

STATE APPARATUS REFORMATION MAKING GOOD GOVERNANCE

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Abstract: It is necessary to reform of the state apparatus in order to create a system that enables the administration to implement the good governance. It should be comprehensive regarding the determination of the basic rules of the states government system in accordance with the progress of the nation of Indonesia. The purpose of this paper is to discuss what the government should pursue for improving the ability of the government bureaucracy, especially in the civil service system, decentralization of government and efforts to combat corruption. The method used literature study. It can be concluded that the success of the performance of good governance both at central and regional levels will be determined by the quality and quantity of resources apparatus.

Keywords: for Administrative Reform and Good Governance

I. INTRODUCTION

1.1. Background

Every government needs to have political security (political will) to improve the quality of resources in a comprehensive and continuous apparatus. Political skills are obvious in one of the strategies to achieve long-term and medium-term vision, which then needs to be followed up with political action in the form of programs and activities. In addition to the above vision and mission, a plan needs to be prepared for the development of personnel resources that have been determined which is a field of economic development run by the government, especially local government.

Economic development is determined based on the potential of natural resources, human resources, and cultural resources that exist in the local area. Indicators that can be used to establish the economic development should be appropriate, ie by looking at the contribution in the leading sectors as well as the livelihoods of the majority. Through the description of existing conditions (existing condition), projections for a certain period as well as underlying assumptions, can be prepared a master

plan development of personnel resources, both in terms of quantity, quality, and distribution (dislocation).

In view, it can be calculated in terms of the number of additional staff needs to achieve a vision associated with employee pension and forecast development of government activities that will be undertaken. These needs can be broken down every year until the time period set out in the vision that has been determined. See later in terms of quality, it can be taken into account the type of skill, class, rank and education of personnel resources required to achieve that vision. With the calculation of the quality requirements that is clear of personnel resources, it will facilitate the recruitment and development patterns on an ongoing basis. In terms of distribution locations, can be calculated that deployment of personnel resources as needed services for the community, including the estimated rotation and periodic and continuous mutation.

1.2. Objectives and Methods

The purpose of this paper is to discuss the efforts made by the government in improving the ability of the

government bureaucracy, especially the personnel system, decentralization of governance and anti-corruption efforts. The method used is a literature study.

II. DISCUSSION

2.1. Basic Rules of the State Government

According to E. Koswara K (2010:270), Government leadership is trustworthy, moral and responsible. Leadership is a process that is pro-active, dynamic and challenging. In addition it should be a government leader pioneer in all social life and governance of all things that are always working to improve all-round not knowing to knowing and being a light to the people.

Discussion sessions BPUPK mid-July until 15 August 1945 when preparing the system of government of the Republic of Indonesia and the discussion sessions on the 18th-PPKI on August 20, 1945, as recorded in the minutes of the most authentic for 56 years "lost". It can be concluded that the system of government for the Nation State of the Republic of Indonesia was by Soekiman, BPUPK members representing Yogyakarta, called "own system". In the political science literature the system of government was first published by the French political scientist Maurice Duverger, a semi-presidential system of government.

The system of government would have been able to overcome the perceived weaknesses of the parliamentary system that is deemed not know the separation between the executive and legislative powers, so it does not guarantee the growth of check-and-balance is an essential requirement in good governance. The constitution drafters did not choose Presidential system because the system is estimated at wide open opportunities for political gridlocks, ie, if the President is chosen from the minority party, while the ruling was instituted legislative majority party.

Less harmonious relationship between the executive and legislature in the first year of the United Indonesia Cabinet (KIB) is one example of the phenomenon of political gridlock feared by the people. Political gridlocks is known since the United Indonesia Cabinet (KIB) is formed due to the quasi-parliamentary system, the President not only face the constraints of the House, but also because of the Ministers in his cabinet more

loyal to each political party. In addition to always have to face the threat of political instability, the Government of the United Indonesia Cabinet (KIB) which consists of the President from Vice President of the party minority and a one-Chairman of the majority party, still have to face the "pressure" of the international community who are experiencing a shift in views about mission and system of government in the development of developing countries. With a starting point by thinking Osborne & Gaebler (1992, 78) and Osborne & Plastrik (1998; 122), develops thinking quite influential within the international financial institutions that the government is good government sleek. Multilateral institutions and bilateral quickly accept this view and apply it in their aid programs and make it part of a package of Good Governance development program, which narrowly interpreted the same as the small government or a clean-government.

Economic reform programs implemented by international institutions in Indonesia, particularly privatization and de-bureaucratization, cannot be separated from the basic thought, in terms of the fact that the role of the Indonesian government, the government is quite small, less than 20% of the Gross Domestic Product (GDP), means are well below the OECD countries is still quite high at an average of 47.7%. Thus, if when measured from the ratio in developed countries.

