

Implementation Path Analysis to Determine the Influence of Bureaucratic Reform and Empowerment of Civil State Apparatus on Quality of Work

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Abstract—The quality of low-employee work can be caused by the uninitialized factors of bureaucracy reform and the optimum empowerment of human resources in Regency of Sinjai. The research method used is a survey of explanatory to explain social phenomena. This research uses Path analysis. The population in this study was 5,104 civil apparatus with a randomly chosen sample of 371 people. The results showed that simultaneously the bureaucracy reform and human resources empowerment affect the quality of work by 89.8%. Of the eight bureaucracy reform and human resource empowerment factors that have a dominant influence on the working quality of employees in the partial, namely the institutional structuring factor of 20.5%, the governance factor of the management at 18.4%, Human resource structuring factor of 26.4%, service factor and service quality of 29.4%, procurement factor of 20.9%, development factor of 29.1%, payroll factor of 17.9%, and supervision factor of 25.6%. It can be concluded that the bureaucracy reform and human resources empowerment have been significantly affected by the quality of civil apparatus work in Regency of Sinjai.

Keywords—*bureaucratic reform, empowerment, civil state apparatus, quality of work*

I. INTRODUCTION

Bureaucracy reform expects that State apparatus is increasingly able to work professionally, effectively and efficiently in carrying out good governance/ governance, as part of one of the duties of a public servant. One of the crucial issues in bureaucracy reform is the empowerment of human resources. One thing that also becomes an obstacle in the process of bureaucracy reform is how to prepare human resources that do have competencies that are able to provide public services to the fullest.

Human resource portraits of current apparatus that demonstrate low professionalism, the many practices of corruption, collusion and nepotism (KKN), inadequate salary level, service to the convoluted community, living in the pattern patron client, less creative and innovative, working based on operational guidelines and implementation and may still many other negative portraits that essentially show that the quality of apparatus work in Indonesia is still weak. Bureaucratic reform impacts the increase or decrease in the working quality of human resources, the tendency of an individual is to be the task of management so that human resources have a high spirit of work and moral and resilient in working so that the quality of work is good.

Based on the above two studies, researchers see the need to analyze the influence of bureaucracy reform and empowering human resources together with the quality of work of employees who are one of the public organizations and have the same problems in achieving the quality of their employees' work.

II. METHOD

This study was conducted using a quantitative approach, research was verified for conducting hypothesis testing. It is intended to investigate the effect of causation between bureaucracy reform variables (X1), Human Resource Empowerment (X2) and working quality (Y). The population in this study was all employees of 5,104 state civil apparatus with a randomly selected sample of 371 people. Data analysis is conducted through statistical tests, after which data is collected through poll research. Data testing is conducted using PATH analysis, which is to

measure the direct and indirect influences of free variables against bound variables.

III. RESULT

There is a positive influence on bureaucracy reform of employee quality. The complete variable dimension of

briocracy reform, which includes the institutional Arrangement (X 1.1), the arrangement of management (X 1.2), the arrangement of HR apparatus (X 1.3), and the training and quality of service (X 1.4) on the work quality of personnel (Y) can be seen as follows:

