

Training on Strategies to Pass CPNS Test for CPNS Applicants Through the Giat Belajar Abadi Platform

¹Eka Krisna Santoso, ²Muhammad Azka, ³Isti Kamila*, ⁴Indrawan, ⁵Nurul Maqfirah Rauf, ⁶Nur Qadri Bahar

¹Head, Program Studi Ilmu Aktuaria, Institut Teknologi Kalimantan, Balikpapan, Indonesia

^{2,3,4,5}Member, Program Studi Ilmu Aktuaria, Institut Teknologi Kalimantan, Balikpapan, Indonesia

⁶Member, Program Studi Matematika, Institut Teknologi Kalimantan, Balikpapan, Indonesia

Email: isti.kamila@lecturer.itk.ac.id

Abstract: The acceptance of Civil Servant Candidates (CPNS) is an opportunity highly anticipated by the community to build a career in the government sector. However, tight competition and complex selection stages are often the main challenges for applicants. Many applicants fail due to a lack of understanding of the selection process, ineffective learning strategies, and minimal information about the success criteria. The partner of this Community Service activity is Giat Belajar Abadi. Giat Belajar Abadi (GBA) is a lifelong learning platform designed to help people improve their skills and expand their knowledge. This platform offers a variety of classes and learning programs related to business, self-development, and more. However, Giat Belajar Abadi has not yet opened a class for training strategies to pass the Civil Servant Candidate (CPNS) test. Therefore, a community service program is needed for Giat Belajar Abadi partners by opening a training class on CPNS test strategies. This class will help CPNS applicants to be better prepared for the selection, both technically and mentally, increasing their chances of success. The purpose of this Community Service activity is to increase understanding of CPNS selection strategies through Giat Belajar Abadi partners. Therefore, the target audience of this activity is CPNS applicants. The outcome of this Community Service program is an increased understanding of CPNS selection strategies. Through this program, it is hoped that the success rate of participants in the CPNS selection will increase, while creating more competent human resources ready to contribute to the government sector. This program also has a long-term impact on improving the quality of CPNS applicants' preparation in the future.

Keywords: Strategy; CPNS Selection; Giat Belajar Abadi

1. INTRODUCTION

The acceptance of Civil Servant Candidates (CPNS) is one of the most awaited events by the public, spanning various levels of education, from high school/vocational high school graduates to those with doctoral degrees. The profession of being a State Civil Apparatus (ASN) not only offers job stability but also provides significant opportunities to contribute to national development. According to data from the State Civil Service Agency (BKN), millions of applicants compete every year for a limited number of available positions.

According to the practical guidelines published by the National Civil Service Agency (BKN, 2023), the Computer Assisted Test (CAT) system designed to ensure transparency and accountability in the CPNS selection process. However, a lack of understanding of how to use this system often poses a challenge for participants. Therefore, this training not only addresses strategies for tackling selection materials but also offers CAT-based simulations to enhance participants' technical readiness in using the system.

However, this tight competition often to be the main challenge for applicants, not only due to the large number of applicants but also because of the complexity of the selection stages, which include the Basic Competency Selection (SKD) and the Field Competency Selection (SKB). The CPNS selection, which includes both the Basic Competency Selection (SKD) and the Field Competency Selection (SKB), is designed to assess applicants' competencies comprehensively, both in terms of basic abilities and specific expertise. According to the Regulation of the Minister of PANRB No. 27 of 2021, the SKD consists of three types of tests: the National Insight Test (TWK), the General Intelligence Test (TIU), and the Personal Characteristics Test (TKP). Meanwhile, the SKB focuses more on mastery of fields relevant to the applied position, such as interviews and micro-teaching simulations for lecturer positions.

According to Rosyada (2022), competency-based learning strategies emphasize the development of relevant and applicable skills through a structured and targeted approach. In the context of this training, such strategies are applied to help participants better prepare for the CPNS selection stages, addressing both technical aspects, such as understanding the Basic Competency Selection (SKD) material, and non-technical aspects, such as mastering interview skills and microteaching for the Field Competency Selection (SKB).

The passing grade for the Basic Competency Selection (SKD) for CPNS is regulated by the Minister of Utilization of the State Apparatus and Bureaucratic Reform (PANRB) Regulation, which is issued annually. Below is the passing grade for the SKD according to the latest regulation, PermenPANRB No. 27 of 2021, for the 2021 CPNS selection. Although the rules may change every year, the pattern of passing grades is generally similar: The National Insight Test (TWK) has a passing grade of 65 (Materials: Pancasila, the 1945 Constitution, Bhineka Tunggal Ika, the Unitary State of the Republic of Indonesia (NKRI), national history, and Indonesia's role in the international world); the General Intelligence Test (TIU) has a passing grade of 80

(Materials: Verbal ability (analogy, syllogism), numerical ability (algebra, number series), and logic (reasoning, analytical)); and the Personal Characteristics Test (TKP) has a passing grade of 166 (Materials: Integrity, public service, adaptability, work management, teamwork, and innovation ability).

