The Development of Auction Licygovernments In Makassar

LUKMAN HAKIM
Lecturer in Public Administration Muhammadiyah University of Makassar

Abstract: The principal problem studied in this research is the capacity of local government officials to improve government performance through the implementation of auction policy positions in a transparent, accountable, professionally and objectively manner. Local government officials who were recruited in the auction position and lack of competence, work performance, commitment, integrity, ladder and his knowledge will result in decreased performance of local governments. Therefore, this study aimed analyzing: how far the ability of local governments to develop policies Makassar auction office in a professional, accountable, transparent, professionally and objectively, and the extent to which the results of these policies can improve the quality and performance of local government officials. The method used in this research is descriptive qualitative and types of relevant research such as triangulation of the data related to the implementation of the policy of auction policy informants. A qualitative approach by observation and in-depth interviews will be used to obtain valid data and information. It is intended to explain comprehensively about the ability of local governments to develop policy positions auction. Research in the first year is focused on the study of the development of policies that have been implemented based on the principles of professionalism, transparent, accountable and objectively. The study found that the principles of transparency, accountability, professionalism and objectivity in the auction office in Makassar underprivileged is well developed in accordance Regulation of the Minister of Administrative Reform and Bureaucratic Reform No. 13 of 2014 in particular related to the preparation and adoption of standards of competence vacant position.

Keywords: development, policy, and auction office.

I. BACKGROUND

In 2014 the then government of Makassar implement auction policy positions for candidates for district head in the 14 districts, and candidates headman in 114 villages as well as for candidates for the leadership unit of work units (SKPD) more. Appointment of Civil Servants in a position implemented based on professional principles in accordance with competence, work performance, and levels of rank specified for the job and other objective requirements regardless of gender, ethnicity, religion, race or class. Therefore, the appointment of civil servants (PNS) in a position to be implemented based on the principles of professionalism, according to its competence, work performance and ladder rank specified for the job and the terms more objectively regardless of gender, ethnicity, religion, race or class. The aim is to stimulate the performance of the apparatus for the achievement of outcomes for regional progress and prosperity in the region. The principal issues that will be discussed in this study is the ability of local government of Makassar in developing the auction policy positions in a transparent, accountable, professional and objective.

II. LITERATURE REVIEW

Auction office or job tender has long been known and practiced in the developed countries, with different terms. The goals are to choose the apparatus that has the capacity, competence and integrity sufficient to fill the position / particular position so that jobs can be run more effectively and efficiently (Rahmi, 2014) . It auction position or tender job is often also referred to as job Posting the program actually promote fairness principle, and also become the basis for development of career civil servants on objective, transparent and accountable based on the principle of "the Right Man on the Right Place". Based on Law No. 5 of 2014 on the Reform of civil state that the apparatus of civil state should integrity, professional, neutral and free from political interference, free from corruption, collusion and nepotism, and is able to organize public service for the community and able to perform a role as an adhesive element of national unity. Zainuddin (2010) should be the preparation of a management plan for regional officials including recruitment system that is open, transfer and development of career paths. Based on this insight, it can be concluded that the formation of local government officials is very important and strategic to improve the service and welfare of the community, the development of democratic life, justice, and
equitable development. The roles and responsibilities of local government officials will determine the successful implementation of regional autonomy at the local level. The result studied (2013) that the auction office conducted a number of government was the breakthrough that must be improved because the auction of the office making the mechanism to be open and create a competent government and clean. The survey results Nasution (2013) reveals the need to appreciate the steps of bureaucratic reform through the auction of office amid public criticism about the poor performance of public services such as the behavior of civil servants who lack discipline, morality is low, uneven development, road infrastructure damaged, structuring the city is chaotic, and traffic jams. The government bureaucracy from the center to the regions is one of the countries that complained of by the various parties, and units of government services is part of a country that is considered unprofessional and inefficient as well as the placement of the various government institutions are not in accordance with the educational background and ability (Ghufran and H. Kordi K, 2014) The results of the observations Zuhro (2013) in Jakarta, Auction office will not solve the problem because its culture is still the same. Therefore, with the auction office is expected that the prospective officials could react with pro-active (Supriatna, 2013)

III. OBJECTIVE

Based on the fundamental problems above, the purpose to be achieved in this research is to analyze the government's ability of Makassar city in developing policies auction office in professional, accountable, transparent and independent

Research Methods

This study was conducted at the local government of Makassar. Research locations determined by deliberate consideration that local governments have the characteristics of Makassar, vision and mission as well as the diversity of capabilities and performance of the apparatus in carrying out government duties. Second, the local government of Makassar for the first time is to implement auction policy positions as a formula in the reform of the bureaucracy and public service reform in the entire local government unit, and the third, Makassar City have a society with social and cultural diversity need servicing personnel / officials more fast and accurate.