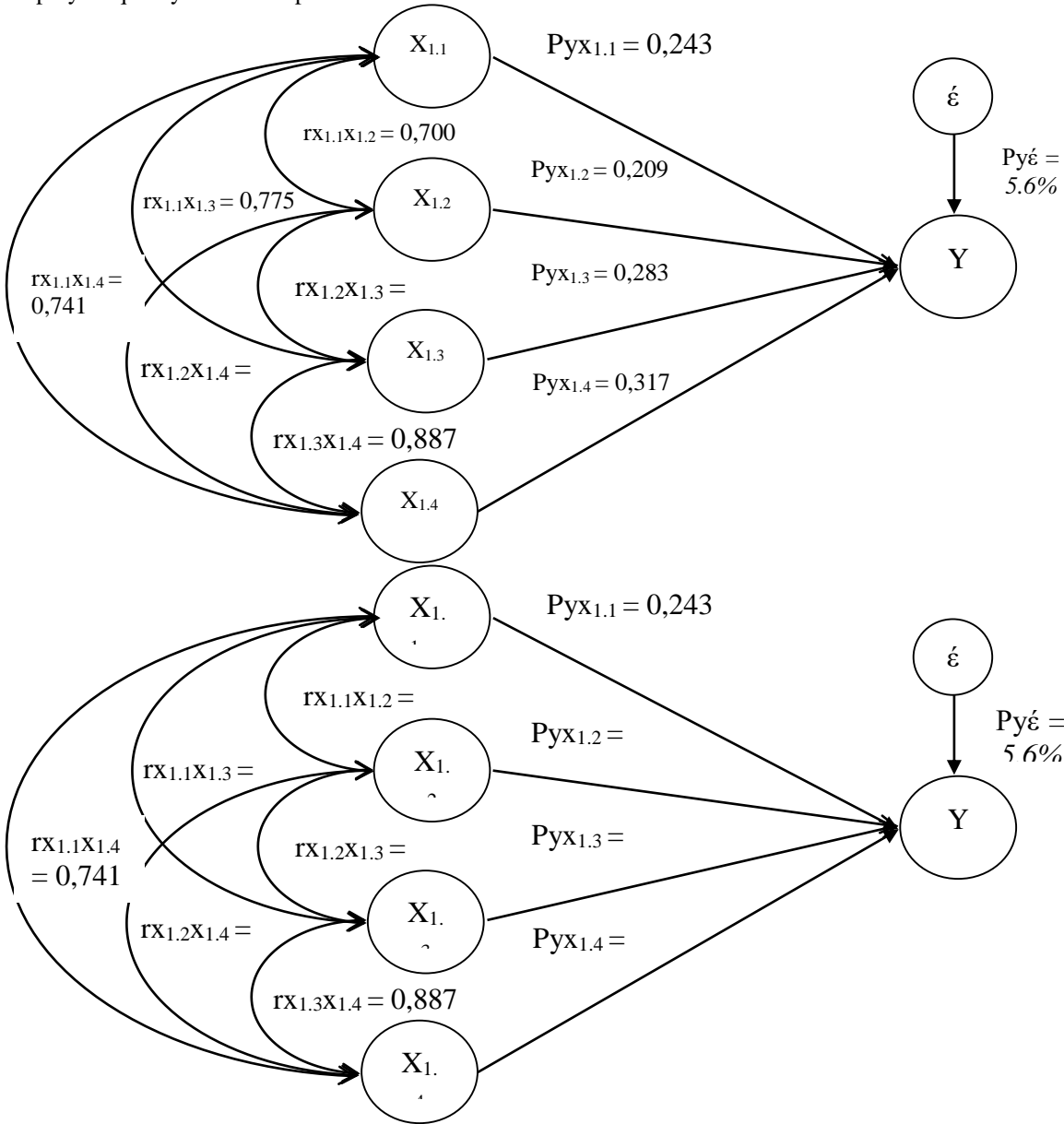


Figure 1. Path coefficient value between variables X1.1, X1.2, X1.3, X1.4 and Y

There is a positive influence on human resources empowerment of employee's work quality. The full dimension of human resource empowerment variables

which include procurement (X 2.1), Development (X 2.2), Payroll (X 2.3), and supervision (X 2.4) of the Personnel working quality (Y) can be seen as follows:

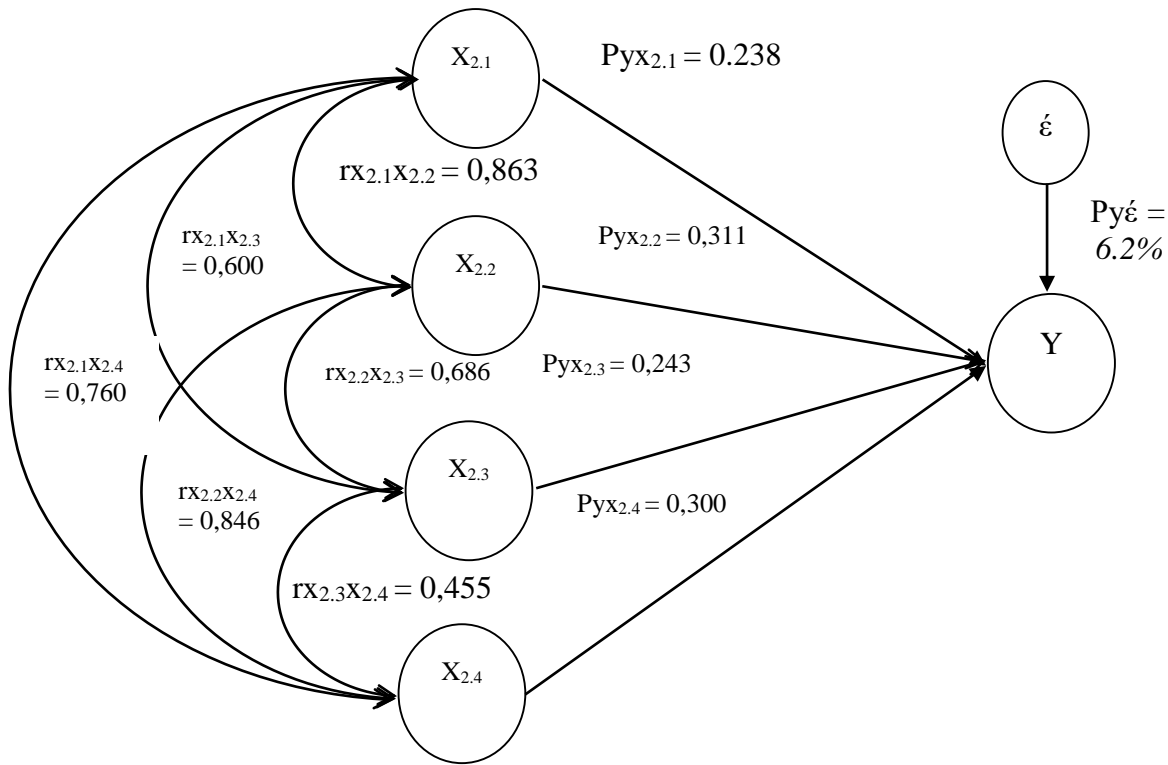


Figure 2. Path coefficient value between variables X 2.1, X 2.2, X 2.3, X 2.4 and Y

