

Application of Regional Regulation Number 23 of 2013 in Improving the Quality of Sorong City Government Apparatus

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ABSTRACT

This study aims to analyze the application of Regional Regulation no. 38 of 2013 on the Effectiveness of Sorong City Government Apparatus Resources carried out by Sorong City government officials by providing development of Sorong City government apparatus resources through education and training, and to analyze Determinant factors in Improving the Quality of Sorong City Government Apparatus Resources regarding the computer skills possessed by the Sorong City government apparatus, the facilities and infrastructure in the Sorong City government apparatus, the working time of the Sorong City government apparatus, the level of education possessed by the Sorong City government apparatus, the performance of the apparatus, the competence of the apparatus and the discipline of the Sorong City government apparatus. This research is descriptive qualitative data obtained from several informants. The results showed that the application of Regional Regulation No. 38 of 2013 on the effectiveness of Sorong City government apparatus resources. Regarding development and education in Sorong City on the effectiveness of apparatus resources, it has been going well but is still far from what is expected because education has not been implemented thoroughly for the apparatus and community in Sorong City.

Keywords: Apparatus Resources; Government Apparatus; Regional Regulation

INTRODUCTION

In Indonesia, the problem of human resources only began to be considered more seriously in the 1970s. This is evidenced by the emergence of laws on labor, drinking wage regulations, employee welfare. In the second long-term development direction, it is stated that through development efforts, the potential of development resources, the potential of national resources is directed to become a real economic, socio-cultural political and defense and security force, supported by quality human resources who have the ability to utilize, develop and control

science and technology as well as management capabilities (HAERANI et al., 2020; Soelistijo, 2013).

Human resources in the Sorong City Government agencies are the main actors in providing services. Competence and quality of human resources become the fulfillment, the aspect of education becomes one of the indicators of competence and quality itself (Hertati & Zarkasyi, 2015). The competencies possessed by the Sorong City Government apparatus have an impact on service delivery. Competent resources of the Sorong City government apparatus will provide good service and in accordance with predetermined service standards. Vice versa. According to the Law on State Civil Apparatus (ASN) contained in articles 6 and 7 that the State Civil Apparatus are Civil Servants (PNS) and Government employees with work agreements (PPPK) (Frank & Lewis, 2004). Civil Servants are employees who are appointed as permanent employees by authorized officials and have a national employee identification number (Demmke, 2005) . Meanwhile, PPPK is an employee who is appointed with a work agreement by the official above in accordance with the needs of the Government agency and the competencies possessed in the contents of the State position.

Based on Regional Regulation Number 38 of 2013 concerning development in education providers in Sorong City, it is stated that the implementation of education is a shared responsibility between the Government, parents and the community which is carried out according to educational norms in order to produce quality human resources as a national development resource and quality area (Pujiati et al., 2021).

METHOD

The type of method used in this research is a qualitative approach method where the paradigm, process, method, and objectives are different, qualitative research has a different design model with quantitative research. There is no standard pattern regarding the format of qualitative research design, because: 1) the main instrument of qualitative research is the researcher himself, so that each person can have his own design model according to his taste, 2) the qualitative research process is cyclical, so it is difficult to formulate a format that standard, 3) generally qualitative research departs from certain cases or phenomena, so it is difficult to formulate a standard format (Pathak et al., 2013; Vishnevsky & Beanlands, 2004; Yates & Leggett, 2016)

The object of this research is the Office of the Regional Personnel and Human Resources Development Agency (BKPSDM) of Sorong City.

Based on this theory, the focus of this research is: analyzing the effectiveness of the Sorong City apparatus resources so that the effectiveness of the apparatus resources provided through the developer is known in the form of education and training so that the inhibiting factors for improving the quality of apparatus resources through Computer Skills, Facilities and infrastructure., Working Time, Education Level (Nigam & Ghani, 2000).

Description of the research focus on the determinants of government apparatus resources, namely facilities and infrastructure that are very necessary in the office environment. less then how can government officials do their job well as government officials, working time, namely working time for government officials in Sorong City, must pay attention to the working time of government officials because in providing services to the community there must be consequences for working time if government officials are not on time in carrying out their job is how to provide good service (Ekayanti et al., 2018).

Research instruments are all tools used to collect, examine, investigate, a problem or collect, manage, analyze and present data systematically and objectively with the aim of solving a problem or testing a hypothesis.

