

CHAPTER II

GENERAL DESCRIPTION OF THE RESEARCH OBJECT

2.1 Profile of the Kulon Progo Regional Personnel Agency

2.1.1 History

The Regional Personnel Agency of Kulon Progo Regency is a staff of agency located in the Special Province of Yogyakarta. The Regional Personnel Agency of Kulon Progo Regency was changed to Education and Training Personnel Agency of Kulon Progo Regency (BKPP) which was formed in 2003 based on Law No. 43 year 1999 concerning to the Amendments of Law number 8 year 1974 regarding the Principles of Personnel with clear mandates of the establishment of Regional Personnel Bodies in Article 34 A.

In the provisions of the Presidential Decree, Article 3 number 159 year 2000, it is explained that BKD has the main task of assisting regional staff development officials in carrying out the tasks of regional civil servants management. Article 1 explains that the management of civil servants is all of efforts in improving function, effectiveness, efficiency, and professionalism and carrying out personnel obligations that cover various things, such as planning, procurement, quality development, placement, promotion, payroll, welfare and employee dismissal. After going

through several institutional changes, the regional regulation of Kulon Progo Regency number 14 year 2016 was issued on the formation and composition of regional devices, Education and Training Personnel Agency carried out the government duties in the field of personnel management in the Kulon Progo Regency Government based on the prevailing laws and regulations.

2.1.2 The Functions of Education and Training Staffing Agency

The function of BKPP refers to the Regent Regulation No. 74 year 2016 concerning to position, organizational structure, functions and tasks as well as work procedures at the Education and Training Personnel Agency in carrying out the following functions:

- a. The formulation of technical policies in the field of education and training staffing.
- b. The providing support for the implementation of Regional Government in the field of education and training staffing.
- c. The guidance and implementation of tasks in the field of education and training staffing.
- d. The implementation of other tasks given by the Regent in the field of education and training staffing.

2.1.3 The duty of the Education and Training Personnel Agency

The tasks carried out by the Education and Training Personnel Agency include:

- a. The staff development, education and training activities.
- b. The staff transfer activities.
- c. The discipline and welfare data activities.
- d. The administrative activities.

2.1.4 The organizational Structure of the Education and Training Personnel Agency

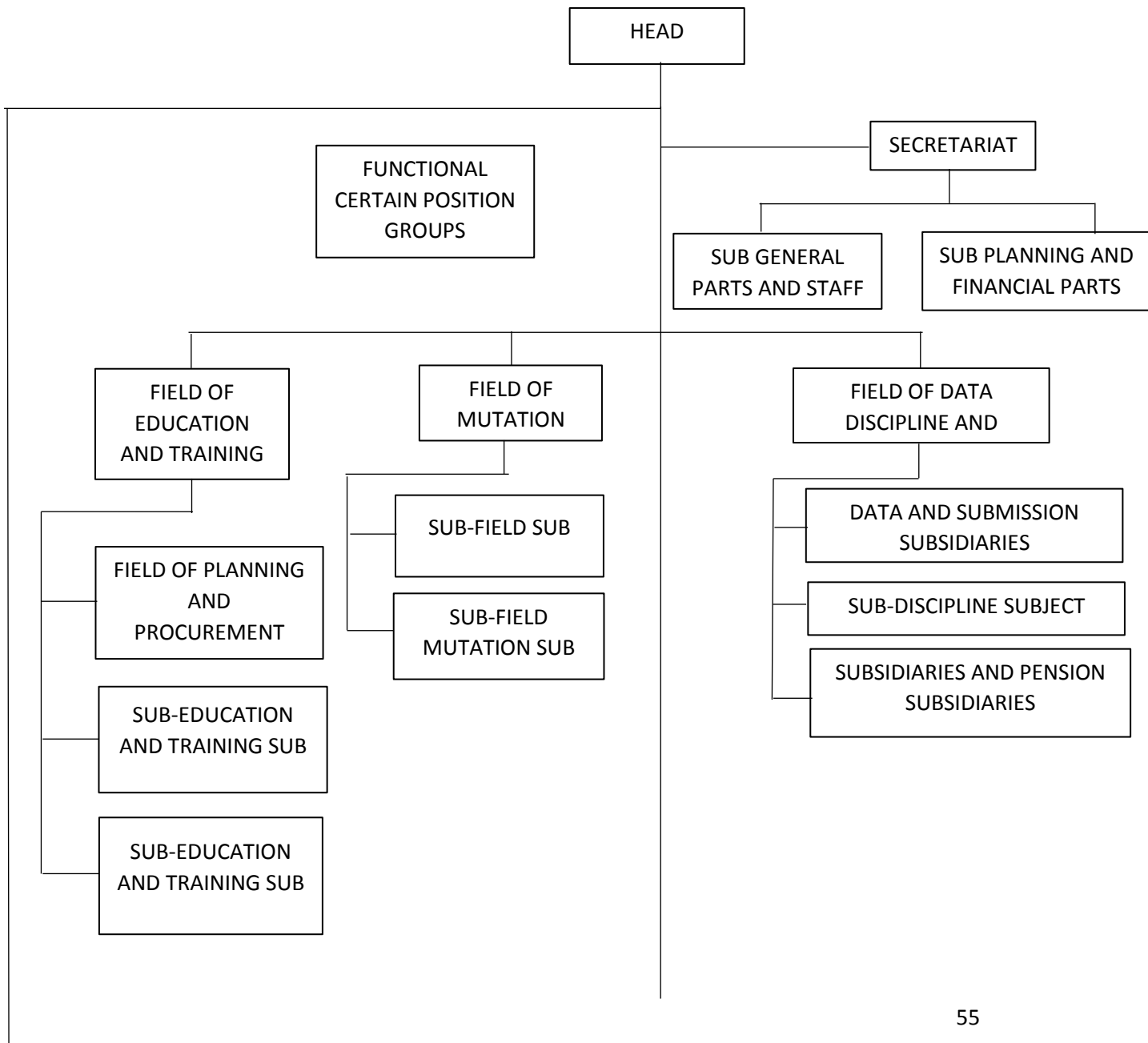
The organizational Structure Education and Training Personnel Agency Kulon Progo regency based on the regent regulation number 74 year 2016 namely:

