



Bureaucrats Professional Local Government District Kolaka, Southeast Sulawesi Province (Study of Placement of Structural Officers)

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ABSTRACT:- This study aims to explain and analyze about: (1) bureaucrat characteristics that exist in the local government of Kolaka district viewed from professional attributes, (2) influence of professional bureaucrats on the performance of local government district Kolaka, and (3) causative factors so that professional bureaucrats have not been established in local government district Kolaka. This study used a qualitative approach with case study research. The author conducted in-depth investigation of the phenomenon of professional bureaucrats and local government performance in a real context. To investigate the phenomenon of professional bureaucrats, the author focuses on the placement of structural officials. Bureaucrats in district Kolaka can not be categorized as a professional bureaucrat. This is because bureaucrats have not been entirely have characteristic of knowledge, skills, attitude and work performance in accordance with the need to run the position effectively. Bureaucrats placement are strictly controlled by the head of the region by applying the characteristics of patrimonial where bureaucrats are recruited and promoted in return for a personal relationship with the head of the region.

KEYWORDS:- Bureaucrats professional, local government district kolaka, structural officers

I. INTRODUCTION

Description or analysis of the professional bureaucrat is a is important, because bureaucrat a major player in the public bureaucracy. Professional bureaucrats enable the good functioning of the formulation and implementation of public policy effective.

Professional bureaucrat is a bureaucrat who has a professional background necessary to perform these functions effectively in a bureaucracy [1]. Professional background is much discussed in the bureaucracy literature is the knowledge and skill [2, 3, 4], professional work attitude [5], and job performance [6].

Local governments in developing countries, including Indonesia, are still faced with the duality of bureaucracy. Many developing countries are already managing the bureaucracy superstructure in legal-rational, but the bureaucrats still continue to rely on patrimonial rule in the placement of structural officer [7]. Bureaucrats more money oriented and continuity of office, not responsive to the urgent needs of the wider community [8, 9, 10].

Bureaucrats in local government in Indonesia is still a part of the problem, not facilitate problem solving [11]. Bureaucrats put families and groups [12], involved in the promotion and demotion positions that are not related to performance [13], and do not have the skills (14, 15).

This study took place in local government Kolaka, Southeast Sulawesi province, because this area still face the problem of co-existence between professional bureaucrats, and traditional bureaucrats, and poor performance. Most bureaucrats are placed in a structural position because it has a professional background but others are placed for consideration of personal ties and political contributions. Furthermore, based on the results of the performance evaluation of governance in 2010 by the Ministry of the Interior, Kolaka district ranks 309 out of 346 . Regionally, Kolaka district ranks 8 out of 12 counties and cities in the province of South East Sulawesi.

II. RESEARCH METHODS

This study used a qualitative approach with case study research. The author conducted in-depth investigation of the phenomenon of professional bureaucrats and local government performance in a real context. To investigate the phenomenon of professional bureaucrats, the author focuses on the placement of structural officials.

In accordance with qualitative approach and case studies in this study, the author uses himself as an instrument of research. Researchers have a position as planners, implementers of data collection, analyst, interpreter of data, and the reporting of research results. Researcher are directly active role in the research process in order to obtain results in accordance with the purpose of research.

The author uses descriptive qualitative analysis procedures interactive model as proposed by Miles and Huberman [16]. Thus, this study provides back testing procedure for the correctness and robustness of the findings. Authors take several steps to ensure the validity and reliability of this study, namely triangulation, crosschecking, and multiply the descriptions and explanations.

III. RESULTS AND DISCUSSION

Bureaucrats in government of district Kolaka most have university education, either Diploma, Bachelor and Magister. Only about 32% of civil servants who are not college-educated. However, the composition of the expertise of the university-educated bureaucrats do not fit the needs of the position. This happens because the granting of licenses to learn to employee based on policies that are inconsistent with existing staffing plan.

Bureaucrats in government organizations Kolaka not all have the skills as defined by the model of professional bureaucrats [2, 4]. Model of professional bureaucracy of Mintzberg and Weber using standardization of skills or training in the placement of officials. It should bureaucrat first participate in education and leadership training (“Diklatpim”) and pass “Diklatpim”, then raised in a particular structural position. Bureaucrats in government Kolaka raised in the position though not yet participated and graduated “Diklatpim” and technical education and training at the level specified.

Bureaucrats in government Kolaka placed in a structural position echelon IV-A and III-A, even though have not participate or graduated “Diklatpim” and Technical Training. Bureaucrats who have not participate “Diklatpim Spamen” or “Diklatpim II” appointed the structural position of echelon II-b, even can shift civil servants who have participated “Diklatpim Spamen” or “Diklatpim II”.