Passing grades for non-CAT Field Competency Selection (SKB), such as interviews and micro-teaching for lecturer positions, do not have uniform national standards like the SKD. The assessment and passing criteria for the SKB was generally regulated by the organizing agency, such as the Ministry of Education, Culture, Research, and Technology or related universities, based on predetermined selection criteria (Kemendikbudristek, 2024). Passing grades for interviews and micro-teaching was calculated based on a specific scale set by the organizing agency. For example, on a scale of 0–100, the minimum passing score is generally in the range of 70 or higher, depending on the needs of the position (KemenpanRB, 2021).

In addition, the SKB results were combined with the SKD results using a set formula: the SKD was weighted at 40%, and the SKB was weighted at 60% to produce the Total Final Score (TNA). Only participants with the highest TNA who meet the minimum score will be accepted. Micro-teaching assessments usually cover technical aspects of teaching, communication, and mastery of material, each with a specific weight (e.g., 30% technical, 30% communication, and 40% mastery of material), according to the rubric used by the selection team (Kemendikbudristek, 2024).

The main challenges often faced by applicants include a lack of understanding of the scope of the selection material, ineffective learning strategies, and minimal simulation exercises or tryouts. According to research by Wahyuni and Harsono (2019), applicants who are not familiar with the Computer Assisted Test (CAT) system often face technical difficulties when taking the SKD. On the other hand, the results of research by Pratama and Surbakti (2020) show that mastery of soft skills such as interviews and effective communication is one of the key determinants of success at the SKB stage. Therefore, this program was designed to address these needs by providing integrated training that includes both technical and non-technical preparation.

The partner of this Community Service activity is Giat Belajar Abadi. Giat Belajar Abadi (GBA) is a lifelong learning platform designed to help people improve their skills and expand their knowledge. This platform offers a variety of classes and learning programs related to business, self-development, and more.

However, Giat Belajar Abadi has not yet opened a class for training strategies to pass the Civil Servant Candidate (CPNS) test. Therefore, a community service program is needed for Giat Belajar Abadi partners by opening a training class on CPNS test strategies. This class will help CPNS applicants to be better prepared for the selection, both technically and mentally, increasing their chances of success.

2. METHOD

The partner of this community service activity was Giat Belajar Abadi. Community service was carried out by providing training to students of Giat Belajar Abadi. There were 30 people who participated in this training. This community service has been done online at 1st and 2nd of September 2024. Data collection technique in this community service activity was a questionnaire. There were 30 respondents that filled the questionnaire. The Data was collected before and after training. After collecting data, the data was processed by creating a bar chart visualization.

3. RESULT AND DISCUSSION

In its implementation, this program targets to increase individual readiness through three main aspects. First, a deep understanding of SKD materials, including strategies for answering TWK questions that require an understanding of the ideology of Pancasila, TIU that measures logic and numerical values, and crime scenes that evaluate work behavior. Second, mastery of SKB material with a focus on specific fields, which is supported by simulation of interview tests and micro teaching. Figure 1 is evidence of training activities.

The first result obtained from this training is the increase in the knowledge of partner students. Figure 2 is a summary of the results of the questionnaire before and after the training given to 30 respondents. The graph shows a significant improvement in the average score after training compared to before. These results show that the training has a positive impact on the understanding and readiness of participants.

