

## **ABSTRAK**

### **UPAYA PENYANDANG ATUNARUNGU MENDAPATKAN KARIR SEBAGAI PEGAWAI NEGERI SIPIL**

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Penelitian ini dilatarbelakangi karena fenomena penyandang sulitnya tunarungu pasca sekolah menghadapi persaingan di dunia kerja yang merupakan salah satu dampak dari hambatan pendengaran yang dialami. Di lain pihak peneliti menemukan beberapa penyandang tunarungu yang berhasil mendapatkan karir sebagai Pegawai Negeri Sipil dengan hambatan pendengaran yang dimiliki. Penelitian bertujuan untuk mengetahui upaya tunarungu untuk mendapatkan karir sebagai Pegawai Negeri Sipil (PNS) dengan 1) mengkaji bagaimana profil PNS tunarungu, 2) bagaimana pertimbangan yang digunakan dalam pemilihan karir, dan 3) bagaimana tahapan-tahapan yang dilalui dalam proses perekrutan. Menggunakan pendekatan kualitatif dengan desain studi kasus deskriptif, diperoleh hasil; 1) tunarungu yang dimaksud adalah WY seorang PNS Balai Pemuda dan Olahraga Disdikpora DIY sebagai staf seksi olahraga, dan SK seorang PNS Badan Lingkungan Hidup Kabupaten Indramayu sebagai kasubag perencanaan dan evaluasi. 2) WY dan SK memiliki motivasi karir yang mendorong mereka merealisasikan keinginan menjadi PNS dengan meningkatkan kemampuan akademik maupun non akademik, dan 3) WY mengikuti seleksi melalui jalur khusus dengan tahapan mengumpulkan administrasi sesuai persyaratan dan memilih formasi cabang olahraga bulu tangkis, mengikuti tes kompetensi akademik. Sedangkan SK mengikuti seleksi melalui jalur umum dengan tahapan mengumpulkan administrasi sesuai dengan persyaratan, pengumuman peserta yang lolos administrasi, mendapatkan nomor peserta tes kompetensi, mengikuti tes kompetensi, pengumuman hasil tes kompetensi, mengirim berkas administrasi untuk konfirmasi keaslian, dan kemudian wawancara untuk penempatan kerja.

Kata Kunci : tunarungu, karir, Pegawai negeri Sipil

## ABSTRACT

### THE DEAF EFFORTS IN OBTAINING A CARRER AS CIVIL SERVANT

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This research was inspired by the phenomenon of the difficulties among the hearing impaired post-school students to compete in the labor market due to their limitation. In fact, the researcher found out several individuals with hearing impairment who successfully achieved their job career as civil servant (PNS) with their condition. The study was aimed at determining the deaf efforts to get a career as a civil servant by investigating 1) the profile of civil servants with hearing impairment, 2) the considerations used in job career selection, and 3) the stages undertaken in recruitment process. By employing a qualitative study framework in the form of a descriptive case study design, the study found out as follows: 1) the referred deaf were WY-a civil servant working in *Balai Pemuda dan Olahraga* Disdikpora DIY as a sport section staff and another, SK-a civil servant working in *Badan Lingkungan Hidup* in Indramayu as a head of district planning and evaluation; 2) both WY and SK had high career motivation that encouraged them to realize the desire of becoming a civil servant by improving their capabilities in both academic and non-academic fields; 3) WY have joined a selection process through a special recruitment process available with the stages of submitting the required administrative documents, choosing an expected formation of badminton sport as his interest and finally taking a test of academic competence. Meanwhile, SK joined the selection through general recruitment process through the a series stages of submitting the required administrative document, getting the announcement of participants who passed the administration, getting the number of participants competency test, taking the competency test, getting the announcement of the results of competency tests, sending administrative records for confirmation of authenticity, and eventually getting an interview for a job placement.

Key words: Hearing Impairment, Career, Civil Servant