

ORGANIZATIONAL CHANGES STRUCTURE OF REGIONAL LAND CONTROL SERVICES INTO SLEMAN REGIONAL LAND CONTROL OFFICE SLEMAN DISTRICT (STUDY OF SLEMAN LOCAL ACT 08, 2014)

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ABSTRACT

After structuring and streamlining the organizational structure of the Regional Land Control Service (DPPD) Sleman District to become the regional land control office (KPPD) of the District of Sleman, there is no more authority for land licensing from the Sleman District Regional Land Control Office. Indicators in the grouping of function of the Sleman Regency Regional Land Control Office are organizational principles, including clear vision and mission, institutionalization of staff functions and line functions as well as a firm, efficient and effective support function, as well as a clear range of control and work procedures, based on Position, Duties, and Function of Regency / City Region Devices. The factors that influence the restructuring of the DPPD into the KPPD are the HR Factor, the lack of HR in the DPPD organization so that the workload and HR are not balanced. Budget factor, although the budget is not the main factor but the enthusiasm of the district government to effectively and efficiently spending on the SKPD Sleman budget. Furthermore, the regional head's will factor is the existence of a local government policy to implement a one-stop integrated service to improve licensing services in the Sleman Regency. Then the central government policy change factor, DPPD licensing service function delegated to BPMPT Sleman to implement presidential regulations on one-stop integrated services. This central government policy change factor is the main factor influencing the restructuring of the DPPD into the KPPD. In conclusion, the change in the organizational structure of the Regional Land Control Office to the Regional Land Control Office was triggered by the central government's policy to implement a one-stop unified service and requires the Sleman DPPD to delegate the authority for land licensing to the Integrated Investment and Service Agency (BMPPT) Sleman.

Keywords: Organizational structure, Regional Land Control Services, Local Government

1.0 PRELIMINARY

Organizational restructuring is often carried out by local governments to optimize the functioning and functioning of the organization. An ineffective and inefficient organization of regional apparatus is still a major problem in structuring the structure of government

organizations. Organizational pathology such as inconsistency, function, underload, overload, overlapping, and others requires local governments to restructure the organization so that the main objectives of the organization can run properly. In Sleman Regency, for example, in a relatively short period of vulnerability, in the period 2009 to 2014, the Sleman district government had carried out two restructurings of regional apparatus organizations in that year. The restructuring of the regional apparatus organization aims to make the Sleman Regency regional apparatus organization more effective and efficient. In 2014, it was the last time the Sleman Regency Government restructured the regional apparatus. In structuring the organizational structure of the Sleman Regency area, the government must, of course, refer to the laws and regulations set by the central government. Then the Sleman Regency Regulation No. 8 of 2014 concerning the Second Amendment to the Sleman Regency Regulation No. 9 of 2009 Concerning the Regional Organization of the Sleman Regency Government. Since the regional regulation came into force, the position of the Sleman Regency Regional Land Control Office was changed to the Sleman Regency Regional Land Control Office. This certainly brings significant changes to the Sleman Regency Regional Land Control Office, which was previously the Office.

The Regional Land Control Office of Sleman Regency is a supporting element of the task of the regional head, having the task of formulating specific regional policies in the field of land. If seen from its effectiveness, the Regional Government of Sleman Regency has succeeded in carrying out effectiveness in the organization of the Sleman Regency regional apparatus. Many fields, subfields, or sections were written off after the restructuring. Of course, with this, government spending will be slightly reduced and can be diverted to other budgets. Besides that, in Law number 13 of 2012 concerning Yogyakarta Privileges from the five elements of Yogyakarta Special Region privileges is a matter of land and spatial planning. By changing the organizational structure of the Sleman Regency Regional Land Control Office to become the Sleman Regency Regional Land Control Office, the local government seems to put aside the land problems in the Sleman Regency. Of course, this is not in line with the spirit of the provincial government in prioritizing the authority of DIY privileges. Besides, after the restructuring of the organization was implemented as reported by the Jogja Daily, the head of the office revealed that the Regional Land Control Office, Sleman Regency, lacked adequate land or land use supervision. The Sleman area is quite extensive, requiring oversight of land use by many personnel. The head of the Sleman KPPD revealed, due to these conditions, from 86 villages, now the KPPD is only able to conduct surveillance of 40 villages. He said, now, land supervision is only carried out on priority areas. Among other areas, the growth of the addition of new buildings is very rapid, such as in Kalasan and Gamping Districts.