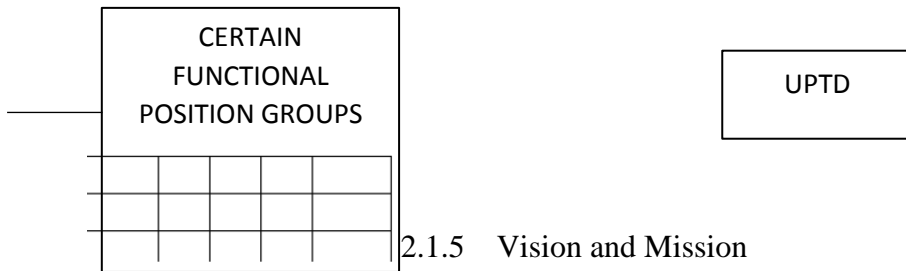
- a) Head
- b) Secretariat, consisting of:
 - 1. General and Civil Service Subdivisions
 - 2. Planning and Finance Subdivision
- c) The field of Education and Training Development, consisting of:
 - 1. Subdivision of Planning and Procurement
 - 2. Career Development Subdivision
 - 3. Education and Training Sub-sector
- d) Mutation Field, consisting of:
 - 1. Rank Subdivision
 - 2. Position Transfer Subdivision
- e) Field of Discipline and Welfare Data, consisting of:
 - 1. Data Subdivision and Civil Service Administration

- 2. Subdivision of Discipline
- 3. Welfare and Pension Sub-sector

- f) Specific Functional Position Group
- g) Agency Technical Implementation Unit

Chart 2.1: Organizational Structure of the Education and Training Personnel





2.1.5 Vision and Mission

2.1.5.1 Vision

A vision of the Education and Training Personnel of Kulon Progo Regency in 2017-2021 is the realization of human resources professional and ethical apparatus. The meaning of this vision itself is to be able to create human resources being into professional apparatus who are can work with all owned abilities and expertise. Ethical apparatus, namely human resources is able to distinguish good and bad, right and wrong, and moral rights and obligations. In addition, the apparatus is also highly dedicated and has extensive experience and insights, so in working, the apparatus is skilled and master in the field of occupation occupied. The vision is expected to be able to create a strong mentality in every apparatus in the direction of good governance.

2.1.5.2 Mission

The mission of Education and Training Agency of Kulon Progo Regency is to achieve the vision which is improving the quality and competence of apparatus

resources to maintain Kulon Progo Achieving the Future of Investment.