IV. DISCUSSION

Based on the results, there is a positive influence on bureaucracy reform and human resources empowerment to the quality of employees' work. Bureaucratic reform is a way to make good governance. Bureaucratic reform can be the beginning of a country to progress. With the arrangement (reform) of governance system more effective and efficient, it is expected to materialize governance that affects the service of the community precisely, quickly, and professionally. The development of the competence of apparatus in all three aspects of human capital (human capital) cannot split up the three things must be done together continuously namely the intellectual capital, social and capital soft. In the development of quality apparatus in the influence of several factors of the driving factor as well as the float factor for the development of quality apparatus in Indonesia. Therefore, the bureaucracy apparatus is increasingly necessary to develop itself, increasing itself to be better prepared to deal with changes, both government bureaucracy and non-governmental bureaucracy (both social and Business) To further emphasize the apparatus. The reason for emphasis is on the apparatus because the bureaucracy apparatus is very central to its role in moving the development wheels.

One of the coverage of the bureaucracy reform is to create quality human resources that have high integrity in working by upholding the attitude of professionalism and values of strong morality with honesty, faithfulness, Commitment, and maintain personal integrity. So it is hoped to create a nation cadres with human resources that have high productivity and responsible for the trust of the work received. Human resources are one of the objectives

of bureaucracy reform, in addition to institutional governance and management of the Organization. Human resources are the driving motor of an institution's work unit which is instrumental in increasing the productivity or performance of an agency's overall work unit. Organizations as an open system are in a neighborhood. Changes occurring in an organizational environment require the manager's attention because they can have a huge impact on the development of the Organization. Organizational activity will change the environment, and vice versa, the environment will drive changes to the organization. So does its influence with the organizational climate that is created in the interaction between the personnel involved in it.

To produce human resources that are required to always be highly dedicated individuals, and professionals who are able to contribute meaningful contributions to the organization. In carrying out the main tasks, responsibilities, authority in the field of activities, human resources from the level of superiors to the lower level officers, need supporting factors such as climate organization and maturity (maturity) to Improve performance.

The organizational climate is closely related to the process of creating a conducive work environment, so it can create harmonious relations and cooperation among all members of the organization. To create a conducive organizational climate, particularly the working relationship between employees, or the relationship between staff and leadership, is aimed at the realization of a harmonious work cooperation. Thus, the harmonious organizational climate can realize the better performance of

the employees. Climate change and environmental comfort work have an impact on the increase or decrease in job motivation as well as personnel/employee work satisfaction. How not, an employee allocates his time largely in the work environment and then partly for domestic activities as well as other activities. If in such a process there is a gap or inconsistency then the emotional and mental stability that exists in the individual itself is also affected.

The focus and concentration of an individual's work in carrying out work is important when the individual feels comfortable and unbreakable attention, job idea and ethos will flow well to produce maximum output. The tendency of an individual. Is to be a management task to have the staff/officers have a high working spirit and Moryl and resilient in work. Usually employees/staff who are satisfied with what it acquired from the company/organization will give more than what is expected and it will continue to improve its performance. In contrast, the staff whose work satisfaction is low, tends to see the job as tedious and boring, so he works with forced and random. For that it is imperative for the organization to recognize what factors make the staff satisfied to work in the organization or institution.

Researchers can suggest that the variables of bureaucracy reform and empowerment human resources, both theoretics and empirical have a significant effect on improving the quality of work of employees in service on the civil apparatus of Sinjai County.

V. CONCLUSION

- The simultaneous reform of bureaucracy and empowerment has significant effect on the work quality of employees. Thus the variables of bureaucracy reform and empowerment are important variables in enhancing the optimal work, enthusiasm, work process, the potential of self as expected Sinjai district government. But the research results show variations of the values that are not equal among those variables impact on the quality of employee work. From the results showed that the variable reform bureaucracy has the greatest influence on the quality of employee work.
- Partial dimensions of bureaucracy reform consisting of institutional arrangement, governance management, human resource structuring, service and quality of service significantly influence the quality of personnel work on Government of Sinjai Regency. But the research results show variations of the values that are not equal among those dimensions impact on the quality of employee work. From the research showed that the dimensions of service and service quality have the most influence on the next quality of work followed by the dimensions of human resource setup and institutional structuring. While the dimensions of the management setup have the least impact, this indicates that the dimensions have not been optimally run.
- A partial of the dimensions of empowerment consisting of supervision, development, payroll, and

procurement have significant effect on the quality of work of employees in the government of Sinjai regency. But the research results show variations of the values that are not equal among those dimensions impact on the quality of employee work. From the study showed that the development dimension had the greatest influence on the subsequent quality of work followed by the supervision and procurement dimensions. While the payroll dimensions have the least influence, this can be caused by the remuneration system applied by the Government of Sinjai is not maximized.

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