

Policy Implementation of Minister of Home Affairs Regulation No. 48 of 2021 concerning Development Planning and Supervision of Regional Government Implementation (Study at the Waropen Regency Inspectorate)

Muhammad Surya¹, Evi Elvira Masengi², Sisca Kairupan³
Universitas Negeri Manado

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Abstract

The purpose of this research is to see the performance of the Regional Inspectorate in carrying out the function of supervising government administration in Waropen Regency (Human Capital Based). Human resources are an instrument for increasing productivity to maintain organizational sustainability. One way of the Government's commitment to realizing good governance, especially eradicating corruption, collusion and nepotism, is to increase the role of the Government Internal Supervisory Apparatus (APIP). This research uses a qualitative method with a case study design. Data collection techniques are interviews, observation and studies and documents. The research results stated that the performance of the Waropen Regency Inspectorate was relatively low. In carrying out its supervisory function, the Waropen Regency Inspectorate does not use expert auditors. However, it is supported by auditors from the Financial Audit Agency (BPK). Developing organizational competence and working capabilities of the APIP team needs to be carried out in achieving clean governance. In achieving clean governance, it is necessary to pay attention to supporting and inhibiting factors as well as efforts to overcome obstacles in improving the performance of the APIP team

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Corresponding Author:

M.Surya

Universitas Negeri Manado

Email: Msurya08@gmail.com

1. INTRODUCTION

Supervision of Waropen Regency regional government affairs in implementation is still not optimal, the Waropen Regency Inspectorate in carrying out its supervisory function lacks expert Auditors, data from the personnel department shows that the number of Civil Servant (PNS) inspectorate employees is 31 (thirty two) people and is assisted by contract workers as many as 5 (five) people make a total of 36 (thirty seven) people and there are no expert auditors in the Waropen Regency inspectorate. Meanwhile, based on calculations of the requirements for the Annual Supervision Work Program (PKPT), regional inspectorates should have 15 to 25 expert auditors. This was due to technical problems in the personnel department because training/inpassing for the auditor position had already been held, however, the civil service had delayed it which resulted in the employee's training certificate expiring plus the budget for the next stage of training/inpassing for the auditor position not yet being available. However, in order to take part in training or in passing to the position of auditor again, employees are hampered by educational requirements because they must have at least a Diploma 3 (D3) education and the age factor exceeds the regulatory threshold. Apparatus resource development plans are often not at all related to the regional vision. There are incompetent employees at the Waropen Regency Inspectorate due to wrong recruitment and remaining in the system until they enter retirement, this disrupts the function and ability to supervise government administration to the community and maintain its existence. Including the limited number of work equipment such as computers/laptops. Most of the objects that will be monitored by the Inspectorate are located on remote islands, whereas even in the islands, there is still minimal access to carry out supervision, this is due to unsupported transportation so that the Inspectorate's supervisors are ineffective.

Based on, (Regulation of the Regent of Waropen Number 11 of 2016 concerning Position, Organizational Structure, Main Duties and Functions of Regional Apparatus n.d.) The Regional Inspectorate of Waropen Regency is the supervisory element of regional government administration, led by an Inspector who in carrying out his duties and functions is directly responsible to the Regent, and technically administratively receives guidance from the Regional Secretary. Based on these regional regulations, the Regional Inspectorate of Waropen Regency is tasked with assisting the Regent in developing and supervising the implementation of government affairs which fall under the authority of the Region and Assistance Tasks by Regional Apparatus. Good government financial management must be supported by quality public sector audits, if public sector audits are low, it is likely to provide leeway for government institutions to make irregularities in budget use, resulting in the risk of lawsuits (legitimacy) against local government officials who implement them. For example, corruption cases that occurred in Waropen Regency, Papua Province, include:

1. In the case of the Waropen Regency Education and Culture Service, the initials SS are the Implementing Contractor, the initials MLD are the Budget User (PA) and the initials SSR are the Commitment Making Officer (PPK). (corruption case (Tipikor) for the Waropen Student Dormitory Development Project in Jayapura amounting to IDR 4.8 billion).
2. Secretary of Bappenda Waropen initials KI, and former Regent of Waropen Ones Jacob Ramandey. (corruption case in the work of preparing the RTRW and RUTRK books for Waropen Regency in 2004 amounting to Rp. 1.2 billion).
3. Waropen Regency Regional Disaster Management Agency (BPBD) employee with initials KW (corruption case for the construction of a concrete talud in 2020 in Waropen Regency amounting to IDR 11 billion out of a total budget of IDR 14 billion).

