

POLICY DEVELOPMENT TRAINING AND EDUCATION RESOURCES TO REFORM THE LOCAL GOVERNMENT DISTRICT OF MAKASSAR SIDENRENG RAPPANG

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ABSTRACT

This research aims to know and study the strategy of resource development policy reform of local government district of Makassar Sidenreng Rappang. The research method used is descriptive qualitative study type, while the phenomenological approach is used. This is intended to give description in a systematic, factual and actual response object is examined. Results of the research implementation of education and training is not conducted in a planned and timely to get quality apparatus of the abilities, knowledge, skills, expertise, and job skills, as well as a good mental attitude, and optimal performance. Whereas in the era of regional autonomy, it takes the resources of local government apparatus that is intelligent and responsive to the needs of an increasingly complex society services.

Keys words: Policy development, education and training, Resource Agencies, local government.

INTRODUCTION

Regional Staffing Agency data shows that the number of employees of the surroundings of local government district of Makassar Sidenreng Rappang 6.997 people as much, which has been completed following education and training as many as 965 people within the last 3 years (year 2009 s. d in 2011). If are perceived only 7.2%. Training needs are when the gap between the competences owned apparatus with the competencies required for each position are not met, and it also means that the implementation of the education and training of civil servants has not been optimal in the development and increased competence of apparatus.

Policies regarding resource development, according to the State apparatus Rosidah (2008) (1) through education and training, employees are expected to acquire knowledge, skills, and expertise, browse the hierarchy of to increase effectiveness, the task of organizing degrees can eventually be applied in work as well as in the framework of organizational development.

To improve performance, professionalism and the welfare of civil servants it was time to do the renewal of civil servant management system as a whole and integrated. Ahyar Effendi (2012) (2). This obviously shows that the regulation on the management of the resources the Government apparatus in terms of education and training was carried out in a systematic and integrated way. Therefore, the local government district of Makassar Sidenreng Rappang expected to maximize the tasks and functions of the Board of County Makassar Sidenreng Rappang as technical resource development area apparatus, facilities and infrastructure, which includes education and training. Must use scientific principles and experiences, as well as paying attention to the needs of stakeholders. Many cases participants in education and training is not tailored to career development plans, so that as a result many participants of the education and training after placement do not earn promotion back as well as the development of its potential. This kind of incident made many employees are disappointed and frustrated. In this regard in the autonomous region, the resources demanded Government Apparatus for intelligent and perceptive accommodate the demands, expectations and needs of the community in accordance with the principles of good governance, so as to realize that serve the community. At issue is how the resource development policy reform strategy of local government district of Makassar Sidenreng Rappang?

The mission is to create education and training apparatus which is capable of acting as a reformer and glues the nation unity, unity and resolve in the attitude and spirit of devotion and service-oriented auspices as well as community empowerment, creating a common vision and dynamics of the mindset in the public administration and perform the task of development, for the sake of the realization of good governance. Appropriate Legislation – Act No. 43 of 1999 (3), the Government Regulation Number 2000 101Tahun BabII (4), article 2, and the decision of the head of the State administration institutions N 0.193/XIII/10/6/2001 (5).

Efforts are being made in order to increase the ability of work belonging to the apparatus by means of adding to the knowledge and skills as well as changing attitudes, because reform is the Organization's most valuable wealth, because with all its potential, the apparatus could continue to be trained and developed, so that it can

be more helpless, her achievements to be optimized to achieve the objectives of the Organization of Government.

According to Siagian (2002) (6) there are at least three benefits gained through education and training: (1) the broad perspective of the Horizon that allows a person to be able to understand and anticipate the changes and developments that will inevitably occur. (2) Improvement of work productivity which in turn can increase a person's income and add an inner satisfaction. (3) The impossibility for larger promotions as rewards and recognition the Organization over increasing work capacity so that the question can be given the authority and responsibility of the larger and more spacious. The existence of education and training the perceived merits and occupied a strategic place for the development of apparatus.

The implementation of education and training it shows that the planning of education and training does not support career development planning apparatus. This is in line with the thought of Gen. (2010) (7) that; the requirement to create a resource that has the capability of regional agencies and professionals to meet the needs of local government agencies, and recipient of the people's demands of public service.

