

Implementation of Mayor Regulation Number 151 of 2021 on the Performance of Non-ASN (State Civil Apparatus) Department of Education and Culture

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Abstract

The purpose of this research is to find out how the implementation and obstacles to government regulation number 151 of 2021 concerning the income of non-ASN workers in the Probolinggo City Education and Culture Service have been implemented well, that non-ASN workers have performed well with government support which has provided education and training based on performance expertise. This was done to improve the performance and productivity of non-ASN employees. The obstacles to implementing these regulations are that there are employees who lack discipline in carrying out their duties, such as not being on time when working, delays in salaries due to the disbursement of funds from the APBN (regional revenue and expenditure budget) which have not yet been disbursed

Abstract

Tujuan penelitian ini yaitu untuk mengetahui bagaimana implementasi dan hambatan dari peraturan pemerintah nomor 151 tahun 2021 tentang penghasilan tenaga non ASN di Dinas Pendidikan Dan Kebudayaan Kota Probolinggo sudah terlaksana dengan baik, bahwa tenaga non ASN sudah memiliki kinerja yang baik dengan dukungan pemerintah yang telah membekali pendidikan dan pelatihan berdasarkan keahlian kerjanya. Hal itu dilakukan untuk meningkatkan kinerja dan produktivitas pegawai non ASN. Adapun hambatan dari pengimplementasian peraturan tersebut yaitu adanya pegawai yang kurang disiplin dalam melaksanakan tugasnya seperti tidak tepat waktu saat bekerja, adanya keterlambatan gaji dikarenakan pencairan dana dari APBN (anggaran pendapatan belanja daerah) belum cair.

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1. INTRODUCTION

The low quality of human resources is an obstacle faced by agencies in achieving their goals, because Human Resources (HR) is one of the main factors in improving the performance of an organization or agency. Even though an organization has sophisticated equipment, without the active role of its human resources, it will not mean anything, and it is human resources that will determine the progress of the processes or activities carried out by the organization. The higher the quality and competence of Human Resources, the more work performance will increase.

In carrying out its duties, the Department of Education and Culture in Probolinggo City requires reliable and qualified workers. However, not all of the workforce needed must come from Civil Servants (PNS). Therefore, the Mayor of Probolinggo issued Mayor Regulation Number 151 of 2021. This regulation aims to improve the performance of the Education and Culture Service by expanding the choice of workforce that can be employed. However, implementing this regulation is not easy. There are several challenges that must be faced, such as how to determine selection criteria, how to assess the performance of non-PNS, and how to integrate them into existing work systems.

According to Gomez (Fauzi and A 2020) Performance is a result achieved as a result of actions or actions taken. And based on the Probolinggo Mayor's Regulation Number 151 of 2021 regarding the Performance of Non-State Civil Apparatus, the work results achieved by each employee in an organization are in accordance with the employee's work targets and work behavior. The phenomenon that occurs at the Probolinggo City Education and Culture Service is that there are still employees who lack discipline. This was seen when the author conducted an

in-depth study at the Probolinggo City Education and Culture Office, namely being late and leaving early before the end of working hours, not being in the office. while still working hours and doing things outside of work during working hours. The following is a table regarding the absence of civil servants from the Probolinggo City Education and Culture Service.

Table 1.1: Recapitulation of Civil Servant Attendance at Probolinggo City Education and Culture Service

Year	Number of Employees	Effective Working Days	Absence			Amount Roll call
			Be late and go home early	Alpha	Permission	
2017	83	243	690	31	72	793
2018	94	245	735	36	75	846
2019	82	244	831	35	71	937
2020	66	242	747	41	65	853
2021	64	245	849	39	88	976
2022	64	244	-	41	496	537

Source: Probolinggo City Education and Culture Office October 2022

From the table we can see that there are quite a number of employees who are late and leave early and also the number of employees who are negligent, and in 2020 this is due to Pandemic Covid-19 abolished its attendance uses fingerprints and manual attendance is used, so that employees cannot be identified who are late and who go home quickly. The following is a table regarding the absences of non-PNS employees, non-ASN employees of the Probolinggo City Education and Culture Service.