One of the reasons for the public's perspective or opinion is that there are still many cases of abuse of authority through acts of corruption due to the relatively low performance of bureaucrats and the supervisory system. The criminal act of corruption is a crime that is very detrimental to the country's economy and kills people, apart from corruption cases based on the BPK report for Semester II 2020, it is known that the Regional Apparatus Organization (OPD) of Waropen Regency received a disclaimer opinion or Did Not Express an Opinion (TMP) with a regional loss of Rp. . 26.82 billion and potential regional losses of Rp. 4.56 billion. (Tribunnews.com 2021). In fact, it can be prevented by managing human resources based on intellectual capital with training and developing employee competencies which are assets to be able to win long-term competition in order to achieve coordination and synergy in taking corrective action. Based on the 2020 Waropen Regency Inspectorate budget data, capital expenditure is IDR. 124,200,000,- (one hundred twenty-four million two hundred thousand), while in 2021 there is no capital expenditure budget. There will be a decrease in capital expenditure in 2022 by only IDR. 99,120,000. (ninety-nine million one hundred and twenty thousand).

If all the objects of supervision and inspection of the Waropen Regency Inspectorate (28 Regional Apparatus Organizations [OPD] and 9 Districts/Districts) mentioned above, carry out their respective duties and functions, so that the findings of the supervision or inspection of the district inspectorate are fewer or even non-existent, then it is clear that the implementation of the duties and functions of each regional government apparatus is in accordance with the planning and applicable laws and regulations. This is certainly very supportive in strengthening and improving and realizing human capital with the core values of AKHLAK, namely, Trustworthiness; Competent; Harmonious; Loyal; Adaptive; Collaborative. (Mardiasmo 2013)

Based on the explanation above, researchers are interested in studying the implementation of Minister of Home Affairs regulation policy no. 48 of 2021 concerning Development Planning and Supervision of Regional Government Implementation (Study at the Waropen Regency Inspectorate).

2. RESEARCH METHOD

This research uses a qualitative approach with a case study design. According to, Strauss and Corbin (1997: 11-13) In (Soewadji 2012, 51) a qualitative approach is research that produces discoveries that cannot be achieved (obtained) using statistical procedures or other methods of quantification (measurement). With this qualitative approach, it is hoped that we will be able to produce in-depth descriptions of speech, writing and/or behavior that can be observed from a

particular individual, group, society and/or organization in a particular context setting which is studied from a complete, comprehensive and holistic point of view.

In connection with this research, the author attempts to examine Policy Implementation (Regulation of the Minister of Home Affairs (Permendagri) Number 48 of 2021 concerning Planning and Development and Supervision of Regional Government Implementation in 2022 nd) part II Technical Development and Supervision, namely: Educational Affairs; Labor Affairs; Library Affairs; and Archival Affairs. Based on human capital in the Waropen Regency environment. In carrying out supervisory duties. To obtain research data, the author will attempt to explore the research object through observation and in-depth interviews (in-dept interviews) with civil servants within the Inspectorate of Waropen Regency, Papua Province as organizers of supervisory duties over the running of regional government in Waropen Regency, as well as other stakeholders. related to the implementation of inspections and supervision in Waropen Regency, Papua Province.

Qualitative research is known for its conceptual framework. Concept according to (Sugiaman 2014, 21) defines a concept as "a collection of things that contain certain definite or real meanings or characteristics about an event, object, condition, situation and other things". Furthermore (Silalahi 2012, 28) explains that, "the conceptual framework is prepared based on logical thinking or based on logic and practical experience.