Bureaucrats in government Kolaka majority have a positive working attitude like the idea of professional bureaucrats. Model of professional bureaucrats [4] requires a positive attitude from prospective officers to obey discipline attitude the rules of organization, looking at the organization as a major work place, loyalty to superior orders, and did not make the office as a place to foster personal gain. Most bureaucrats in government Kolaka have such a positive attitude, but most others do not.

Considerations regarding working attitude of bureaucrats in government organizations Kolaka poured in “DP3” employees. “DP3” include value and category about positive attitudes regarding employee that includes strict adherence to the disciplinary rules of the organization, looking at the organization as a major workplace, loyal to the orders of superiors, and did not make the office as a place to foster personal gain. However, charging “DP3” employees are generally formalistic. What is written is formally not appropriate in implemented in real terms. Leadership of the office unit local government (“SKPD”) is not systematic in doing discipline and control as defined by model of a professional bureaucracy [4]. Control and disciplining employees of the subordinate in the government bureaucracy Kolaka run loose.

Bureaucrats in Kolaka local governments generally have high loyalty. However, the meaning of loyalty to the government bureaucrats in Kolaka different from the idea of loyalty in the model of professional bureaucrats. Loyal attitude of the ideal type of professional bureaucrats devoted solely to the laws and regulations of the organization, not to the person of officials [3]. Loyal attitude in local government organizations Kolaka aimed primarily at employer private. Officials boss give appropriate orders and not in accordance with the regulations content. Subordinate bureaucrats who take orders obey superior orders although it is known that the content of the command is not in accordance with the laws and regulations.

Effect of regional head very dominant on the implementation of standards of knowledge, skills, positive work attitude and job performance in local government bureaucracy Kolaka. Under the control of the head region, local government bureaucrats of Kolaka tend to resemble patrimonial bureaucrats [7]. In the model of patrimonial administration, administrative officials recruited and promoted in return for a personal relationship with political leaders. In Kolaka district, regional head regulate of civil service officials who implementing the placement process of structural position so that the standards of knowledge, skills, positive work attitude and job performance to be neglected even replaced with quality personal relationships with regional heads and leader “SKPD” as the intermediary.

The results of the empirical analysis above shows that the bureaucrats in government organizations Kolaka, Southeast Sulawesi utilize the placement process officials for personal gain. Employees who are trying to obtain structural positions, staffing officials agencies that process the structural placement of officials, coaches and personnel officials directing the placement of structural policy, all oriented monetary gains. The purpose and effect is the accumulation of wealth. Bureaucrats who do not have a purpose for the accumulation of wealth was not involved in the placement process of the officials who are not professional. Money is needed to obtain and maintain positions, while the positions will bring in money. Additional revenue reallocated to obtain and ensure the continuity of office.

This phenomenon illustrates a reality of the business enterprise [17]. According to Veblen, the main motive of business is pecuniary gains, the essential method is procurement and sales. The purpose and effect is the accumulation of wealth. People who do not have the goal of increasing wealth will not go into the business world. Business is a form of activity that is mainly the pursuit of the objective of profit for their owners and those who run it. Business involving the production and / or exchange of goods and services for profit.

In the context of structural placement officer, head of the region as officials staffing positioned as an owner builder, while institutional personnel and bureaucrats in "SKPD" positioned as those who run a business or a business operator. Neither the owner nor the operator, equally oriented profitability of the business process.

Structural positions are considered strategic in Kolaka local government organizations are run by bureaucrats who considered clever and creative to make money via post. The amount of money donated will determine what positions are available and how long the job to survive. Candidates who pays more easily obtain the most strategic positions.

Political support, structural position, and attitude bureaucratic officials have become commodities that are exchanged in the placement of structural officials. The important value in the placement officer of the business model is the owner prosperity, while the operator of a business get rewarded according to the time, effort, or capital they provide. Official at "BKD" facilitate of business operations the placement of official structural by implementing regulations partially in which some employees obtain treatment as he wishes. The reason from officials staffing is the institution "BKD" and "Baperjakat" as executing authority of the head area in the field of employment

IV. CONCLUSION

Bureaucrats in district Kolaka can not be categorized as a professional bureaucrat. This is because bureaucrats have not been entirely have characteristic of knowledge, skills, attitude and work performance in accordance with the need to run the position effectively. Bureaucrats placement are strictly controlled by the head of the region by applying the characteristics of patrimonial where bureaucrats are recruited and promoted in return for a personal relationship with the head of the region.

I Implications of the study is that the bureaucrat to local governments need to take a professional model with the characteristics of the knowledge, skills, work attitudes and job performance. Future studies on professional bureaucrats in local government organizations need to elaborate the dimensions of knowledge, skills, attitudes, and job performance. Moreover, policy of coaching the bureaucrat in local government should be integrated and integrated with the provision of a conducive context of political coaching, economic development, social and cultural coaching.

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