

## Promotion Policy of Civil Servant Based on Meritocracy Principle in Local Government of Indonesia

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<b>Abstract</b>	<p>One of main issues in government promotion policy is by placing civil servants based on merit system which considering the promotion on how the qualification, competence, and performance are suitable with the position. Therefore, the first problem is the model of civil servant's promotion policy implemented today and any obstacle in implementing it. Then the second is model of an ideal policy to promote civil servants that based on meritocracy principle. Because of that, this article uses normative juridical approach and analyzing by normative qualitative method. From the analysis, the promotion policy of civil servants in Indonesia is known based on Law Number 5 Year 2014 on State Civil Apparatus. Particularly, the promotion authority for civil servant's promotion in Local government is delegated from President to the Local Head (District Head). Then it is the condition which lead the misuse of authority that affected to the elected officials based on spoil system. Because of what mentioned above, this article will discuss an ideal policy in promoting civil servants in Local Government based on meritocracy principle.</p>
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