Besides, the ongoing development continues as if not controlled by the local government. At the end of 2015, the Gamping sub-district was the district with the fastest rate of building an expansion, from 450 to 841 building units. Green open space is decreasing, and the land is narrowing, rice fields are starting to decrease into a big problem that must be resolved by the Regional Government through the Sleman District Regional Land Control Office.

1.1 Restructuring Organization of the Regional Land Control Service Becomes the Regional Land Control Office of Sleman Regency

a. Downsizing Organization (*Downsizing*)

The Sleman Regency Government makes the central Government Regulations a key indicator in the process of streamlining the organizational structure of the regional apparatus. That there is legal compliance from the Regional Government because, in the organizational structure, structuring refers to the Regulation in force in 2014. In the context of this restructuring the Regional Government of the Sleman Regency through the Regional Secretariat of the Organizational Section pays attention to government affairs which become the regional authority consisting of compulsory and optional affairs, taking into account the needs, financial capabilities, scope of tasks, population density, potential, characteristics and facilities and infrastructure.

Workload Analysis and Position Analysis is also a determining factor in the restructuring of regional apparatus organizations in the Sleman Regency. The arrangement of the organizational structure of the Sleman Regency area in this case is the District Land Control Office of the Sleman Regency which refers to PP No. 41 of 2007 concerning the Organization of Regional Apparatus is aimed at downsizing (bureaucratic) in the local government bureaucracy because this is considered the most appropriate step in achieving effectiveness and efficiency of bureaucratic performance with the lowest risk calculation. This streamlining is following the indicators as they should. The new structure also shows that there is no more authority from the Sleman District Regional Land Control Office. Concretely, after the restructuring of the regional land control organization, the Regional Land Control Office functions only as a monitoring and evaluation function.

b. Decentralized Organizational Function (*Decentralizing*)

The restructuring of the Sleman Regency Regional Land Management Office into the Sleman Regency Regional Land Control Office is the implication of the implementation of one-stop integrated services. It allows the local government to regroup the main tasks and functions of the Sleman Regency Regional Land Management Office into the Sleman Regency Land Management Office. The Sleman District Regional Land Control Office initially had three main tupoksi classifications, namely Licensing, Supervision, Monitoring and Evaluation, and after the restructuring of the regional apparatus organization in 2014, the function of the Sleman Regency Regional Land Control Office was the Supervision, Monitoring and Evaluation function.

For the most part, the sub-unit of the Sleman Regency Land Management Office was moved to the Integrated Investment and Licensing Services Agency. Parts of the Sleman Regency Regional Land Management Service that are transferred to the Office of Capital Investment and Integrated Licensing Service are the Land Use Sector and its section on Land Stewardship Section, and the Land Permit Sector and all its sections. Along with the removal of sections and sections in the organization of the Regional Land Control Service, it was also accompanied by the removal of structural officials who were affected by inflation following their positions in the old organization and placed in a place appropriate to their capacity.

c. Reviewing Organizational Objectives (*Refocusing*)

The steps undertaken by the Sleman Regency Government in reviewing organizational goals are the formulation of objectives involving relevant stakeholders, realistic goals, goals must be clear, goals stated simply, objectives of the functional area of the organization must be consistent with general objectives, the Secretary conducts evaluations to review function.

1.2 Factors That Influence Organizational Restructuring of the Regional Land Control Agency into the Regional Land Control Office of Sleman Regency

a. Factors Resources Humans

The influence of human resources in the organizational restructuring process of the Sleman Regency Regional Land Control Office to become the Sleman Regency Regional Land Control Office is the lack of human resources available in the Sleman Regency Regional Land Control Service, which in this case local governments have options, options The first is that local governments increase the number of organizations according to their needs and options. Second, local governments can reduce the workload of existing organizations. The implementation of PTSP then became the momentum of the Sleman Regency local government to reduce workload by organizing the Regional Land Control Service organization into the Regional Land Control Office.

