanaan Kepegawaian dan Formasi  
Kelas 15  
OJAK MURDANI, S.Sos, M.AP  
NIP. 19711210 199803 1 001

Kasubbag Tata Usaha Kelas 9				
	KL	B	K	S
Arsiparis pelaksana	6	0	1	-1
Analisis Akuntabilitas Kinerja Galuh Puspitarningsih, S.E NIP. 199012302019022004	7	1	1	0
Pengolah Data Kepegawaian	6	0	1	-1
Pengelola Kegiatan	6	0	1	-1

Kekuatan Pegawai			
IV/d = -	III/d = 8	II/d = -	I/d = -
IV/c = -	III/c = 2	II/c = -	I/c = -
IV/b = 2	III/b = 6	II/b = -	I/b = -
IV/a = 3	III/a = 4	II/a = -	I/a = -
25 Orang Terdiri dari			
Es II = 1	JFT = 8		
Es III = 2	JFU = 7		
Es IV = 7			

Kabid Perencanaan Kebutuhan Aparatur Sipil Negara  
Kelas 12  
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Kabid Perencanaan Pertimbangan Formasi Aparatur Sipil Negara  
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-  
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Kabid Penyusunan Standarisasi Jabatan  
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SRI MURTININGSIH, SH, MH  
NIP. 19690205 198711 2 001

Kasubbid Analisis Kebutuhan Pegawai Negeri Sipil Kelas 9 SUSILOWATI, SH NIP. 19640904 198509 2 001				
	KL	B	K	S
Analisis Perencanaan SDM	7	0	1	-1
Analisis Kepegawaian Pertama PUTRI AMAL WIJAYANTI, S.Sos NIP. 19860414 201503 2 001	8	1	1	0
Analisis Kepegawaian Penyelia ERWINA SUSANTI NIP. 19640505 198412 2 001	8	1	1	0

Kasubbid Penyusunan Perencanaan Pertimbangan Formasi Aparatur Sipil Negara Instansi Pusat Kelas 9 ADIE FAUZAN, S.Sos NIP. 19821107 200912 1 001				
	KL	B	K	S
Analisis Perencanaan SDM AGIE RAHADIAN NOERMAN, SE, MBA NIP. 19850612 201801 1 001	7	1	1	0
Analisis Kepegawaian Pertama	8	0	1	-1

Kasubbid Penyusunan Standarisasi Informasi Jabatan Kelas 9 SOLEHA NIP. 19640904 198509 2 001				
	KL	B	K	S
Analisis Kepegawaian Pertama ANJAR KUSUMA, S.IP NIP. 19920517 201503 1 001	8	1	1	0
Analisis Jabatan	7	0	1	-1

Kasubbid Analisis Kebutuhan Pegawai Pemerintah Dengan Perjanjian Kerja Kelas 9 - NIP.				
	KL	B	K	S
Pranata Komputer JULIA IKA RATNA PRAMASTUTI, S.Kom NIP. 19920727 201801 2 003	7	1	1	0

Kasubbid Penyusunan Perencanaan Pertimbangan Formasi Aparatur Sipil Negara Instansi Daerah Kelas 9 HARIYANI, S.Sos NIP. 19650907 198509 2 001				
	KL	B	K	S
Analisis Perencanaan SDM NOFARIDA EKAYANTI, A.Md NIP. 19801104200801 2 013 RINALDY ALDO PRADANA, S.AP, MBA NIP. 19910106 201801 1 001	7	2	2	0

Kasubbid Penyusunan Standarisasi Kompetensi Jabatan Kelas 9 SEPTI ANDRIYANI, S.Sos, MM NIP. 19730923 199902 2 001				
	KL	B	K	S
Analisis Pengembangan Kompetensi	7	0	2	-2

Kasubbid Pengolahan Data Kebutuhan Aparatur Sipil Negara Kelas 9 ISMAIL FAHMI, S.IP NIP. 19630723 198809 1 001				
	KL	B	K	S
Analisis Data dan Informasi EDI KARNOTO, S.Kom NIP. 19801125 200801 1 010 HAFIDZ SHOHIHUDDIN AHMAD, S.Kom NIP. 19960311 201801 1 001 ARI AGUSTINA, S.Kom NIP. 19950831 201801 2 003	7	3	3	0

