

LAMPIRAN  
LAPORAN TAHUNAN KPK  
2018



**HUMAN  
RESOURCES  
MANAGEMENT**

## MANAJEMEN SUMBER DAYA MANUSIA

### Human Resource Composition based on Division

| DIVISION  | NO. OF<br>EMPLOYEE | %          |
|---|--------------------|------------|
| HEAD  | 5                  | 0.30       |
| DEPUTY FOR PREVENTION                                 | 310                | 18.78      |
| DEPUTY FOR ENFORCEMENT                                | 439                | 26.59      |
| DEPUTY OF INFORMATION AND DATA                        | 262                | 15.87      |
| DEPUTY OF INTERNAL MONITORING AND<br>PUBLIC COMPLAINT | 126                | 7.63       |
| SECRETARIAT GENERAL                                   | 509                | 30.83      |
| <b>TOTAL</b>  | <b>1651</b>        | <b>100</b> |

### Human Resource Composition Based on Task Unit Classif

| TASK UNIT   | No. | %     |
|---|-----|-------|
| HEAD  | 5   | 0.30  |
| DEPUTY FOR PREVENTION   | 1   | 0.06  |
| DEPUTY FOR ENFORCEMENT  | 1   | 0.06  |
| DEPUTY OF INFORMATION AND DATA  | 1   | 0.06  |
| LEGAL BUREAU  | 1   | 0.06  |
| PUBLIC RELATIONS BUREAU   | 20  | 1.21  |
| PLANNING AND FINANCES BUREAU  | 47  | 2.85  |
| HUMAN RESOURCES BUREAU  | 44  | 2.67  |
| BUREAU OF GENERAL AFFAIRS   | 42  | 2.54  |
| DIRECTORATE OF PUBLIC EDUCATION AND SERVICE   | 334 | 20.23 |
| DIRECTORATE OF GRATUITY   | 46  | 2.79  |
| DIRECTORATE OF REGISTRATION AND EXAMINATION OF PUBLIC OFFICIALS' WEALTH REPORTS (LHKPN) | 64  | 3.88  |
| DIRECTORATE OF RESEARCH AND DEVELOPMENT   | 131 | 7.93  |

| TASK UNIT  | No. | %    |
|--|-----|------|
| DIRECTORATE OF MONITORING  | 47  | 2.85 |
| DIRECTORATE OF PROSECUTION   | 154 | 9.33 |
| DIRECTORATE OF PRELIMINARY INVESTIGATION                               | 96  | 5.81 |
| DIRECTORATE OF INVESTIGATION   | 127 | 7.69 |
| DIRECTORATE OF INFORMATION AND DATA PROCESSING                         | 131 | 7.93 |
| DIRECTORATE OF FOSTERING NETWORKS BETWEEN COMMISSIONS AND INSTITUTIONS | 56  | 3.39 |
| DIREKTORAT PJKAKI  | 44  | 2.67 |
| DIRECTORATE OF PUBLIC COMPLAINT  | 83  | 5.03 |
| DIRECTORATE OF INTERNAL MONITORING                                     | 23  | 1.39 |
| SECRETARIAT GENERAL  | 1   | 0.06 |
| SECRETARIAT FOR PREVENTION   | 10  | 0.61 |
| SECRETARIAT FOR INFORMATION AND DATA                                   | 7   | 0.42 |
| SECRETARIAT OF COMMISSIONERS   | 18  | 1.09 |

### Human Resources Composition Based on Position

| POSITION                     | No.         | %          |
|------------------------------|-------------|------------|
| HEAD                         | 1           | 0.06       |
| DEPUTY                       | 4           | 0.24       |
| ADVISOR                      | 3           | 0.18       |
| DEPUTY                       | 4           | 0.24       |
| DIRECTOR                     | 8           | 0.48       |
| HEAD OF BUREAU               | 3           | 0.18       |
| COORDINATOR                  | 1           | 0.06       |
| HEAD OF COMMISSIONERS OFFICE | 1           | 0.06       |
| HEAD OF DIVISION             | 14          | 0.85       |
| HEAD OF TASK UNIT            | 1           | 0.06       |
| HEAD OF SECRETARIAT          | 3           | 0.18       |
| SPECIALIST                   | 939         | 56.87      |
| ADMINISTRATION               | 669         | 40.52      |
| <b>TOTAL</b>                 | <b>1651</b> | <b>100</b> |

### Human Resources Composition Based on Age Group

| AGE          | No.         | %          |
|--------------|-------------|------------|
| < 25         | 102         | 6.18       |
| 25 - 30      | 457         | 27.68      |
| 31 - 36      | 515         | 31.19      |
| 37 - 42      | 358         | 21.68      |
| 43 - 48      | 134         | 8.12       |
| 49 - 65      | 85          | 5.15       |
| <b>TOTAL</b> | <b>1651</b> | <b>100</b> |

### Human Resources Composition Based

| TASK UNIT  | No.         | %          |
|--|-------------|------------|
| SECRETARIAT OF INTERNAL MONITORING AND PUBLIC COMPLAINT        | 19          | 1.15       |
| SECRETARIAT FOR ENFORCEMENT                                    | 9           | 0.55       |
| TASK UNIT OF PREVENTION COORDINATION AND SUPERVISION           | 4           | 0.24       |
| TASK UNIT OF ENFORCEMENT COORDINATION AND SUPERVISION          | 27          | 1.64       |
| TASK UNIT OF ASSET TRACKING, EVIDENCE MANAGEMENT AND EXECUTION | 48          | 2.91       |
| TASK UNIT OF ANTICORRUPTION LEARNING CENTER                    | 7           | 0.42       |
| ADVISOR  | 3           | 0.18       |
| <b>TOTAL</b>   | <b>1651</b> | <b>100</b> |