After restructuring, the Sleman Regency Regional Land Control Office is still experiencing the same pathology, namely the lack of human resources in the Land Utilization section. This makes the Sleman Regency Regional Land Control Office very limited in the supervision of the Sleman Regency regional land use.

b. Budget Factor

Judging from the budget allocation of the Sleman Regency Regional Land Control Office and the Sleman Regency Regional Land Control Office, there were no significant changes. There is no difference so far from the status of the Sleman Regency Regional Land Control Office and the Sleman District Regional Land Control Office. Here's the comparison:

Table 1.0 : Comparison of DPPD and KPPD Sleman Budget

No	Fiscal year	Budget Amount (RP)	Description of Organization Status
1	2014	5,683,791,350.00	Regional Defense Management Agency
2	2015	5,199,196,628.00	Regional Land Control Office
3	2016	4,153,726,800.00	Regional Land Control Office

Source: Sleman Regional Land Control Office

The budget factor is not the main factor driving restructuring. However, there is the enthusiasm of the regional government of the Sleman Regency to streamline and streamline the SKPD expenditure budget. It is hoped that this budget can be diverted to other needs that are more productive for the welfare of the people of Sleman Regency.

c. Regional Head Willpower Factor

The role of the regional head in terms of structuring the organizational structure of the Regional Land Control Agency to become the Regional Land Control Office of the Sleman Regency is an important pioneer in the organizational structure arrangement policy of the Sleman Regency. Regional Head Willingness Factor is a factor that has a major influence on the implementation of restructuring or organizational restructuring of the Regional Land Control Agency of Sleman Regency to become the Regional Land Control Office. The role of the Sleman Regent in the organizational structure of the regional apparatus.

Sleman Regency is the chief executive who sets the organizational restructuring policy. Based on the Sleman Regent's policy to improve the one-stop licensing service system in an integrated manner also becomes a driver of the restructuring process of the regional apparatus organization.

d. Central Government Policy Factors

The main factor or the factor that most influences the organizational restructuring of the Regional Land Control Agency to become the Sleman District Regional Land Control Office is the policy change factor from the central government. The Regional Government of Sleman Regency seeks to improve services, especially licensing services in Sleman Regency. The initiative of the Sleman Regency Regional Government to organize the organization in 2014 was also encouraged by Presidential Regulation No. 97 of 2014 concerning Organizing One-Stop Integrated Services.

President Susilo Bambang Yudhoyono issued Presidential Regulation No. 97 of 2014, which repeats the rule that the implementation of PTSP must be in the investment agency. This time the nomenclature determined the Agency for Investment Capital and Services Integrated Single Door (BPMPTSP). This is what then requires the Sleman Regency Regional Land Management Office to give up some of its authority, namely its licensing authority to be submitted to the Sleman Regency Integrated Investment and Licensing Services Agency.

2.0 CONCLUSION

Streamlining the organizational structure of the Sleman Regency area refers to workload analysis, job analysis, government regulations, and domestic regulations. The indicators in regrouping the function of the Regional Land Control Office into the Sleman District Regional Land Control Office are clear vision and mission, the institutionalization of staff and line functions as well as a firm, effective, and efficient support function based on the position and function of the Sleman Regency. The function of the Regional Land Control Agency of Sleman Regency has three main function classifications, namely Licensing, Supervision, Monitoring, and Evaluation. Post-restructuring into Regional Land Management Office of Sleman, Regional Land Management Office of Sleman has only the

function of monitoring and evaluation. The sub-unit organization of the Regional Land Control Service was moved to the one-stop Integrated Investment and Licensing Services Agency of the Sleman Regency.

The main background in the organizational restructuring process of the Regional Land Control Agency to become the Sleman District Regional Land Control Office is the efforts of the Regional Government to improve the existing licensing service system. The Regional Government of Sleman Regency seeks to improve services, especially licensing services in Sleman Regency. The initiative of the Sleman Regency Regional Government to organize the organization in 2014 was also encouraged by Presidential Regulation No. 97 of 2014 concerning Organizing One-Stop Integrated Services.

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