

Factors Analysis Of Constraints For The Rank Of Civil Servants Of District Health Office In The Regional Personnel Agency Of Mamberamo Raya Regency

Frida Raweyai

Post Graduate Program of Public Health Science,
Cenderawasih University Jayapura

Novita Medyati

Assistant Professor & Head of Magister Public Health
Program, Faculty of Public Health, Cenderawasih
University Jayapura

Septevanus Rantetoding

Martapina Anggai

Agus Zainuri

Rosmin M. Tingginehe

Assistant Professor, Faculty of Public Health, Cenderawasih
University Jayapura

Abstract: The promotion procedure is regulated based on a regular system and an elective system. Regular promotions are awards given to Civil Servants who have met the requirements without being tied to a position. This study aims to analyze the obstacles to the Promotion of the Ranks of the Civil Servants at the Health Service at the Regional Personnel Agency of Raya. The method in this research is descriptive qualitative with in-depth observations and interviews in December 2021 - January 2022 at the Regional Personnel Agency office, Mamberamo Raya District Health Office and at the Papua Provincial Civil Service Agency office in Jayapura. The results showed that the influence of leadership on performance has been going well with the application of "reward and punishment" to employees. The obstacles are lack of motivation from each State Civil Apparatus, there are still many employees who do not understand the procedure for proposing promotions, lack of promotion service personnel, incomplete employee files, and no training held by the Regency and Provincial Civil Service Agency regarding procedures. promotion. It is recommended that continuous training and socialization be carried out on the procedures and procedures for managing promotions.

Keywords: Promotion Procedure, Civil Servants

I. INTRODUCTION

Rank is a position that shows the level of a person in the state civil servants based on his position in a series of staffing structures and is used as a basis for salary. In government regulation No. 99 of 2000 concerning the promotion of the rank of state civil servants is an award given for work performance and service to the state after passing certain requirements.¹ In the general explanation of Law No. 8 of 1974 concerning the main points of employment, it is stated that what is meant by staffing is everything related to the position, obligations, rights and development of civil servants.² The promotion in employment is used as one of the

government's efforts to trigger the improvement of work performance and the quality of the performance of the state civil servants. Leadership has a very big influence in improving employee performance, because leadership is a guide and role model for subordinates.³ In addition, with the promotion of the state civil servants, it is hoped that they have high discipline and high morale in carrying out their duties. Promotion is also an important element in the career development of the state civil servants. With a timely and targeted promotion, it is hoped that it will foster morale for the state civil servants, because a timely promotion will have an impact on increasing the basic salary so that it will indirectly impact the welfare of the state civil servants. In fact,

promotion services for state civil servants often experience problems. This is due to not understanding procedures, inadequate performance, incomplete files and lack of understanding in compiling the requirements for the promotion proposal.

The Mamberamo Raya District Health Office in 2020 to 2021 has a total number of 290 state civil servants. There are ten health service employees who are proposed to be promoted for the period of April 1, 2021, and three people have succeeded in being promoted, because their files are complete so that they can be promoted.

II. RESEARCH METHODS

The design of this research is descriptive with a qualitative approach using in-depth interview techniques to informants selected by purposive sampling, these informants who are directly involved, who understand and can provide accurate and valid information about the constraints for the rank of civil servants of district health office in the regional personnel agency of Mamberamo Raya regency.

Qualitative descriptive research aims to describe, describe, explain, explain and answer in more detail the problems to be studied by studying as much as possible an individual, a group or an event.⁴ The study was conducted at the Regional Personnel Agency office, Mamberamo Raya District Health Office and at the Papua Provincial Civil Service Agency office in Jayapura from December 2021 to Januari 2021. The data collected included primary and secondary data. Primary data were collected through in-depth interviews and observation. Secondary data is collected through literature study, document observation and so on.⁵

III. RESULTS AND DISCUSSION

Referring to the research data, both interviews and participatory observations, the results showed that the procedure in the promotion of the civil servants at the district health office of Mamberamo Raya regency has been carried out well by the leadership at the health office where in the promotion procedure it has been directed that every employee in the agency at the time of completing the files and requirements is submitted to the personnel department in the service and forwarded to the regional personnel agency and finally all files will be sent to the state civil service agency in Jayapura for inspection. However, if any deficiencies or incomplete files are found, they will appear on the SAPK BKN Jayapura application and then each regional personnel agency will inform each agency to complete the files. Based on the results of interviews, it is known that there are several obstacles that hinder the promotion of employees, namely the lack of personnel in the management of promotion services, the absence of training for employees on how to input files into the SAPK application, the lack of information about promotion procedures and the budget only comes from the health office in managing promotions.

The promotion procedure of health office civil servants at the Regional Personnel Agency of the Mamberamo Raya

Regency has been carried out well by the leadership at the health office. Disadvantages faced by the health office are that employees who propose promotion files often go through other channels, namely to the regional personnel agency directly so that some employees whose files are incomplete make the employee not promoted, also lack of manpower and there has been no training from the regional personnel agency on how to manage a promotion.

The success of a leader in mobilizing others to achieve the goals that have been set is very dependent on the role of the leadership itself. The role of the leader as a motivator is very important, because a leader has a great influence in supporting employee performance in an organization. To achieve high performance goals and be useful for the progress and smooth running of the organization, it is absolutely necessary for the role of a leader to provide motivation, direction, supervision and good communication with his subordinates or those he leads. Thus, it can be concluded that one of the most important determinants of the success of government administration is the role of a leader.⁶

IV. CONCLUSION

Based on the results of research and discussion, it can be concluded as follows;

The procedure for promotion of civil servants at the health office in the regional personnel agency of Mamberamo Raya regency has been running according to the procedure. Health office employees who propose promotions must complete the requirements that have been set before.

Obstacles to promotion the civil servants at the health office in the regional personnel agency of the Mamberamo Raya regency, are employees who do not understand the procedure for proposing promotions, lack of service personnel for promotion. There are incomplete employee files, proposal notes that do not match the period of service and lack of competence. In addition, there is no training held by the regional and provincial civil service bodies regarding promotions and other requirements so that for the April 2021 period only three files have been promoted.

Leadership on the performance of the state civil apparatus of the health service in the regional staffing agency of the Mamberamo Raya regency is good but lack of motivation from the personnel themselves and professionalism in preparing the files for promotion proposals.

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