The type of data that researchers use in this study is qualitative data, namely research whose results are descriptive data through facts from natural conditions as a direct source with instruments from the researchers themselves. Qualitative research is inductive, based on the description above the use of a qualitative approach can produce descriptive data about. The quality of the Sorong City Government apparatus resources.

RESULT AND DISCUSSION

Implementation of Regional Regulation No. 38 of 2013 in the Development of Educational Resources for Sorong City Government Apparatus.

1.Education

Education is an activity to improve a person's general knowledge, including increasing mastery of theory and decision-making skills on issues involving activities in achieving a goal (Fairclough & Stratton, 2006; Lander et al., 2017). Based on the regional regulation No. 38 of 2013 concerning education in Sorong City in the development of education for Sorong City government apparatus resources from the results of the researcher's interview with the Head of the BKPSDM Division, Mrs. Miryam Isir said that:

The application of Regional Regulation No. 38 of 2013 concerning the development of education for the state civil apparatus of the Sorong City Government is very good because this Regional Regulation No. 38 of 2013 provides legal basis activities for all parties who want to organize education and development of local cultural customs which will be included in the local curriculum so that it can be applied to various levels of education, from basic to higher education levels as well as basic/general training levels for the general public

Argues that human resource development is a process of education and training. Education is related to knowledge in general. There are two main levels that need attention in education, namely organizational managers and operational personnel (LEONARD & Nadler, 1984; Swanson et al., 2001; Wilson, 2005).

Education carried out for organizational managers aims to focus on increasing the ability of managers to know and the ability of organizational managers to make decisions. Research findings in the field that the effectiveness of the Sorong City government apparatus has not been implemented properly because the education possessed by government officials in developing apparatus resources is still far from what is expected because in carrying out their duties sometimes it is not in accordance with what is expected so there needs to be an increase in education for the apparatus. government in developing human resources in Sorong City.

2. Training

Training to improve the skills of employees in the bearer of workers is certainly in accordance with the last job carried out by the employee. The findings of researchers in the field that the effectiveness of the Sorong City government apparatus for training to improve the quality of government officials has been carried out and running well by providing training for

government officials in the Sorong City government environment but it is necessary to carry out comprehensive training so that the quality of human resources is better.

Determinant factors in improving the quality of Sorong City Government apparatus resources.

Development of training for government officials KABID assessing apparatus performance and awards Sorong Mr. Yehezkel Kalami said that:

The development and training has been running, but not yet optimal, because it has run aground for years. This development and training has only been held again, while in carrying out its duties and functions as a public service, it requires knowledge and skills to apply the education level of the officers who still dominate high school graduates. It is hoped that the regional government will be able to carry out the duties and responsibilities assigned to it. (The results of the interview dated February 18, 2019).

1. Computer Skills Owned by Sorong City Government Apparatus

The researcher interviewed the Head of the BKPSDM Division, Mrs. Miryam Isir, who said that:

The computer expertise of the Sorong City government apparatus is still lacking in terms of the total number of employees of 3287 employees, the survey shows that at most 50% or less than ten Sorong City employees can use computers.

Thesis 2017:46 states that the computer skills possessed by the Sorong City government apparatus need to be improved because only the Sorong City government apparatus can operate computers. The findings from the results of research in the field, researchers see that the computer expertise of the Sorong City government apparatus needs to be improved again because of all government agencies in Sorong City, only a small number of Sorong City government officials can operate computers.

2. Facilities (Intangible) facilities and infrastructure provided by the Sorong City Government in providing services to the apparatus.

The Sorong City Government has been good, judging from the performance of the government apparatus because if the facilities and infrastructure of the City of Sorong are not adequate, the services provided to the community will be disrupted by the lack of facilities and infrastructure both for building, desks, computers and so on. The researcher further interviewed the Personnel Administration Division, Mrs. Hasmun said that:

Existing facilities and infrastructure are not comprehensively adequate because there are still some offices in Sorong City that are still lacking in public queues, computers, buildings and so on.

The 2017 thesis says that facilities and infrastructure are very necessary in an organization so that it requires adequate facilities and infrastructure but in reality it often happens in an organization that the lack of facilities and infrastructure, be it tables, buildings, benches, computers in an organization often results in hinder the work process of government officials. Findings from the results of research in the field, researchers can see that the existing

facilities and infrastructure at the office in Sorong City are still inadequate because there are still agencies or offices that do not yet have buildings or offices in carrying out their duties. institutions in Sorong City then lack of computers in offices or agencies in Sorong City and there are even offices that only have one computer.