Design research was using research approaches qualitative and kinds of research are relevant as triangulation to get source information on auction policy development positions. The data will be obtained in this study consisted of primary data and secondary data. The primary data collection will be done through observation and in-depth interviews (depth interviews).While secondary data will be obtained by a search document auction policy positions either in the form of policy formulation has become regulations, as well as technical guidance policy implementation. The analysis of primary data is done on a statement (statement)or statements expressed by the informants.

Flowchart Research

Based on literature review, the indicators to be achieved in this research is the result of a study on the quality of policy implementation auction office by the local government of Makassar to meet the principles of accountability, transparency carried out professionally and objectively as a commitment to implementing the policy apparatus.
IV. Result and Discussion

Principles of transparency in the auction office in Makassar underprivileged is well developed in accordance Regulation of the Minister of Administrative Reform and Bureaucratic Reform No. 13 of 2014, in particular, related to the preparation and adoption of standards of competence vacant position. Supposed to fill a vacancy for a high leadership candidates should be announced publicly in the form of the circular to the notice board, and or print media, electronic media, including media online Internet later than 15 working days before the deadline date of receipt of application. However, the sale process was not announced publicly and simply implemented by providing an invitation to certain officials, such as direct invitations from the selection of participants outside the government of Makassar and the participants / authorities are not free to choose / applying for a job because the invitation has been determined by the leadership positions. This is not in accordance with the principle of an open auction.

Similarly, the results of written test, interview, and presentation of papers should have announced the results to questions about the process of conducting an auction public office can know the result. Then the implementation of policies auction office in Makassar can be said to fulfill the accountability requirements if implemented in accordance with Law No. 5 of 2014 concerning the State Civil Reform and Government Regulation No. 100 of 2000 and PERMENPAN-RB No. 13 of 2014.

First, the establishment of the selection committee of the auction positions requires staff development officials Makassar was doing City government in coordination with the State Civil Administrative Commission (KASN) in accordance with PERMENPAN-RB No. 13 of 2014 the roman numeral II the letters A No. 1. But in the action was more coordination with the State Administration Institute LAN RI Makassar is not authority and tend to use logic rule without following the development of rules regarding management of personnel. the announcement of vacancies to fill positions that will be auctioned should be announced free registered / fill by the bidders positions as set out in PERMENPAN-RB No. 13 of 2014 appendix I to the letter and the implementation of Number 1 auction announcement.

Then the of implementation the selection of candidates to be promoted officials aim to put officials particularly appropriate SKPD leadership competencies possessed by the positions carried. To fulfill these conditions, the test of competence (fit and proper) between prospective officers with the proposed position. At the auction office in Makassar, implementation of selection is done with the written exam, the percentage of test / presentation and interviews. The accountabilities are designation and appointment of a civil servant in a
structural position as stipulated in Government Regulation No. 100 of 2000 although basic creation was based on Law No. 43 of 1999 remains still valid, and it can see in Article 139 of Law Number 5 Year 2014 On the State Civil Apparatus. The requirements to be lifted in a structural position as in Article 5 of Government Regulation No. 100 of 2000 are: a) civil servants, b) as low as occupying the rank of 1 (one) level below the level rank is determined, c) have the qualifications and level education is determined, d) all of the elements of performance appraisal is well worth at least 2 (two) years, e) have the necessary competency, and f) physically and mentally healthy. But the implementation is still found the process less in accordance with this rule, where the staff development local officials need to take into account the seniority of rank, age, education and training positions, and experience. One of the aims of the establishment and appointment of accountability officials is to improve performance, not to assign blame and punishment. The performance will be increased if it is supported by three factors namely; ability (capacity), motivation (motivation) and opportunities (opportunity). Capability related to educational qualification, experience, and work performance. Motivation related to benefits granted, and opportunities with regard to education and training opportunities as well as a development of other personnel to make more performance of smart officials. Officials who excel should be further enhanced his chances of occupying the structural and functional positions more challenging in the organization, but resigned from the post he occupies, or have reached the retirement age, or have been dismissed as a civil servant, or undergo a learning task, or their organizational streamlining government or does not meet the requirements of physical and spiritual health. Therefore, the staff development officer, in this case, the Mayor of Makassar need to plan and monitor the performance and can compare actual performance during the review period specified by the planned performance. From the results of these comparisons, there are things that need to be considered, the changes on the performance of the implemented and future directions can be planned in order to get qualified officials expected. All these indicators if implemented appropriately, the accountability of the establishment and appointment of officials to be more effective and beneficial.