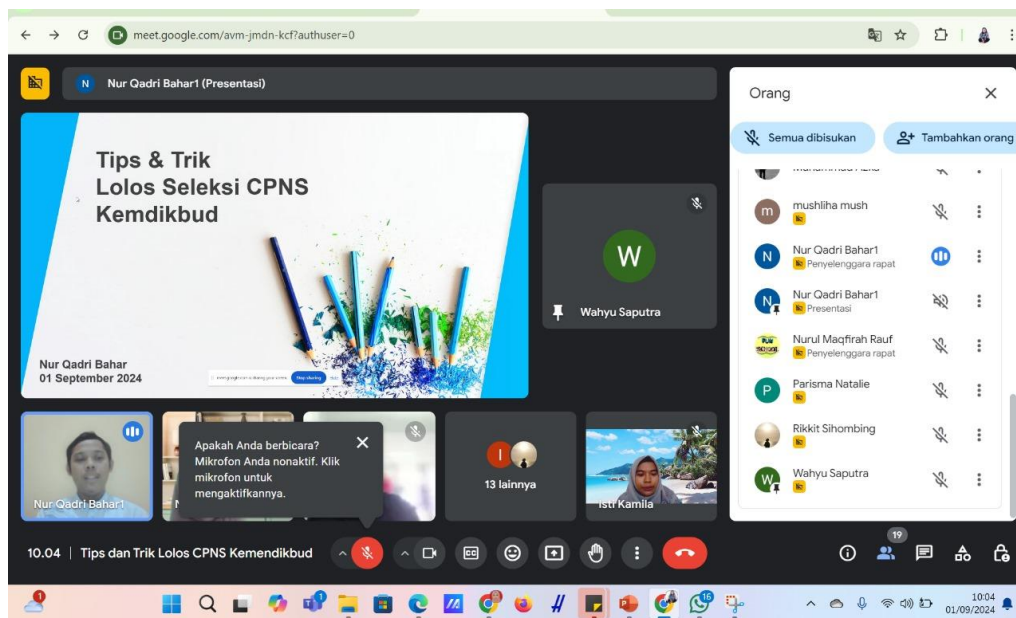


Figure 1. Training on Strategies to Pass CPNS Test\

Through this approach, the program was expected not only to increase the chances of success of applicants in the CPNS selection but also to contribute to the formation of State Civil Apparatus (ASN) that has integrity, and is able to support the achievement of good governance. ASN resulting from this selection process was expected to practice the basic values of AKHLAK (Service-Oriented, Accountable, Competent, Harmonious, Loyal, Adaptive, Collaborative) in every aspect of their work. As stated by the State Civil Service Agency (BKN), the existence of professional civil servants was the main key to realizing good, transparent, and effective governance to provide quality public services (BKN, 2021). Competent ASN is not only required to meet formal qualifications, but also have technical and non-technical abilities that are relevant to the dynamics of the needs of the community and government organizations.

This program was not only a means for applicants to increase their chances of success in the selection, but also helped create ASN who can be agents of change and innovation in various fields of public service. As stated by Hermawan and Putri (2023), the use of digital media in learning offers greater flexibility and efficiency, particularly in accommodating participants with diverse backgrounds and levels of understanding. In this training, the Giat Belajar Abadi platform leverages digital media to deliver materials, simulations, and evaluations aimed at enhancing the readiness of CPNS participants in both technical and non-technical aspects.