Table 1.2: Recapitulation of Non-ASN employees of the Probolinggo City Education and Culture Service

Year	Number of Employees	Effective Working Days	Absence			Amount Roll call
			Be late and go home early	Alpha	Permission	
2018	51	245	-	-	5	5
2019	51	245	63	-	8	8
2020	45	244	-	-	6	6
2021	49	244	-	-	7	7
2022	49	244	-	-	6	6

Source: Probolinggo City Education and Culture Office 2022

In table 1.2 above we can see that in 2019 and 2020 it was absent employee Non-civil servants who are forgetful, in 2020, the same as absentee civil servants will no longer use fingerprints because Covid-19 has been replaced with manual attendance so that it is not known who is late and who goes home early. And based on the results of Nova Syafrina's research on the influence of work discipline, work discipline has a positive and significant effect on employee performance at PT. Like Dawn Pekanbaru. This means that the more employee work discipline increases, the employee performance will also increase (Syafrina 2017).

The lack of facilities was also seen when the author conducted a research study at the Probolinggo City Education and Culture Service, such as a lack of cupboards or document storage places so that the documents were not in order, the service had 2 (two) photocopy machines but they could not be used because they were damaged and had not been received. improvements, and there are employees who do not get computer facilities, whereas facilities are one of the important things to support employee performance(Sutanjar and Saryono 2019). Responding to the above phenomenon, the author tried to research the "Implementation of Probolinggo Mayor Regulation Number 151 of 2021 on the Performance of Non-State Civil Apparatus at the Education and Culture Service" to improve employee performance.

2. RESEARCH METHODS

This research was conducted at the Probolinggo City Education and Culture Office, located at Jalan Basuki Rahmad Number 204, Mangunharjo, Mayangan sub-district, Probolinggo city, East Java province 67217. This type of research was descriptive qualitative, and the number of informants was 6 people. By making direct observations or observations, interviews and documentation. This descriptive method is defined as a type of research that explores and understands the meaning of a number of individuals or groups of people originating from social problems(Pasaribu, Harahap, and Mardiana 2020).

The data collection technique in this method is Library Research (library research). This library research is used as a way of collecting data by reading books that are relevant to the problem to be researched. Field Research (field research) in field research is carried out by searching for data and information directly and systematically by researchers. Information provided by researchers directly in the field is:1)Observation is a study or observation about a problem carried out directly and systematically by researchers. 2) Interviews are the method used by researchers to authorized officials to provide the necessary information and data. 3) Research Informant. Key informants, namely those who know and have, where the key informants in this research are non-ASN employees.

3. RESEARCH RESULTS AND DISCUSSION

State Civil Apparatus (ASN) are people who work and serve in government agencies. According to Law Number 05 of 2014 concerning State Civil Apparatus, ASN is profession for civil servants and government employees with work agreements who work in government agencies whose task is to implement public policies made by Civil Service Officials in accordance with the provisions of statutory regulations(Syari and Kadir 2020). Meanwhile, non-PNS are workers who work in government agencies, but are not Civil Servants (PNS). Non-PNS workers can be honorary workers, contract workers, or volunteers. Non-PNS workers are usually hired to fill labor shortages in government agencies.

According to(Kastawan, Wiharta, and Sudarma 2018)performance is an achievement that can be aimed at by employee. It is a result that can be achieved in carrying out the tasks assigned to him based on skill, experience and sincerity as well as the time available. Meanwhile, performance measurement is a tool for assessing organizational success. In the context of public sector organizations, the success of the organization will be used for gain legitimacy and public support

In carrying out its duties and functions, every government agency must have good and effective performance. This also applies to the Education and Culture Service in Probolinggo City. To improve performance within the Department Education and Culture, the Mayor of Probolinggo has issued Mayor Regulation Number 151 of 2021, a regulation designed to improve employee welfare by providing salaries for non-civil servants at the Probolinggo City Education and Culture Service.