The data sources obtained to reveal the phenomenon used as the object of this research are primary data and secondary data. Primary data comes from interviews with the Inspectorate: Acting Head of General Subang; Expenditure Treasurer; and Assistant Inspectors [Urban] 1, [Urban] 2, [Urban] 4. Organization of the Waropen Regency Inspectorate, Papua Province, was carried out to determine the condition of the organization as a whole. Then, the Department of Education and Culture; Library and Archives Service. And Regional Bodies, namely: Personnel, Education and Training Agency. It was used as the author's informant object because he considered the Department of Education and Culture; Library and Archives Service. And Regional Bodies, namely: Personnel, Education and Training Agency; is an organization/institution that has an important function in the intellectual development and knowledge of society, so it is appropriate to obtain information from this organization regarding the behavior of inspectorate personnel when carrying out their special supervisory duties in these services and agencies.

Secondary and primary data collection techniques and instruments use Clarifying observation data in the form of recordings of observations and interviews with informants and Grouping data according to research topics based on theory (Schermerhorn 2005, 537) in (Domili, Hineo and Rahman 2022) that Human capital can be interpreted as the economic value of human resources which is related to their knowledge abilities, ideas, innovation, energy and commitment. As well as processing data based on the relationship between components and symptoms in the context of the performance of the inspectorate organization in implementing human capital-based government supervision in Waropen Regency, Papua Province.

3. RESEARCH RESULTS AND DISCUSSION

Waropen Regency Inspectorate Organizational Performance Efficiency

The performance of the Waropen Regency Inspectorate, Papua Province, to overcome and prevent corruption, collusion and nepotism (KKN) as well as financial leaks is not an easy task and will certainly experience a level of difficulty in achieving organizational performance that meets the expectations of all parties. Measuring and analyzing the performance of non-profit organizations is not an easy task, because you have to choose performance measures based on balanced results to measure success in achieving the organization's goals and objectives, especially those felt by stakeholders as a whole.

When a public organization is formed with the aim of serving and protecting public interests, the organization's performance is declared successful when it is able to achieve its goals. To achieve his goal. Public organizations that have many different stakeholders also include the District Inspectorate organization and the object of inspection, namely the state civil apparatus (ASN) within the regional government and community.

In relation to the value of organizational performance, it turns out that assessment is an activity to compare the actual results obtained with those that had been planned. Planned discussions. The discussion that has been designed in this research will examine the indicators of results that have

been achieved by the Waropen Regency Inspectorate organization in carrying out its main tasks and functions, namely creating regional government administration that is free of corruption, collusion and nepotism.

In the analysis that will be carried out, organizational performance measures will not only look at the human capital aspect, but also supporting and inhibiting factors and efforts to overcome inhibiting factors. Thus, to achieve the desired conditions, certain organizational performance is needed with various activities. Based on the indicator of the availability of the supervisory budget, the results of the interview with the Assistant Inspector are displayed as follows:

"Transparency in supervisory duties is an important aspect in public administration (service) actions, namely the Inspectorate's duties in supervising regional administration. Assistant Inspectors (Urban) work based on their main duties and carry out other supervision according to the Inspector's assignment. "We coordinate and discuss with each other not only internally but also with external BPK parties regarding coaching and supervision steps according to Urban's field of duties"

Quality of Waropen Regency Inspectorate Organizational Inspection

Leadership competency requires that public officials have skills in designing, negotiating and quickly determining management changes so that they can easily foster trust. The government's ability as a state administrator to carry out the main tasks and functions it carries out is mandatory and must have competent apparatus. Because the apparatus in running the government carries out its main duties and functions, the apparatus must understand the principles of accountability, transparency and professionalism. Based on this, based on (Regulation of the Minister of Home Affairs Number 48 of 2021 concerning Planning for the Development and Supervision of Regional Government Implementation in 2022), planning for the development and supervision of regional government implementation in 2022 includes a focus on the development and supervision of regional government supervision which is prepared based on priorities and risks according to targets and implementation schedules. guidance and supervision.

Supporting Factors for Organizational Performance of the Waropen Regency Inspectorate

Performance evaluation in government agencies must use methods that are suitable and appropriate for the organization. The implementation of performance evaluation is basically classified into three levels, namely: (1) leadership level (director and above), (2) supervisor and above, and (3) lower employees (blue colors). Specifically for the evaluation of directors and above in government agencies in Waropen Regency in this research Assistant Inspector I, Assistant Inspector II; Assistant Inspector IV; Head of the Education and Culture Service; Head of the Regional Library and Archives Service; and Head of the Personnel and Training Agency.