Analisis Kepegawaian Madya SORIKHI, S.IP NIP. 19620603 1985 03 1 001				
	KL	B	K	S
Analisis Kepegawaian Muda CHUSUMANINGRUM, SAP NIP. 19790626 200003 2 001	11	1	2	-1
	9	1	1	0

Kasubbid Penyusunan Klasifikasi Jabatan Kelas 9 ESTIO PUJI HASTUTI, S.Sos NIP. 19660715 198509 2 001				
	KL	B	K	S
Analisis Jabatan	7	0	1	-1
Analisis Kepegawaian Pertama	8	0	1	-1

Analisis Kepegawaian Madya DIOKO ANANDO, SH NIP. 19620626 198509 1 001				
	KL	B	K	S
	11	1	2	-1

Analisis Kepegawaian Madya HENDRIYADI, S.AP NIP. 19630118 198303 1 001				
	KL	B	K	S
	11	0	1	-1
	9	1	2	-1

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BIMA HARIA WIBISANA

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Plt. Direktur Peraturan Perundang-undangan,



Dwi Haryono

LAMPIRAN VII  
 PERATURAN BADAN KEPEGAWAIAN NEGARA  
 REPUBLIK INDONESIA  
 NOMOR 10 TAHUN 2021  
 TENTANG  
 TATA CARA PELAKSANAAN PENYUSUNAN  
 KEBUTUHAN APARATUR SIPIL NEGARA

**Contoh Formulir Pengusulan Kebutuhan ASN Instansi Pusat**

1. Profil Instansi

<b>LAMPIRAN I</b>					
<b>PROFIL INSTANSI PUSAT</b>					
NAMA INSTANSI : KEMENTERIAN/LEMBAGA PEMERINTAH NON KEMENTERIAN.....					
-					
	Jumlah Anggaran Belanja Kementerian/Lembaga Pemerintah Non Kementerian .....Th. 20..		:		
	- Anggaran Belanja Pegawai Tidak Langsung		:		
NO	KELOMPOK JABATAN		KEBUTUHAN	JML PEGAWAI S/D 31 JANUARI 20..	BUP TA 20..
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>	<i>5</i>
<i>JUMLAH</i>			-	-	-
1	Jabatan Pimpinan Tinggi				
	a	Jabatan Pimpinan Tinggi Utama (Kepala LPNK)			
	b	Jabatan Pimpinan Tinggi Madya (Eselon I)			
	c	Jabatan Pimpinan Tinggi Pratama (Eselon II)			
2	Jabatan Administrasi				
	a	Jabatan Administrator (Eselon III)			
	b	Jabatan Pengawas (Eselon IV)			
	c	Jabatan Pelaksana (Eselon V)			
	d	Jabatan Pelaksana (Jabatan Fungsional Umum)			
3	Jabatan Fungsional				





NO	NAMA JFT	BEZETTING		KEBUTUHAN	
		TERAMPIL	AHLI	TERAMPIL	AHLI
1	2	3	4	5	6

3. Proyeksi Kebutuhan 5 Tahun

NAMA INSTANSI :										FORMULIR 3				
<b>PROYEKSI KEBUTUHAN PEGAWAI 5 (LIMA) TAHUN KE DEPAN</b>														
No	Nama Unit Organisasi dan Nama Jabatan	Bezetting Pegawai Saat Ini	Kebutuhan Pegawai Berdasarkan ABK	Proyeksi										
				Jumlah yang akan Pensiun					Pegawai yang Dibutuhkan					
				20..	20..	20..	20..	20..	20..	20..	20..	20..	20..	20..
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
<i>Jumlah Seluruhnya</i>														

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 REPUBLIK INDONESIA,

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BIMA HARIA WIBISANA

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Plt. Direktur Peraturan Perundang-undangan,