Based on the analysis of the role of the four key components in policy implementation (communication, resources, disposition and bureaucratic structure) these four elements have

different supporting capacities. There are elements that play a role in the implementation of the Principles and are elements that do not meet the requirements as required by Edward III and therefore do not support the policy implementation process.

Of the four elements, the most helpful expressed by Edward III. mentioned elements Resources and provisions are available for the implementation of job performance evaluation guidelines and bureaucratic structures. Adequate staff and positive attitude This is evidence that the number of policy implementers, especially in terms of commitment, is increasing in the seriousness of those implementing work performance assessment policies. Probolinggo City is one of the cities in East Java which has great potential in various sectors. This city has quite large economic potential, especially in the trade and tourism sectors. However, to achieve this potential, good performance is needed from all elements of society, including non-civil servants (non-PNS).

Non civil servants are government employees who work in an agency that has an important role in the development of the city of Probolinggo. The performance of non-civil servants is very influential on the progress of the city of Probolinggo, therefore they must have productivity at work, based on the results of interviews that the productivity of non-civil servants in their performance is good and agile and is in line with expectations.(Liliani and Yudiantara 2022).Thus, the productivity of Non-ASN performance at the Probolinggo City Education and Culture Service is very good, even though their status is still Non-ASN, this does not make their performance low and unproductive.

After the author conducted research, many non-civil servants in the city of Probolinggo already have adequate education and training in carrying out their profession. Education and training are important efforts to improve the performance of non-civil servants in the city of Probolinggo. The government can provide adequate education and training for non-civil servants, so that their performance increases. In this case, it is good and needs to be improved further, because with these regulations, Non-ASN Performance has a positive impact on the productivity of Non-ASN Employee Performance.

Communication Aspect: The communication aspect is very important for the income of non-state civil servant employees. This is because, in carrying out their duties, non-ASN employees often interact with various parties, be they superiors, co-workers, or the general public. In communicating, non-ASN employees must be able to convey information clearly and on target. Apart from that, they must also be able to listen well and understand the message conveyed by the person they are talking to. This ability is very important to minimize misunderstandings and increase work effectiveness. In carrying out their duties, non-ASN employees often interact with the community, both in terms of service and problem solving. By communicating well, non-ASN employees can build trust and increase public satisfaction with the services provided(Susanto, Fachruzzaman, and Abdullah 2021).

The author conducted an interview with the Secretary of the Department of Education and Culture, Probolinggo City as follows: income is given to employees who have done work for 1 month, this is a form of wages given for the performance that has been carried out. These regulations are very necessary to provide guidance and counseling for employees, in creating good rules and regulations. After the performance has been carried out well, wages and guarantees are given as income for the performance.

Resource Aspect, Discipline is also an important function of human resource management and is the key to realizing goals, because without discipline it is difficult to achieve maximum goals.(Eri Susan 2019). Through discipline also arises the desire and awareness to obey the rules. The sources of income for non-state civil servants are very diverse. There are several factors that influence the income of non-ASN employees, such as education, work experience and the type of work carried out. Education is an important factor in determining the income of non-ASN employees. The higher the level of education you have, the greater the income you receive. Apart from that, work experience also influences the income of non-ASN employees. The longer you work, the greater the income you receive.

Based on the results of the researcher's interviews with non-ASN employees, it is as follows: that employees with NON ASN status have equal salaries regardless of education level, in fact the Probolinggo city government has increased the salaries of non-ASNs as a whole, the only difference being that non-ASN staff are included in field operational staff. such as non-ASN workers at the Probolinggo City Environmental Service because the type of work carried out also affects the income of non-ASN employees. Jobs that require special skills or have high risks, such as jobs in the operational field, usually have higher earnings compared to jobs that do not require special skills.