State governmental organizations are too small to be able to perform the duties of principal, the Indonesian government received strong pressure from the outside to do de-regulation, bureaucratization and institutional reforms or reform policy of state apparatus in developed countries that aim to minimize the role of the State in economic development, does not fully applicable in Indonesia. If the policy direction as it remain imposed by outside forces against Indonesia, then certainly the government will further continue and Indonesia will truly become a failed state that is no longer able to perform the tasks to achieve the ideals of the nation.

2.2. Good Governance

Good governance implies uphold values in public life of nation and state and associated with leadership. Good governance is also a realization of the State Government

in the implementation of a clean or good governance and true. In a run of good and the right governance, not in spite of the effectiveness of human resources as one of the elements that plays an important role in achieving the objectives of a country. So with HR, professionals are expected that destination state can be realized.

2.3. Bureaucratic Reform

Bureaucratic reform, decentralization of governance and liberalization of national economies that has been rapidly developed since 1998, was not followed by changes in the governance system. It is pretty basic. As a result the system of government, including the institutions necessary to support a democratic political system, the system of regional autonomy and a more open market economy is not yet fully available. One of the institutions of public bureaucracy consisting of three (3) main components, namely: (1) the basic rules of the bureaucratic system, (2) employment system, (3) accountability and transparency.

Different from the public perception that the country is surplus Civil Servants (PNS) with 3.622 million people, Indonesia did actually not reach the minimum ratio which requires to be able to hold adequate public services for the 217 million people spread over 440 districts and cities. Of these, more than 1.6 million people are of educational personnel and 126,000 health workers. From this overview it is clear that the Indonesian central issue is not the large number of civil servants, as to provide the minimum necessary public services approximately 4.3 million civil servants. Quality resource state apparatus also relatively good, because of the total civil servants, only 6% of the primary and secondary school education, 27% had high school education, 55% educated S0 and S1 and about 2.5 more education courses. Therefore, reform of the civil service reform should focus in particular on three (3) aspects, namely: (1) the arrangement of payroll and social security system of civil servants, (2) the quality of civil servants distribution more evenly between urban and rural areas, and (3) tackle inequalities in policy formulation competence.

Structuring salaries and social security should be the main focus in the reform of the bureaucracy as civil servants payroll system that is applied too deviated from

the applicable payroll reference theory. Human resource management literature widely embraced by many countries, the scale of good payroll and employment are able to boost performance is the 1:20 ratio between the highest and lowest paid salary. In the early days of the Indonesian government, civil service payroll system using the scale like. Scale used today, known as the Civil Servants Salary Regulation (PGPS) has deviated from theory payroll. Salary scale applied is probably the most complex payroll system in the world, because it uses the combined scale and the ratio between the highest and lowest base salary is too thin. In PDPs known basic salary ranging between Rp. 700.000, - and lowest paid Rp. 1,700,000, - the highest salary. In addition, there are benefits in the amount of functional and structural benefits for the fourth echelon to echelon, because that's the payroll system is referred to as a system which uses the combined scale.

The legal basis for meritocratic civil service system that aims to ensure a clean government bureaucracy from political intervention that actually existing Law Number 43, 1999. To ensure a clean government bureaucracy and management of spoiled practice, the State apparatus is truly meritocratic implemented, the Act introduces the concept of independent institutions as assistant to the President to formulate policies that the civil service should be carried out by various agencies of central and local government . Article 13 paragraph (3) of Law Number 43,1999 on Amendments to the Law Number 8, 1974 on the Principles of State Personnel establishes the existence of an independent commission that Civil Service Commission consisting of five members representing key stakeholders who have not been established by the government. This form of independent institutions like the more widely used in many countries because it is seen as a more democratic institutional forms. In many developed countries, the independent civil service commission, which consists of 3 to 21 members has been used because it is seen as more capable of ensuring meritocratic employment policy formulation process. In Law Number 43, 1999, there were an underlying framework of the Civil Service Commission's proposal.

Around the year 1998-1999 the framers predicted after the 1999 elections will be a fairly fundamental change

different system of government and Indonesian personnel. Number of parties participating in elections increased dramatically and reached more than 100 parties, the governance system will undergo fundamental changes, from a stable system. Along with the change of government system, the implementation of the Law Number 43 of 1999, has led to fundamental changes in existing central and local relations. Both of these fundamental changes require a more standardized system of staffing, strategic oriented and more decentralized in its implementation. In order to carry out the functions and tasks to be delegated to operational agencies, both departments, non-departmental agencies and local governments. National personnel authority should be concentrated on the formulation of a national staffing standards and norms, started the implementation of a national staffing norms and standards, including preparing payroll policy, welfare and performance evaluation of civil servants.

