

THE IMPLEMENTATION OF COMPUTER ASSESSMENT TEST (CAT)-BASED ASSESSMENT CENTERS IN THE RECRUITMENT OF VILLAGE OFFICIALS IN YOGYAKARTA SPECIAL REGION

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ABSTRACT

The rise of fraud in the selection of village officials has resulted in a decline in the quality of human resources in the village government. The purpose of this research is to explain the accountability that must be applied in the recruitment process of Computer Assisted Test (CAT)-based village officials. The method used in this research is the descriptive qualitative method. The research method used is qualitative research. The approach in this research uses a literature study to examine accountability in the CAT-based village apparatus selection process. Data collection techniques were conducted through literature studies. Information obtained through the literature study was analysed using content analysis techniques. The main information obtained from literature study will be reduced and processed into the unity of information needed in the research. Meanwhile, information from the literature study, which comes from research data, research reports, scientific journals, books, laws and regulations, and various other sources will be explored by researchers. The results obtained are that the principles of accountability presented by the Citizen's Circle of Accountability can be applied in the CAT-based village apparatus recruitment process. The technical recruitment of village officials carried out with the CAT system and guided by accountability, can be carried out through several techniques, namely the selection or creation of a CAT platform, preparation and development of CAT questions, CAT system testing, CAT system security, preparation of CAT-based recruitment instructions and online proctors, automatic assessment and reporting of test results.

Kata Kunci: *Computer Assisted Test, Village Apparatus Recruitment, Accountability*