ABSTRACT

ANALYSIS OF BUREAUCRACY REFORM
(Case Study of Performance Improvement Reforms on Regional Development Planning Department of Lampung Province)

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Bureaucracy that develops in the era of autonomy local, general tend to manifest rigid government bureaucracy and put the apparatus as the party served and the public as the party serving. Therefore we need reform of the bureaucracy in order to provide the best possible service to the community and create good governance.

Problem of this research is: "How bureaucratic reform in the field of performance improvement in Regional Development Planning Department of Lampung Province?"

The purpose of this research are: (1) Describe the performance problems of bureaucracy in Regional Development Planning Department of Lampung Province. (2) Describe the policy in the field of improvement of performance of the bureaucracy at Regional Development Planning Department of Lampung Province. (3) Analyze the bureaucratic reform in the field of performance improvement in Regional Development Planning Department of Lampung Province.

This research uses a type of qualitative research, by taking the informant Head of Regional Development Planning Department of Lampung Province, Head of General and Human Resource Affair and Head of Financial Officer. Data collected by interview and documentation. The data were then analyzed qualitatively with stage data reduction, data display and drawing conclusions.
The results show that bureaucratic reforms in the field of performance improvement at Regional Development Planning Department of Lampung Province, consisting of: (1) Allowance performance. Employee performance Regional Development Planning Department before the enactment of the performance is not accordance with targets set. It seen from targets and realization data Regional Development Planning Department performance in 2014, which reached 74.45% of the 100% target. Employee performance Regional Development Planning Department after the enactment of performance benefits began to increase although quantitatively not measurable achievement percentage of performance, because the period of 2015 is still in the process of running.

(2) Structure reform, before the implementation of the reform of the structure, there is one area that lacks performance effectively, namely for Research and Development. The field work program overlaps with other fields and subfields, among the areas of planning, field evaluations, field data and statistics. After the implementation of the reform of the structure, performance become more effective because each field has its main tasks and functions are clear and specific (3) Accountability Budget. Before the implementation of the Budget Accountability, all sources of funds, use of funds, and reporting use of funds are closed and only accessible by certain parties within the scope of government, there is no room for the public to access and determine the source and use of funds in Regional Development Planning Department. After the implementation of the Budget Accountability, all sources of funds, use of funds, and reporting use of funds is open and accessible to the general public in order to determine the source and use of funds in Regional Development Planning Department of Lampung Province.

Keywords: Reform, Bureaucracy, Improved Performance