Dwi Haryono

LAMPIRAN VIII  
 PERATURAN BADAN KEPEGAWAIAN NEGARA  
 REPUBLIK INDONESIA  
 NOMOR 10 TAHUN 2021  
 TENTANG  
 TATA CARA PELAKSANAAN PENYUSUNAN  
 KEBUTUHAN APARATUR SIPIL NEGARA

**Contoh Formulir Pengusulan Kebutuhan ASN Instansi Daerah - Provinsi**

1. Profil Instansi

					LAMPIRAN II
<b>PROFIL DAERAH</b>					
<b>NAMA PROVINSI</b> :					
<b>PROFIL WILAYAH</b>					
-	Kondisi Geografis		: Daratan / Kelautan / Kepulauan *)		
-	Luas Wilayah		:		Km <sup>2</sup>
	-	Daratan	:		Km <sup>2</sup>
	-	Perairan	:		
		> Laut	:		Km <sup>2</sup>
		> Sungai	:		Km <sup>2</sup>
-	Jumlah Kabupaten/Kota		:		
-	Jumlah Kecamatan		:		
-	Jumlah Kelurahan/Desa		:		
<b>PROFIL APBD</b>					
-	Anggaran Belanja Daerah		:		
-	Anggaran Belanja Pegawai Tidak Langsung		:		
<b>PROFIL PENDUDUK</b>					
-	Jumlah Penduduk		:		
<b>PROFIL PEGAWAI NEGERI SIPIL</b>					
NO	KELOMPOK JABATAN		KEBUTUHAN	JML PEGAWAI S/D 31 JANUARI 20..	BUP TA 20..
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>	<i>5</i>
<i>JUMLAH</i>					
1	Jabatan Pimpinan Tinggi				
	a	Jabatan Pimpinan Tinggi Madya (Eselon I)			
	b	Jabatan Pimpinan Tinggi Pratama (Eselon II)			
2	Jabatan Administrasi				
	a	Jabatan Administrator (Eselon III)			
	b	Jabatan Pengawas (Eselon IV)			
	c	Jabatan Pelaksana (Eselon V)			
	d	Jabatan Pelaksana (Jabatan Fungsional Umum)			
3	Jabatan Fungsional (Non Guru dan Kesehatan)				
4	Guru				
5	Kesehatan				
<b>PROFIL UNIT ORGANISASI DAERAH</b>					
-	Jumlah Asisten		:		
-	Jumlah Dinas		:		
-	Jumlah Badan		:		
-	Jumlah Sekolah Negeri		:		
	>	TK Negeri	:		
	>	SD Negeri	:		
	>	SMP Negeri	:		
	>	SMA Negeri	:		
	>	SMK Negeri	:		
-	Jumlah Rumah Sakit Umum daerah (RSUD)		:		
	>	RSUD Tipe A	:		
	>	RSUD Tipe B	:		
	>	RSUD Tipe B (Non Pendidikan)	:		
	>	RSUD Tipe C	:		
	>	RSUD Tipe D	:		
-	Jumlah Rumah Sakit Khusus		:		
-	Jumlah Puskesmas		:		
	>	Puskesmas Perawatan	:		
	>	Puskesmas Non Perawatan	:		





3. Proyeksi 5 Tahun

NAMA INSTANSI :										FORMULIR 3			
PROYEKSI KEBUTUHAN PEGAWAI 5 (LIMA) TAHUN KE DEPAN													
No	Nama Unit Organisasi dan Nama Jabatan	Bezetting Pegawai Saat Ini	Kebutuhan Pegawai Berdasarkan ABK	Proyeksi									
				Jumlah yang akan Pensiun					Pegawai yang Dibutuhkan				
				20..	20..	20..	20..	20..	20..	20..	20..	20..	20..
1	2	3	4	5	6	7	8	9	10	11	12	13	14
	<i>Jumlah Seluruhnya</i>												

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REPUBLIK INDONESIA,

ttd.