### Human Resources Composition Based on Gender

| GENDER       | No.         | %          |
|--------------|-------------|------------|
| MEN          | 1099        | 66.57      |
| WOMEN        | 552         | 33.43      |
| <b>TOTAL</b> | <b>1651</b> | <b>100</b> |

### Human Resources Composition Based on Employment Status

| EMPLOYMENT STATUS        | No.         | %          |
|--------------------------|-------------|------------|
| HEAD                     | 5           | 0.30       |
| PERMANENT STAFF          | 1032        | 62.51      |
| RECRUITED PUBLIC SERVANT | 233         | 14.11      |
| NON-PERMANENT STAFF      | 381         | 23.08      |
| <b>TOTAL</b>             | <b>1651</b> | <b>100</b> |

on Number of Resigned Employees

| MONTH        | No.       | EMPLOYEE STATUS   |
|--------------|-----------|---|
| JANUARY      | 7         | PERMANENT (PT), CIVIL SERVANT (PN), NON-PERMANENT (PTT) |
| FEBRUARY     | 7         | PTT   |
| MARCH        | 10        | PT, PN, PTT   |
| APRIL        | 3         | PT, PTT   |
| MAY          | 4         | PT, PN  |
| JUNE         |           |   |
| JULY         | 2         | PT  |
| AUGUST       | 7         | PT, PN, PTT   |
| SEPTEMBER    | 2         | PT, PN  |
| OCTOBER      |           |   |
| NOVEMBER     | 2         | PT, PN  |
| DECEMBER     | 4         | PT, PTT   |
| <b>TOTAL</b> | <b>48</b> | -   |

Human Resources Composition Based on Number of New Employees

| BULAN        | JUMLAH     | SUMBER                                  |
|--------------|------------|---|
| JANUARY      | -          |   |
| FEBRUARY     | 47         | CIVIL SERVANT (PN), NON-PERMANENT (PTT) |
| MARCH        |            |   |
| APRIL        | 1          |   |
| MAY          |            |   |
| JUNE         |            |   |
| JULY         |            |   |
| AUGUST       | 1          |   |
| SEPTEMBER    | 1          | PN                                      |
| OCTOBER      | 17         | PN                                      |
| NOVEMBER     | 22         | PTT                                     |
| DECEMBER     | 55         | PTT                                     |
| <b>TOTAL</b> | <b>144</b> | -                                       |

Employee Composition at Enforcement Unit

| QUALIFICATION            | NUMBER     | %            |
|--------------------------|------------|--------------|
| PRELIMINARY INVESTIGATOR | 119        | 7.21         |
| INVESTIGATOR             | 105        | 6.36         |
| GENERAL PROSECUTOR       | 78         | 4.72         |
| <b>TOTAL</b>             | <b>302</b> | <b>18.29</b> |

Human Resources Composition Based on Position Group

| POSITION GROUP | NUMBER      | %          |
|----------------|-------------|------------|
| HEAD           | 5           | 0.3        |
| STRUCTURAL     | 38          | 2.3        |
| SPECIALIST     | 939         | 56.9       |
| ADMINISTRATION | 669         | 40.5       |
| <b>TOTAL</b>   | <b>1651</b> | <b>100</b> |

Human Resources Composition Based on Religion

| EMPLOYEE'S RELIGION | NUMBER      | %          |
|---------------------|-------------|------------|
| ISLAM               | 1465        | 88.73      |
| BUDDHISM            | 2           | 0.12       |
| HINDUISM            | 11          | 0.67       |
| CATHOLICISM         | 41          | 2.48       |
| CHRISTIANITY        | 132         | 8.00       |
| <b>TOTAL</b>        | <b>1651</b> | <b>100</b> |

Human Resources Composition Based on Educational Background

| EDUCATION              | NUMBER      | %          |
|------------------------|-------------|------------|
| Doctoral               | 9           | 0.55       |
| Postgraduate (S2)      | 213         | 12.90      |
| Undergraduate (S1)     | 943         | 57.12      |
| 4-Year Diploma (D4)    | 24          | 1.45       |
| 3-Year Diploma (D3)    | 218         | 13.20      |
| 2-Year Diploma (D2)    | 1           | 0.06       |
| 1-Year Diploma (D1)    | 2           | 0.12       |
| Senior High School     | 69          | 4.18       |
| Vocational High School | 163         | 9.87       |
| Junior High School     | 6           | 0.36       |
| Elementary School      | 3           | 0.18       |
| <b>TOTAL</b>           | <b>1651</b> | <b>100</b> |

EMPLOYEE TURNOVER 2018

| TURNOVER     | %    | RATE (%)    |
|--------------|------|-------------|
| JANUARY      | 5.41 | 5.83        |
| FEBRUARY     | 5.26 |             |
| MARCH        | 6.82 |             |
| APRIL        | 2.28 | 1.52        |
| MAY          | 2.28 |             |
| JUNE         | 0.00 |             |
| JULY         | 1.53 | 2.54        |
| AUGUST       | 5.32 |             |
| SEPTEMBER    | 0.77 |             |
| OCTOBER      | 0.00 | 1.51        |
| NOVEMBER     | 1.52 |             |
| DECEMBER     | 3    |             |
| <b>TOTAL</b> |      | <b>2.85</b> |