From the results of the interviews that have been conducted, it is hoped that the mayoral regulations that have been made will be able to improve the welfare of non-ASN employees in the Probolinggo city environment. The benefits of implementing non-ASN performance are increasing the effectiveness and efficiency of budget use within the Education and Culture Service in Probolinggo City. Through the use of non-PNS workers who are qualified and able to make a significant contribution. In improving public services in the fields of education and culture in the City of Probolinggo. Thus increasing employment opportunities for the people in Probolinggo City. Apart from employees having to have good performance they must also provide a good service system to the community. Good employee implementation is assessed by productivity.

Disposition aspect, employee income is a wage given to workers to improve employee welfare. "This income is given to employees who have been disciplined in carrying out their work and are willing to change behavior and as an effort to increase a person's awareness and willingness to comply with all Probolinggo City Education and Culture Department regulations and applicable social norms" (Rivai, 2014). Discipline is defined as when an employee always comes and goes home on time, does all his work well, obeys all applicable regulations and employee discipline requires rules and punishments.

From the results of the interviews that have been conducted, regulations are very necessary to create good order, this is to support the achievement of the goals of the Probolinggo City Education and Culture Service. It is hoped that the income of non-ASN employees will be able to improve employee welfare.

The bureaucratic structure aspect is very important for the income of non-state civil servant employees. This is because a good bureaucratic structure can provide certainty and transparency in the management of state finances. In a good bureaucratic structure, the income of non-state civil servant employees must be regulated clearly and fairly. Apart from that, a monitoring and evaluation system must also be implemented strictly to ensure that the income of non-state civil servant employees is commensurate with their performance and responsibilities. With a good bureaucratic structure, the income of non-state civil servant employees can be managed effectively and efficiently, thereby increasing their performance and motivation in carrying out state duties.

Based on these interviews, in general the determination of work plans in the Probolinggo City education and culture department is carried out in groups, where the working groups do not describe in detail the duties of each employee or member of each working group. However, based on the assessment of superiors from each department, several employees have achieved the set work targets and have completed their tasks on time and demonstrated quite good performance.

Obstacles in implementing mayoral regulation number 151 of 2021 for non-ASN employees

After interviews with several informants, the income of non-ASN (State Civil Apparatus) employees is often a matter of debate among the government and society.(Tembalang et al. 2022). Even though it has been regulated in law, its implementation still faces obstacles. The following are some of the obstacles in implementing non-ASN employee income: Limited budget, the Government often experiences problems in allocating the budget for non-ASN employee income. This is due to the many other budget requirements that must be met. Lack

of understanding: The public often does not clearly understand the income of non-ASN employees. This can give rise to wrong perceptions and cause dissatisfaction among employees in an agency. Therefore, efforts are needed to overcome these obstacles so that non-ASN employee income can be implemented well and in accordance with applicable regulations.

Researchers conducted interviews with the secretary of the Department of Education and Culture of the City of Probolinggo that there were obstacles in implementing Perwali number 151 of 2012, namely the performance of employees who received income that was not in line with the performance carried out, such as the tasks given were not in accordance with the salary, sometimes there were employees who lacked discipline. in doing his job. And also the budget from the APBD (Regional Revenue and Expenditure Budget) funds experienced delays in disbursement which affected the provision of salaries to non-ASN staff.

4. CONCLUSION

The implementation of mayor's regulation number 151 of 2021 regarding the income of non-ASN employees within the Probolinggo city government, especially non-ASN personnel in the Education and Culture Service, has been carried out well because the expertise of non-ASN personnel receive training and education according to their field. And each of their performance abilities earns wages every month With this regulation, the city government provides salary increases to further improve the welfare of non-ASN employees.

The obstacles in the implementation of mayoral regulation number 151 of 2021 regarding the income of non-ASN employees within the Probolinggo city government are that there is a delay in providing wages once a year due to the disbursement of funds from the APBD being delayed and also the existence of employees who are less disciplined in carrying out their duties such as experiencing delays. in work.

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