BIMA HARIA WIBISANA

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BADAN KEPEGAWAIAN NEGARA

Plt. Direktur Peraturan Perundang-undangan,



Dwi Haryono

LAMPIRAN IX  
 PERATURAN BADAN KEPEGAWAIAN NEGARA  
 REPUBLIK INDONESIA  
 NOMOR 10 TAHUN 2021  
 TENTANG  
 TATA CARA PELAKSANAAN PENYUSUNAN  
 KEBUTUHAN APARATUR SIPIL NEGARA

**Contoh Formulir Pengusulan Kebutuhan ASN Instansi Daerah – Kabupaten/Kota**

1. Profil Instansi

					LAMPIRAN II
<b>PROFIL DAERAH</b>					
<b>NAMA KABUPATEN/KOTA</b>		:			
<b>PROFIL WILAYAH</b>					
-	Kondisi Geografis	: Daratan / Kelautan / Kepulauan *)			
-	Luas Wilayah	:			Km <sup>2</sup>
	- Daratan	:			Km <sup>2</sup>
	- Perairan	:			
	> Laut	:			Km <sup>2</sup>
	> Sungai	:			Km <sup>2</sup>
-	Jumlah Kecamatan	:			
-	Jumlah Kelurahan/Desa	:			
<b>PROFIL APBD</b>					
-	Anggaran Belanja Daerah	:			
-	Anggaran Belanja Pegawai Tidak Langsung	:			
<b>PROFIL PENDUDUK</b>					
-	Jumlah Penduduk	:			
<b>PROFIL PEGAWAI NEGERI SIPIL</b>					
NO	KELOMPOK JABATAN	KEBUTUHAN	JML PEGAWAI S/D 31 JANUARI 20..	BUP TA 20..	
1	2	3	4	5	
<i>JUMLAH</i>					
1	Jabatan Pimpinan Tinggi				
	a Jabatan Pimpinan Tinggi Madya (Eselon I)				
	b Jabatan Pimpinan Tinggi Pratama (Eselon II)				
2	Jabatan Administrasi				
	a Jabatan Administrator (Eselon III)				
	b Jabatan Pengawas (Eselon IV)				
	c Jabatan Pelaksana (Eselon V)				
	d Jabatan Pelaksana (Jabatan Fungsional Umum)				
3	Jabatan Fungsional (Non Guru dan Kesehatan)				
4	Guru				
5	Kesehatan				
<b>PROFIL UNIT ORGANISASI DAERAH</b>					
-	Jumlah Asisten	:			
-	Jumlah Dinas	:			
-	Jumlah Badan	:			
-	Jumlah Sekolah Negeri	:			
	> TK Negeri	:			
	> SD Negeri	:			
	> SMP Negeri	:			
-	Jumlah Rumah Sakit Umum daerah (RSUD)	:			
	> RSUD Tipe A	:			
	> RSUD Tipe B	:			
	> RSUD Tipe B (Non Pendidikan)	:			
	> RSUD Tipe C	:			
	> RSUD Tipe D	:			
-	Jumlah Rumah Sakit Khusus	:			
-	Jumlah Puskesmas	:			
	> Puskesmas Perawatan	:			
	> Puskesmas Non Perawatan	:			







3. Proyeksi 5 Tahun

NAMA INSTANSI :										FORMULIR 3				
<b>PROYEKSI KEBUTUHAN PEGAWAI 5 (LIMA) TAHUN KE DEPAN</b>														
No	Nama Unit Organisasi dan Nama Jabatan	Bezetting Pegawai Saat Ini	Kebutuhan Pegawai Berdasarkan ABK	Proyeksi										
				Jumlah yang akan Pensiun					Pegawai yang Dibutuhkan					
				20..	20..	20..	20..	20..	20..	20..	20..	20..	20..	20..
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>	<i>12</i>	<i>13</i>	<i>14</i>	
	<i>Jumlah Seluruhnya</i>													

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 BADAN KEPEGAWAIAN NEGARA  
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BIMA HARIA WIBISANA

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Plt. Direktur Peraturan Perundang-undangan,

Dwi Haryono