3. Working Hours of Sorong City Government Apparatus

The researcher interviewed the Head of the BKPSDM Division, Mrs. Miryam Isir, who said that:

The working hours of the Sorong City Government ASN are in accordance with government regulations that have been regulated in the Act. No. 5 of 2003 by the Ministry of Manpower regarding working hours, which is for 8 hours a day from 08.00 to 16.30 every day and that is quite effective in time (interview results on February 11, 2019).

Thesis (2017 page 50) states that employee discipline in this case regarding the working time of employees is very lacking because the working time does not match the reality while there are some officials who come late and leave early. The findings from the results of research from researchers in the Sorong City government environment, the working time of the Sorong City government apparatus, it is seen that there has been an increase in the Sorong City government apparatus on working time.

4. Level of education

Thesis (2017 page 43) says that the education level of employees must be higher than that of the public, office employees must have a bachelor's degree and a maximum of master's degree because almost all people are highly educated so that the education of employees must be on an equal footing with the people in the city of Sorong. The findings from the results of the research that the level of education owned by the Sorong City government apparatus is still low and it is necessary to improve the education of each Sorong City government apparatus in order to provide good service

5. Sorong City Government Apparatus Performance in increasing Sorong City Government Apparatus resources.

Sorong City Government Apparatus in carrying out their duties as State servants to encourage the apparatus to work better in carrying out their duties. The researcher further interviewed Mrs. Hasmun in the field of personnel administration, saying that: The performance of the Sorong City government apparatus has been good in providing services. (The results of the interview on March 6, 2019).

Thesis 2017 page 58 employee performance is the behavior of each apparatus regarding the work performance produced by the government apparatus in accordance with their respective duties. The findings from the results of research in the field regarding the performance of the Sorong City government apparatus need to be improved again because the

work performance of the Sorong City government apparatus is seen as poor in carrying out their duties and it is highly expected that the Sorong City government should pay special attention to the Sorong City government apparatus.

6. Development of Sorong City Government Apparatus Competence.

Sorong City Government Apparatus in order to develop the existing competence in the apparatus. The researcher further interviewed the Sorong City BKPSDM employee, Yeheskel Kalami KABID, apparatus performance appraisal and awards, saying that:

Reforms in the field of public management have an impact on the demands for qualifications/competencies of human resources in government institutions, in this case the development of apparatus resources in the public sector at present and in the future must be directed to structuring competencies in accordance with their field duties. (The results of the interview on February 18, 2019).

Thesis 2017:63 The competence of government officials is the basis of employee recruitment because competence is very important in the performance of government officials in providing services to the community. The findings from the results of research in the field, researchers see that the competence possessed by the Sorong City government apparatus is said to be adequate because in providing services to the community they carry out according to the rules that have been set and the competence of the apparatus has been said to be maximized in carrying out their duties. However, there are also some government officials who have less competence.

7. Discipline of Sorong City Government Apparatus in Carrying Out Duties.

Employee discipline has not gone well because employee discipline is not supported by wages from the employees themselves, resulting in a lack of discipline from the Sorong City government apparatus. The researcher further interviewed Mrs. Muliani in the field of career development analysis saying that:

The discipline of the Sorong City government apparatus still needs to be reaffirmed because there are still government officials who are negligent in carrying out their duties. (Results of the interview on 04 March 2019)

Thesis page 2017:47 says that the lack of employee discipline will result in promotions for officials in the government environment. Findings from the results of research in the field regarding the discipline of Sorong City employees, researchers see that the discipline of the Sorong City government apparatus is said to have increased the discipline of each existing apparatus, seen from the employee attendance list, there are many apparatus who are disciplined in carrying out their duties as government officials.

CONCLUSION

Implementation of Regional Regulation No. 38 of 2013 in Sorong City in carrying out their duties and responsibilities as government officials, it is good but it is necessary to improve education and development for Sorong City government officials so it really requires the ability of the apparatus both in the field of knowledge and skills, therefore the development of

apparatus resources through education and training is very much needed in order to improve the quality of the Sorong City government apparatus.

In improving the quality of Sorong City government apparatus resources, the determinant factors in the Sorong City government apparatus are not good in terms of computer transfer, facilities and infrastructure, working time, education level, performance, competence, and discipline in Sorong City government needs special attention from the government so that in carrying out its duties as a State Civil Apparatus it can be carried out in accordance with what is expected.

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