Implementation of the auction served as a policy in Makassar tend to be carried out with less professional, ranging from fixing the amount of the selection committee were less seriously implemented according to PERMENPAN-RB No. 13 in 2014 and less consultation with the civilian state apparatus commission (KASN). Similarly, civil servants found their set, subscribed and sworn in high leadership positions first, but the civil servants do not follow the auction process carried out positions. Some officials were appointed and sworn in less attention to the track record of basic knowledge capabilities. Objectivity is the policy objectives and targets to be achieved in the implementation of the policy. The objectives and targets should be based on the rules (regulations) as a criterion in achieving the desired goals and objectives. Goals and objectives in the auction office are to really be able to get official candidates who have the competence, capacity, and capability based on the structural positions that doing.

One of the government regulations governing the appointment of civil servants in the rank of a structural position as amended by the Government Regulation No. 13 Year 2002 is Government Regulation No. 100 of 2000. The regulation is a legal basis to run in order for appointed officials in the structural position can be objective. One of the principles of objectivity raised the official policy is to run and does not violate the merit system so that civil servants are appointed in their positions criteria. They meet government officials in the sphere of Makassar positions Echelon II b while the corresponding new one (time) has never occupied the positions of Echelon III a and has never participated in the structural training of PIM IV and III (Head of Women Empowerment and Child Protection, recorded up to April 2016). The same thing to an official appointed to the post of Echelon II b, while the corresponding rank of group III d, 2 (two) levels below the rank of the base, while the rank of basic Echelon II b is IV b and has never participated in the training of structural PIM III (Head of the Management Board Regional disaster, recorded up to April 2016). Provisional data in this study found about 12 people appointed officials in their positions of Echelon II b, Echelon III a and Echelon III b yet eligible categories for the post of Echelon occupied or qualifications and level of education and competency skills in the field of education in accordance with the position in question, It is not only contrary to the Government Regulation No. 100 of 2000 concerning the appointment of civil servants in the rank of a structural position, but also contrary to Regulation No. 3 of 2006 on Education Article 19 paragraph (1). Therefore, the auction of office as a policy in the implementation of government should be returned to the applicable rules that officials builder government can carry out its duties and functions as the executor of good regulation that is appropriate rules, proper laws and proper discipline as government officials are authoritative and have accountability high in running the government.

V. CONCLUSION

Based on the data and the previous discussion, it can be concluded as follows:

1. The principle of transparency in the auction office in Makassar underprivileged is well developed in accordance Regulation of the Minister of Administrative Reform and Bureaucratic Reform No. 13 of 2014 in particular related to the preparation and adoption of standards of competence vacant position.
1. The implementation of the auction served as a policy in Makassar tend less run professionally, ranging from fixing the amount of the selection committee are less implemented according PERMENPAN-RB No. 13 in 2014 and less consulted with commission officials state civil (KASN).

2. The appointment of officials in the auction office in Makassar less attention to the track record of officials promoted, officials raised less qualified objectively and professionally.

Suggestions

1. supposed to fill the vacancy for the leadership candidates height should be announced publicly in the form of the circular to the notice board, and or print media, electronic media, including media online internet no later than 15 working days before the deadline date of receipt of application

2. Formation of the selection committee of the auction staff development officer positions should do in Makassar City government in coordination with the State Civil Administrative Commission (KASN) in accordance with PERMENPAN-RB No. 13 of 2014, the roman numeral II letter A Number 1.

3. For officials easily understand new task were implemented, then one of the principles of objectivity is raised official policy based on the merit principle and the system does not violate civil service so that civil servants are appointed in their positions to meet the requirements.

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