2.1.6 Goals and Objectives

The goals and objectives are the stages in which the strategy formulated is to be achieved by carrying out the regional medium-term development planning to serve as the basis for compiling a description of the performance of regional equipment carried out for 5 years. The performance targets that are targeted for the next 5 (five) years are:

Table 2.1 Goals and Objectives

No	Goals	Objectives	Program Performance Indicators	Transision 2017	Program Performance Achievement Targets				
					2018	2019	2020	2021	2022
1.	Increasing the quality of responsive and accountable governance and public services	Increasing the quality of the apparatus	Local Government Performance Accountability Value (AKIP)	BB	BB	-	-	-	A
2.			The achievement in improving the quality of the apparatus (%)	81,35	83,48	85,61	87,65	89,66	91,83

Source: BKPP Strategic Plan Document 2017-2022

The targets are an integral part of the strategic planning process where the preparation must be carried out consistently in line with the vision, the mission and the goal. The table describe the things which the apparatus want to achieve stated as follows:

- a. The achievements in increasing apparatus resource capacity.
- b. The achievement in improving service quality.

2.1.7 Strategy and Policy

The strategies and policies of Kulon Progo Education and Training Personnel Agency for each mission will be held in various programs and activities which can be seen in the following:

Table 2.2 Strategy and Policy of BKPP Kulon Progo

Vision of Kulon Progo Regency: Realizing Kulon Progo Regency which is prosperous, safe, peaceful, character and cultured based on faith and piety		
The third regent's mission: Realizing good governance in an orderly, safe and peaceful environment		
Strategy	Policy	Programs and Activities
a. Increasing the effectiveness of HR quality.	1. Providing opportunities for civil servants who have met the criteria for attending training.	A. Apparatus Empowerment Program 1. Mutation and transfer of certain functional positions 2. General functional office
b. Improving systems and participatory		

<p>coordination mechanisms .</p> <p>c. Improving the quality improvement for effective and efficient performance .</p> <p>d. Improving budget quality effectively and efficiently.</p> <p>e. Increasing allocation of performance -based budgets.</p> <p>f. Improving</p>	<p>2. Providing opportunities for civil servants who have met the requirements in accordance with the provisions that apply to occupy certain positions.</p> <p>3. Facilitating civil servants in managing pensions, rising rank, karpeg, KPE, karis, karsu, taspen and askses.</p>	<p>arrangement</p> <p>3. Management of promotion of civil servants</p> <p>4. Control of credit score ratings</p> <p>5. Implementation of Service Exams and UPKP</p> <p>B. Apparatus Development Programs</p> <p>1. Formation and procurement of civil servants</p> <p>2. Management of non-civil servant employees</p> <p>3. Appointment of regional civil servants in structural positions</p>
---	---	---

<p>information technology supporting the implementation of tasks.</p> <p>g. Increasing socialization of changes to legislation.</p>	<p>4. Speeding up personnel data information.</p>	<p>4. Management of study assignments and study permits</p> <p>5. Educational structural gap</p> <hr/> <p>6. Pre-service, technical and functional education and training</p> <p>C. Apparatus Development and Service Programs</p> <p>1. Fostering Employee Discipline</p> <p>2. Fostering the integrity values of the state civil apparatus</p> <p>3. Management of Administration</p>
---	---	---

		<p>staff</p> <p>4. Management of TPP</p> <p>5. Data Management and Employee Administration</p>
--	--	--

Source: BKPP Strategic Plan 2017-2022

2.1.8 Human Resources

In supporting the implementation of all functions and main tasks, BKPP Kulon Progo Regency must be supported by adequate human resources in carrying out them. The various types of positions in the Kulon Progo BKPP include:

1. Structural Officers

BKPP Kulon Progo Regency carries out all the main tasks and its function which are supported by ASN with details of Echelon II structural officials consisting of 1 (one) person, Echelon III.a consisting of

1 (one) person, Echelon III.b consisting of 3 (three) people, and Echelon IV.a consisting of 10 (ten) people.

2. Class

Seeing from the aspect of the number of employees, BKPP Kulon Progo Regency has still lack of eleven ASN People starting from Position General Functional to Specific Functional positions. Although thus, in general, the apparatus at BKPP in Kulon Progo Regency has fulfilled the requirements needed to occupy a position or as a general functional position, a specific functional position and a structural position. The following is data about HR at BKPP Kulon Progo

Table 2.3 Human Resources of BKPP Kulon Progo in 2017/2018

No	Position	Class				Total
		I	II	III	IV	
1.	Head	0	0	0	1	1
2.	Secretary	0	4	10	1	15
3.	The field of Discipline and Welfare Data	0	1	9	1	11
4.	The field of Staff Mutation	0	1	4	1	6

5.	The field of Staff Mutation	0	2	11	1	14
6.	The specific Functional Position "Young Personnel Analysis"	0	0	4	0	4
7.	The specific Functional Position "Implementing Staff Analysis"	0	0	2	0	2
8.	PNS Learning Task	0	0	1	0	1
	Total		7	41	5	45