Comparison of Average Scores Before and After CPNS Training

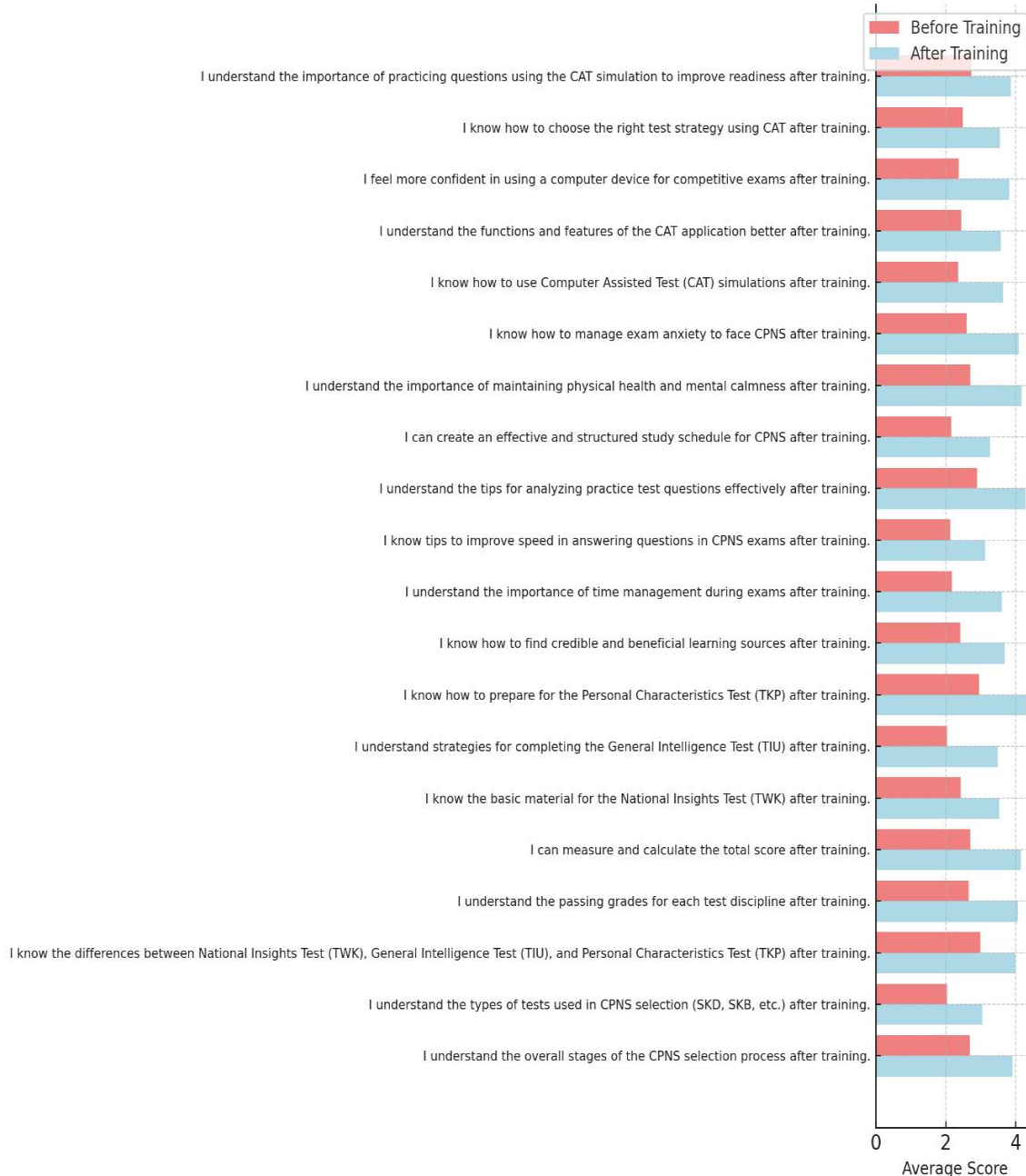


Figure 2. Before and After Training Questionnaire Summary Chart

In addition to the direct impact on participants, this program had the potential to provide long-term benefits. The success of applicants in the CPNS selection will contribute to the development of ASN who are not only professional but also adaptive to change, innovative, and able to answer global challenges in the future. By involving academics in the preparation and implementation of this program, this activity is also a tangible form of university contribution in supporting bureaucratic reform and sustainable ASN competency development. In the end, this program was expected to not only be a solution to the individual problems of

CPNS applicants, but also a model for education-based community development that had a positive impact on the government system in Indonesia as a whole.

4. CONCLUSION

- The "Strategy to Pass the Civil Servant Candidate Selection Test (CPNS)" training, conducted by the ITK Actuarial Science Study Program in collaboration with Giat Belajar Abadi, enhanced participants' understanding of the CPNS selection process, both technically and non-technically based on questionnaire before and after training. Covering material preparation, online training, and evaluation, the program showed notable improvements in participant readiness.
- Focused on the Basic Competency Selection (SKD) and Field Competency Selection (SKB), the training provided effective learning strategies, including interview simulations and micro-teaching. It not only boosted participants' chances of success but also supported the development of competent government personnel.
- This initiative provides long-term benefits by supporting bureaucratic reform and fostering an education-based development model to tackle global challenges. Its outcomes have been documented in scientific publications as part of the community service deliverables.

REFERENCES

- Badan Kepegawaian Negara (BKN). (2021). *Proses seleksi CPNS berbasis Computer Assisted Test (CAT)*.
<https://www.bkn.go.id>.
- Badan Kepegawaian Negara (BKN). (2023). *Panduan Praktis Penggunaan Sistem Computer Assisted Test (CAT)*. Jakarta: Badan Kepegawaian Negara.
- Hermawan, A., & Putri, R. (2023). Penerapan Media Digital dalam Persiapan Seleksi CPNS. *Jurnal Pendidikan dan Teknologi*, 12(3), 189-203.
- Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi (Kementerian PANRB). (2021). *Peraturan Menteri PANRB Nomor 27 Tahun 2021 tentang Pengadaan Pegawai Negeri Sipil*. Jakarta: Kementerian PANRB.

- Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi (Kemendikbudristek). (2024). *Rubrik penilaian micro teaching dan wawancara untuk seleksi CPNS formasi dosen*. <https://kemendikbud.go.id>
- Pratama, F. & Surbakti, E. (2020). Analisis faktor penentu keberhasilan seleksi CPNS pada tahapan SKD dan SKB. *Jurnal Ilmu Administrasi*, 7(2), 102–110.
- Priyanto, A. (2019). *Kompetensi ASN: Wawasan kebangsaan dan keterampilan dasar*. Yogyakarta: Gava Media.
- Rosyada, D. (2022). *Strategi Pembelajaran Berbasis Kompetensi: Kajian Teoritis dan Praktis*. Jakarta: RajaGrafindo Persada.
- Tim Eduka. (2020). *Panduan lolos CPNS: Strategi dan latihan soal lengkap*. Jakarta: Eduka Press.
- Wahyuni, T.S. & Harsono, B. (2019). Strategi efektif dalam menghadapi seleksi CPNS berbasis CAT (Computer Assisted Test). *Jurnal Manajemen Publik*, 3(1), 78–85.