

ABSTRAK

IMPLEMENTASI PENYEDERHANAAN BIROKRASI TERHADAP SISTEM KERJA DALAM MEWUJUDKAN *AGILE BUREAUCRACY* (Studi Kasus Pada Biro Organisasi Sekretariat Daerah Provinsi Lampung)

Oleh

RAFLI SANDY GUNAWAN

Pemerintah Daerah Provinsi Lampung sebagai salah satu Pemerintah Daerah yang menjadi *Pilot Project* (Percontohan) telah melaksanakan kebijakan yang berkaitan dengan penyederhanaan birokrasi. Dalam penelitian ini yang menjadi permasalahan utama bagaimana implementasi penyederhanaan birokrasi terhadap sistem kerja dalam mewujudkan *Agile Bureaucracy* di Biro Organisasi Sekretariat Daerah Provinsi Lampung, dan tujuan penelitian ini untuk mengetahui implementasi penyederhanaan birokrasi dalam sistem kerja dalam mewujudkan *Agile Bureaucracy* di Biro Organisasi Sekretariat Daerah Provinsi Lampung. Dalam penelitian ini menggunakan metodologi kualitatif dengan menggunakan teknik pengumpulan data melalui wawancara mendalam, observasi dan dokumentasi. Penelitian ini berdasarkan konsepsi yang dikemukakan oleh Luna, bahwa *Agile Bureaucracy* dengan prinsip *Good Enough Governance, Business Driven, Human Focused, Based On Quick Wins, Systematic and adaptive approach, Simple design and continuous refinement*. Berdasarkan hasil penelitian menunjukkan bahwa Biro Organisasi telah menjalankan prinsip prinsip tersebut dalam aktivitas kerja yang ada di Biro Organisasi, tetapi dalam implementasinya, masih belum terlaksana secara optimal karena adanya berbagai kendala yang masih sering muncul di berbagai aktivitas seperti masih ada sebagian dari pegawai yang belum memahami secara baik tentang prinsip *Agile Bureaucracy* terutama yang berkaitan dengan kompetensi baik yang berkaitan dengan penguasaan bidang kerja, efektivitas kerja maupun berkaitan dengan kualitas sumberdaya manusia, integritas pribadi yakni disiplin, tanggungjawab kerja, kemampuan beradaptasi, dan kemampuan untuk mengembangkan diri secara terus menerus.

Kata kunci : *Agile Bureaucracy*, Penyederhanaan Birokrasi, Sistem Kerja

ABSTRACT

IMPLEMENTATION OF BUREAUCRATIC SIMPLIFICATION OF THE WORK SYSTEM IN REALIZING AGILE BUREAUCRACY (Case Study on the Organizational Bureau of the Regional Secretariat of Lampung Province)

By

RAFLI SANDY GUNAWAN

The Regional Government of Lampung Province as one of the Regional Governments that is a Pilot Project (Pilot) has implemented policies related to bureaucratic simplification based on Governor Regulation No. 59 of 2021 concerning Organizational Structure, Duties and Functions and Work Procedures (SOTK) of Regional Apparatus. In this research, the main problem is how to implement bureaucratic simplification of the work system in realizing Agile Bureaucracy in the Lampung Province Regional Secretariat Organization Bureau, and the aim of this research is to determine the implementation of bureaucratic simplification in the work system in realizing Agile Bureaucracy in the Lampung Province Regional Secretariat Organization Bureau. This research uses a qualitative methodology using data collection techniques through in-depth interviews, observation and documentation. This research is based on the concept put forward by Luna, namely Agile Bureaucracy with the principles of Good Enough Governance, Business Driven, Human Focused, Based on Quick Wins, Systematic and adaptive approach, Simple design and continuous refinement. Based on the research results, it shows that the Organization Bureau has implemented these principles in its work activities in the Organization Bureau, but in its implementation, it has not been implemented optimally because there are various obstacles that often arise in various activities, such as there are still some employees who do not understand well regarding the principles of Agile Bureaucracy, especially those related to competence, both related to mastery of the work field work effectiveness and related to the quality of human resources, personal integrity, namely discipline, work responsibility, adaptability, and the ability to develop oneself continuously and related to personal integrity, namely discipline and work responsibility.

Keywords: Agile Bureaucracy, Bureaucratic Simplification, Work System