ABSTRACT

THE EFFECTIVENESS OF ORGANIZATIONAL RESTRUCTURING IN REGIONAL SECRETARY
(A Study in Bandar Lampung Regional Government in 2014)

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Regional governments such as district or municipal are becoming priorities of decentralization and regional autonomy. One of substantial issues should be exercised by regional government is about organization autonomy; the obligation to manage and govern regional organization apparatuses. Issues of regional organization apparatuses or regional institutions were provisioned with Government Regulation No. 41 in 2007 about regional government organizations. However, its implementations met difficulties. The objective of this research was to find out the effectiveness or Regional Secretary organizational restructuring in Bandar Lampung and factors influencing its organizational restructuring. This was a qualitative research and data were collected with interviews, documentations, and observations.

The results showed that Bandar Lampung Regional Secretary organizational restructuring was conducted through some steps. They were reviewing plans and objectives; determining work activities to reach objectives; classifying; designing leadership hierarchy and decision making; assigning and delegating authorities. The organization restructuring was effective enough. The organizational restructuring had been conducted properly between regional government and organization structure arrangers and governances of regional government apparatuses, so that formed organization structures and governance should be more effective in conducting public services. Factors influencing organization restructuring were the human resources of apparatuses which became determinant factor of organizational effectiveness of Bandar Lampung Regional Secretary. Resource factors, even though they were sufficient, but not optimal to be seen from their usages and placements. Budget factor became a determinant factor in organizational effectiveness, while organization performance become a key to organizational success.

Keywords : effectiveness, restructuring, organization