

Innovation Pattern of Employee work Barebbo Subdistrict Bone Regency

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ABSTRACT

This study aims to determine the work innovation of employees in the Barebbo District office, Bone Regency, using a qualitative design approach. This type of research is descriptive qualitative by using observation, interview, and documentation techniques in data collection. The key informants of this research are the sub-district head, the head of the section and the community with data analysis techniques used, namely data condensation, data display or data presentation, and verification or conclusions. The results showed that the innovation of the work of the state civil apparatus at the Barebbo sub-district office was innovated quite well. This means that employees in Barebbo, Bone Regency, have shown and carried out various innovations in carrying out their work duties by utilizing all computer technology to work more easily, quickly and precisely. In addition, other forms of innovation are to design standard operating procedures that are easier and clearer and to innovate in work attitudes by always saving materials and reducing costs used for work.

Keywords: *Innovation, Work, Employee*

INTRODUCTION

Government reforms that have taken place in Indonesia have resulted in a paradigm shift in governance with demands for employees to have integrity, be professionally neutral and free from political interference, free from corruption, collusion and nepotism in government. carry out its duties and functions and be able to provide public services to the community. The growing needs and the complexity of the problems faced by this country require creative thinking for government officials. New innovations are also expected to emerge from the results of creative thinking as an effort to improve the quality of bureaucratic services to the community. The government has also tried to provide opportunities and even awards for regions that are able to apply the concept of creativity and innovation in the administration of their administration.

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from the results of creative thinking as an effort to improve the quality of bureaucratic services to the community. Problems with the work of employees in government agencies, especially in Barebbo sub-District, Bone Regency, are also known to be inseparable from the process, results and uses, in this case performance or work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned. given to him. Therefore, the demands of employees in the sub-district are expected to innovate and be creative in order to rearrange the work system to be more effective and efficient. In the form of innovation, it is not only always emphasized to produce products but innovation can also be carried out in work patterns or systems, as stated by Mahmudi (2010:304) explaining that innovation in a broad concept is actually not only limited to products, namely: Innovation can be ideas, ways or objects that are perceived by someone as something new.

Innovation is also often used to refer to changes that are felt by society. Furthermore Ratminto and Winarsih (2009:179) concluded that "to measure performance two types of measures must be used, namely; process-oriented action and result-oriented action. Any work carried out by employees, especially in the Barebbo District office, Bone Regency, which has a certain time target in a matter of days or weeks, Wibowo regarding performance (2010) explains that: Performance or performance is the result of work that can be achieved by a person or group of people in an organization, according to their respective authorities and responsibilities, in an effort to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics.

Each job has targets in terms of quantity and quality. If the quantity of work is in accordance with the planning, then the work can be said to be good. Likewise, if the quality of work is as expected, then the work is said to be a good job. The results of the implementation of employee work in Barebbo District can run effectively and can provide satisfaction for the organization and also the community it serves if employees can innovate in the process of carrying out the tasks they are responsible.

METHODS

The research method used is a descriptive type with a qualitative approach that focuses on employee work innovation in Barebbo District, Bone Regency. Data collection techniques were carried out by observation, documentation and interviews with research key informants, namely sub-district heads, section heads and the community. The data analysis technique used is interactive qualitative. According to Miles, Huberman and Saldana (2014: 144) in qualitative data analysis there is a flow, namely data collection, data condensation, data presentation, and conclusion/verification.

RESULTS AND DISCUSSION

Process orientation is an obligation for every employee in the Barebbo sub-district to carry out every job by creating new things when serving the community or when carrying out other work tasks by using innovative ways or various ways by working easily, using time. the best, fast and precise workmanship, saving materials and low costs. The work of the state civil apparatus is currently required to be able to provide good work results for an organization. Therefore, a new innovation is urgently needed that is created by sub-district employees in carrying out their work duties, so that the work carried out can provide maximum results for the organization and also for the community.

The results of the interview with Mr. AJ (interview on 4 February 2023) that "so far it has been innovative for employees to work using computer technology where with computers employees will be able to carry out their work easily and quickly". AJ's statement, also confirmed by AN (interview 21 January 2023) explained that "a number of innovations have been made at this sub-district office such as making SOPs clearer and easier so that all administrative work carried out by employees is more measurable".

Both of these views illustrate that basically sub-district employees have shown good performance, this is due to the performance process carried out by Barebbo sub-district employees where the process of employee work innovation is also shown in accordance with the results of direct observations by researchers where new methods or methods start from recording identity. the community it serves, then asks the community to convey anything that can be assisted by sub-district officials and is done using computer facilities, so that work can be completed properly in accordance with community expectations. public. The form of process innovation carried out by Barebbo sub-district employees was also stated by MI (interview 17 February 2023) which stated "employees have made material savings in work not only on the problem of the amount of paper or printing ink used, but the employees in this office are more emphasized on taking care of all work facilities such as computers, printers, scan tools and so on, because when these facilities experience disruption (damage) then of course it will have an impact on wastage of work materials".

Forms of innovation by sub-district employees to support their performance have been carried out by utilizing technology, namely creating a sub-district website that contains various information aimed at making every community to carry out population administration arrangements to obtain and find out quickly what information is prepared by the community to take care of population documents. Utilization of information technology according to Thomson et.al. (1991) in Commander (2008) or in using technology when employees do their work. Utilization of appropriate information technology and supported by the expertise of the personnel who operate it can improve organizational performance and individual performance so that it can provide satisfaction for the organization and also the people served.

Based on the explanation above, it can be concluded that the innovation of employee performance as a whole in Barebbo District, Bone Regency, seen from the process orientation aspect, has been carried out well. Some of the views of informants and also the results of observations that have been observed by researchers note that Barebbo District employees have shown innovation or new ways of carrying out their respective work assignments starting from them working by using technological means that can make it easier for employees to work quickly and easily precisely To use.

Innovation is very important to grow in every individual employee of Berrobo District, because with this innovation organizational goals can be achieved easily and well. Therefore, every employee who is in an organization to realize process-oriented performance innovations can be well realized, so what is called responsiveness or ability is needed, both the ability to understand tasks and job functions and abilities. for the use of technology, this is also reinforced by the opinion expressed by Adisasmita (2011:92) which says that one of the indicators seen from performance is a process indicator, and regarding process indicators this is also reinforced by this opinion. also expressed by Ratminta and Winarsih (2009:180) that one of the oriented processes carried out by human resources in an organization is responsiveness.

CONCLUSION

Based on the results of the study, it can be concluded that the work innovations of employees in Barebbo sub-district, Bone Regency, which are considered to have carried out innovations, are quite effective where the work processes of employees are carried out by innovating on standard work procedures for services for people who want to make cover letters for making KTPs. The innovations shown by Barebbo sub-district employees at work include employees always doing work that is easy/not complicated, timely and precise like work in general by using a computer so that work can be done well. done more easily and quickly. One example that proves that sub-district employees have innovated in their work processes is when someone comes to the sub-district office to arrange paperwork related to population administration, the employee immediately gets to work and gets it done easily, quickly and precisely.

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