Source: 2017 BKPP Staffing Data

List of Distribution of Participants for Measurement of Managerial Competency In The Selection of Higher Leadership Pratama Government in Kulon Progo Regency in 2017/2018:

Tabel 2.4: Distribution of Position Auction Participants

Batch I		
No	Name of Participant	Position Proposed
1.	Drs. Sumiran	Head of Civil Service Police Unit
2.	Drs. Duana Heru Supriyatna, M.M.	Head of Civil Service Police Unit
3.	Drs. Wahyu Pujiyanto	Head of Civil Service Police Unit
4.	Pandaya, S.Pd, M.Pd.	Head of Environmental Service
5.	Ir Suharjoko, M.T.	Head of Environmental Service
Batch II		
No	Name of Participant	Position Proposed
1.	Sarji, S.AP.,M.AP.	Head of the Environmental Service
2.	Arif Prastowo, S.Sos., M. Si	Head of the Environmental Service
3.	Ir. Raden Langgeng Raharjo, M.T.	Head of Land and Spatial Planning Service
4.	R. Heriyanto, SH., M.M.	Head of Land and Spatial Planning Service
5.	Ir, Adnan Widodo, M.T.	Head of Land and Spatial Planning Service
Batch III		
No	Name of Participant	Position Proposed
1.	Ir. Aspiyah, M.Si.	Head of Community and Village Empowerment Service Population

		Control and Family Planning
2.	Drs. Nur Wahyudi, M.M.	Head of Community and Village Empowerment Service Population Control and Family Planning
3.	Setiawan Tri Widodo, S.Sos.	Head of Community and Village Empowerment Service Population Control and Family Planning
4.	Bambang Sutrisno S.Sos, M.Si	Head of Community and Village Empowerment Service Population Control and Family Planning
5.	Sudarmanto, S.I.P.,M.Si.	Head of Community and Village Empowerment Service Population Control and Family Planning

Source: Attachment to Participant Batch List

Based on the table there are three forces where the selection participants are grouped randomly without being equalized according to position. Each class has participants with a total of five people where the schedule for each class is different, namely, batch one is held (January 22-23 2018), class II (25-26 January 2018), and Batch III (January 29-30 2018). Rules of Participant:

- 1) Present 1 day before no later than 17.00.
- 2) Dressed in Black and White (for men) at the time of the assessment center.
- 3) Follow all series of events in an orderly manner.
- 4) Comply with all applicable regulations.

5) Bring personal equipment as needed.

Table 2.5: Results of the Pratama High Leadership Open Position in Kulon Progo Regency 2017/2018

Position	Name
Head of Land and Spatial Planning Service	1. Ir. Adnan Widodo, M.T.
	2. R. Heriyanto, SH., M.M.
	3. Ir. Raden Langgeng Raharjo, M.T.
Head of Civil Service Police Unit	1. Drs. Duana Heru Supriyatna, M.M.
	2. Drs. Sumiran
	3. Drs. Wahyu Pujianto
Head of Community and Village Empowerment Service Population Control and Family Planning	1. Ir. Aspiyah, M.Si
	2. Bambang Sutrisno, S.Sos., M.Si.
	3. Sudarmanto, S.IP., M.Si.
Head of the Environmental Service	1. Arif Prastowo, S.Sos., M.Si
	2. Sarji, S.AP.,M.AP.
	3. Ir. Suharjoko, MT

Source: Appendix of Results of Selection of Auction for 2017-2018 Kulon Progo

Government Position

Based on the table above, it can be seen that each position has 3 participants who have passed, including the position of Head of the Land and Spatial Planning Office, Ir. Adnan Widodo, M.T., R. Heriyanto, SH., M.M., and Ir. Raden Langgeng Raharjo, M.T. then the Head of the Civil Service Police Unit

is Drs. Duana Heru Supriyatna, M.M., R. Heriyanto, SH., M.M., and Drs. Wahyu Pujianto. Furthermore, the Head of the Population and Family Planning Control Community and Village Empowerment Office was Ir. Aspiyah, M.Sc., Bambang Sutrisno, S.Sos., M.Sc., and Sudarmanto, S.IP., M.Sc. Furthermore, the Head of the Environmental Service was Arif Prastowo, S. Sos., M.Sc., Sarji, S.AP., M.AP., And Ir. Suharjoko, MT. Participants who have passed the auction position will then be submitted to the regent to choose one of the three.