

ABSTRACT

BUREAUCRACY RESTRUCTURING IN BANDARLAMPUNG LOCAL GOVERNMENT OFFICE

By

Riko Firmansyah

The consequence of local government autonomy based on law number 32 in 2004 about the local government autonomy and its derivation law imposes local government to restructure its bureaucracy. Based on the paradigm of government management, the bureaucracy restructuring should be able to create a good governance locally.

This research purposes to find out if the Bandarlampung bureaucracy restructuring leads to the good governance, especially in order to develop good governance in region viewed from administration competence, transparency, and efficacy aspects of local government bureaucracy.

The research uses a descriptive qualitative method; to interpret and describe with intellectual comprehension of the research object in line with data and information found in the field.

The result shows that the Bandarlampung bureaucracy restructuring does not lead to the good governance development; from both the restructuring process and its result. The bureaucracy restructuring is conducted in closed process that is limited in the formal structure only; the bureaucracy in the local House of Representative.

The restructuring predominantly is subjectively based on bureaucrat's interest. The restructuring result does not realize in organizational and personnel competence improvement, because practically there are duplications of duties and responsibilities among units of bureaucracy. The personnel distribution does not refer to "*the right man on the right place*" principle, and the personnel promotion is still based on seniority aspect; not the competence. The bureaucracy restructuring does not realize the transparency improvement in local government bureaucracy, because formally the transparency aspect is not accommodated in main duties and function of organization while practically the bureaucracy activity is still closed and tends to be in *status quo* condition. The bureaucracy restructuring also does not realize the efficacy improvement, because the restructuring does not make Bandarlampung local government to be more efficient; both in using public fund for bureaucracy necessity and in giving public service.

Keywords: restructuring, good governance, administration competence, transparency and efficacy