In short, the authority regulating personnel will be more than implementing. Authority personnel to carry out the task and functions of these regulations will not run well in containers Non Departmental Government Institutions (Officials) are conventional, which is led by a chief leader. In a system of democratic government, authority personnel should be conducted by Officials led by the Commission (commission). Structure of the so-called multi-headed board. In fact, under the Indonesian system similar forms already become known, for example KPKPN (Assets Examination Committee of Foreign Officials), Commission on Human Rights and the KPU (General Elections Commission). Now it is time for a more accommodating form of institutional and regulatory bureaucracy is introduced to the government, to manage the regulatory functions of government.

On the other State Civil Service Commission began preferably from the staffing agency. Almost all Asian countries now use form of commissions or civil service commission for the staffing function. Indonesia is one country that is slowly entered into structural adjustment in the field of Employment. Civil Service Commission consisting of 5-7 members should be given sufficient independence in carrying out its duties and functions. Therefore, the commission does not need to be led by

the President, especially if the office of President is concurrently Chairman of the Party. During the removal of the upper echelons of government authorities remain on hold by the President, no need to worry about the shape of independent commission. With the Civil Service Commission, the role of the Ministry of Administrative Reform must be redefined and more focus on coordinating the formulation and evaluation of policy implementation of good governance. Currently, the policy of good governance run by the Government include several key areas between the structuring of government, local government decentralization or autonomy, structuring the financial system of the State, as well as law enforcement and corruption eradication.

2.4. Eradication of Corruption, Collusion and Nepotism (KKN)

Combating corruption is the most important part of governance reforms that have been undertaken by the government. Started by opening of corruption scandals involving state banks, independent commissions, the executive, legislature, judiciary and independent commissions may be an indicator of how serious the government is trying to eradicate the corruption that has disgraced the nation in the international community.

Anti-corruption movement that carried the new government is able to reveal the cases are relatively small and can even be seen as a case of “burn the house to catch mice”, as happened in the case of the Commission, the Governor of a Province in Sumatra, and some elements of the leadership of state-owned banks. However, although the framework and strategies for comprehensive enough to eradicate corruption which has been composed, ranging from legal reform, the establishment of community monitoring networks (community corruption watch) and the establishment of the KPK and corruption investigation agencies, it should be understood that the significant improvement in the eradication effort corruption takes time. Therefore, efforts to eradicate corruption in Indonesia should be more focused on structuring the legal system, economic system, the system of government and administration system that does not allow the practice of corruption.

2.5. Bureaucratic Reform Step Forward

Reform of the State apparatus is necessary requirement to assure a democratic governance and economic system that can create social justice for all. Model should successfully implemented a State cannot simply be applied in Indonesia, because the model is not necessarily suitable to the Indonesian nation. (National Reform Team, 1988). Therefore, Indonesia must dare to look for a system of government and democratic socio-economic system and is considered the most appropriate to the culture of the nation.

The Founding Fathers considered mutual assistance style of Indonesian nation or family should have a basic grounding in the thinking of both systems. The strategy and institutional setting policies adopted by the government, particularly during the first years of the United Indonesia Cabinet (KIB) has not made the national culture as grounding in institutional reform. As a result, the institutional reforms that have been done have not created a solid institutional foundation and the more powerful for implementing the government in achieving the goals of the nation. On the contrary, a new complication incurred such as threat that seems more real entropy of government and increasingly threatens the survival of United Indonesia Cabinet (KIB).

As an integral part of the reform of the State apparatus, it needs to do a massive overhaul of the government bureaucracy, which includes the implementation of payroll and social security system more rational, as well as the application of modern information technology applications in the management of government. Without such a comprehensive reform, it is difficult to expect an increase in the underlying performance of the bureaucracy.

III. COVER

3.1. Conclusion

1. Every offender of Good governance roles and tasks in achieving the goal of statehood, therefore the government was instrumental in creating the political and legal environment conducive and responsible in the administration of power.

2. Implementation of good governance in government influence on the success of the implementation of good governance in the corporate world, the role of government to be very important to facilitate the market mechanism and prevent commercial.
3. As an integral part of the reform of the State apparatus, need to do a massive overhaul of the government bureaucracy, which includes the implementation of payroll and social security system more rational, as well as the application of the application of modern information technology applications in the management of government.

3.2. Suggestions

1. The professional human resources are needed to realize the success of good governance.
2. Government leadership is trust, and moral responsibility, so as to provide a good service to the community and create a condition so that every member of society can develop the ability to achieve a desired goal

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