According to (Moehariono 2014) the performance supporting factor of Inspiring People is the ability of employees to make them confident in doing something, so that they can push towards a performance that is consistent with management and leadership principles by maintaining all information related to relevant people to improve the effectiveness of the work team and lead the work team to success. This is in accordance with the opinion of the Head of the Education Service, Mr. Yermias, who said:

"At the end of every month, we always regularly hold work meetings with the heads of divisions and sub-divisions to discuss what progress the Education Department activities have made. We appreciate the Inspectorate's performance in carrying out its duties in supervising the APIP team, helping us see the condition of the organization through performance reports. If there are errors, we review the activities and correct them responsibly with guidance from the Inspectorate team as supervisors."

Development people help the APIP team to identify its needs. Inspectors must provide detailed orders and ensure they are understood and clearly visible to create a positive environment for long-term development. Because detailed work orders for leadership duties also influence the inspection process.

"Inspection and supervision, if supported by the knowledge of the apparatus in giving orders and then available as well as the completeness of office administrative documents, can enable the inspection process to be carried out and influence the inspection process"(Assistant Inspector)

Practice what you preach, be consistent in realizing principles and values, including ongoing communication even in difficult times.

"We must have awareness of the educational goals of the Education Department, namely to make the nation's life more intelligent especially in Waropen District. Then establish harmonious relationships between employees. Responsible division of tasks will lead to more productive thinking and real action" (Head of the Education Service; (Yermias Rumi)

Factors Inhibiting Organizational Performance of the Waropen Regency Inspectorate

It is suspected that public service behavior still does not provide satisfaction to the community, this is because many local government institutional forms are considered less responsive and accountable. In carrying out its functions, the Inspectorate is led by an Inspector and assisted by other Structural officials called Assistant Inspectors. At the Waropen Regency Inspectorate there are 3 (three) Assistant Inspectors who carry out their functions in accordance with their respective work areas. The Assistant Inspector is assisted by a team of Inspectors (staff) who are responsible to the inspector. The absence of auditors results in less than optimal supervision of government administration in Waropen Regency.

Efforts to Overcome Inhibiting Factors

The educational process is essentially the process of transforming values from individuals to social groups including the transfer of values or transfer of learning (Wirojoedo 1983). The educational process in organizations is an activity within the organization, which takes the form of potential behavior is changed, as a process of improvement, the process of detecting and correcting organizational errors. According to (Busro 2017) the organizational learning function will have an impact on increasing the capacity and capability of all human resources to become more innovative. The Inspectorate organization must be learning-oriented (the ability to learn). The function of learning is education for human resources, namely: being able to improve organizational performance, the apparatus will understand the vision, mission and goals of the organization, all apparatus will understand the tasks and functions that must be carried out, the apparatus will understand the organizational structure, officials in the entire organizational structure, and work procedures. And employees' knowledge and understanding skills are increasing. This is in accordance with the statement by the Chief Planner of the Waropen Regency Inspectorate Hence B. Samori:

"Government administration in terms of supervision, evaluation and monitoring as well as enforcement by the Inspectorate with planning and existing laws and regulations, means that every government action must be accountable to create a bureaucratic environment towards WBK so that the quality commitment of each ASN will be able to make the bureaucracy a learning organization or center of reform"

4. CONCLUSION

Based on the description and analysis of the thesis research, the following conclusions are obtained:

1. The performance of the Waropen Regency Inspectorate, Papua Province, is not yet optimal, its performance is relatively low in terms of efficiency, effectiveness and quality of inspections. Referring to what was said (Hiplunudin 2017) that accountability for public service performance can be seen based on a process which includes, among other things: level of thoroughness (accuracy), professionalism of officers, completeness of facilities and infrastructure, clarity of rules (including clarity of policies or statutory regulations) and discipline. Accountability for public service performance must be in accordance with established public service promise standards. Meanwhile, it is felt that the presence of the Waropen Regency Inspectorate in Papua Province has not been able to realize community expectations regarding good governance.
2. The low competency of human resources and the absence of an auditor position at the Waropen Regency Inspectorate means that the Inspectorate must involve external parties from the BPK in carrying out supervisory performance.

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