Research Methods

This research is a descriptive qualitative research type belongs, whereas the research approach used is a phenomenological approach. Qualitative research methods are research methods were used to examine the condition of natural objects, where researchers as key instruments, engineering data collection done in a triangular, data analysis is inductive qualitative research results and emphasizes the meaning rather than generalities. Data source this study is a local government district of Apparatus Makassar Sidenreng Rappang chosen proportionately.

The focus of research is the development of policy Strategies Makassar Sidenreng Rappang Area apparatus is an apparatus has been following Education and training. This is a series of steps that give donations on the apparatus the Office or position in accordance with the competence and Makassar Sidenreng Rappang Regency Government apparatus, which are relevant to the theory of Max Weber in the Keban (2008: 158) (8) and corresponding Government Decree number. 101 in 2000 (4).

Legitimately Data collection and engineering research: (a) the interview; (b) Observation; and (c) document Searches. Techniques of examination of the validity of qualitative research data used: (a) Credibility; (b) Transferabilitas; (c) the humble; (d) Konfirmabilitas. Research Data analysis techniques are used: (a) data collection; (b) the reduction of data; (c) presentation of data; (d) the verification conclusion and withdrawal.

RESULTS OF THE RESEARCH AND THE DISCUSSION

The Strategy Policy Development

To anticipate the negative impact of the public service reform local government district of Makassar Sidenreng Rappang increasingly drawn-out, then the required effort and resource development strategy the right Apparatus, effective and efficient as well as applicable. This innovation made possible in line with the spirit of the Law Number 32 Year 2004 (9) which puts the Government's Regency/City to better manage resources independently owned agencies, in line with the policy of good governance.

According to Robbins (1994: 134) (10) in the Sedarmayanti (2011: 21) (11) strategy is the determination of the basic goal of long-term, targeted a Government Organization and acceptance of a series of actions, as well as the allocation of resources needed to carry out those goals. Strategic compliance, maximize competitive advantage organization governance, which adapts its capabilities and resources appropriate to the external environment in the opportunity.

The most important task of deciding policy at present is to enter the competence reform organizations in accordance with the opportunities and the risks created by changes in the environment. Strategic policy the most important function is to direct the thoughts and actions of all walks of life in the Country and the nation towards a better. The strategies outlined in this research is:

a. Education Training

The Mission of the education and training reform of local government is essentially increases the knowledge, expertise, skill in performing a variety of tasks which are charged to their mental attitude and changes civil servants. Education and training creates an apparatus which is capable of acting as a reformer and glues the nation unity, unity and resolve in the attitude and spirit of devotion and service-oriented auspices and community empowerment, creating a common vision and dynamics of the mindset in the public administration and carry out the construction for the sake of the realization of good governance. Appropriate Legislation – Act No. 43 of 1999 (3), the Government Regulation Number 101 Tahun 2000 (4), BabII, article 2, and the decision of the head of the State administration institutions N 0.193/XIII/10/6/2001 (5). Resource Development Agency Office does apparatus Staffing Makassar Sidenreng Rappang Regency Area in order to improve the performance of the apparatus is held Government regulations No. 101 of 2000 (4) Office of the education and training Of civil servants. The education and training required are: (1) education and training Prajabatan is civic candidates being given to

civil servants is a supply, so they can understand the tasks that were later charged to them, (2) education and training in the Office consists of: (a) Leadership Education and training education and training is designed to meet the required competencies of civil servants in the Office of structural with secondary Echelon who has such as education and leadership training IV Education and training, Leadership, education, and leadership training III II, and Leadership Education and training I, (b) the functional education and training is to meet the requirements of specific competencies in accordance with its functions, and (c) Technical education and training is to provide skills for civil servants who are directly related to the implementation of the basic tasks of agencies concerned.

According to Siagian (2002) (6) that the education and training Work and cultural apparatus. There are at least three benefits gained through education and training: (1) the broad perspective of the Horizon that allows a person to be able to understand and anticipate the changes and developments that will inevitably occur. (2) Improvement of work productivity which in turn can increase a person's income as well as add to the spiritual satisfaction. (3) The possibility of bigger promotions as rewards and recognition the Organization over increasing work capacity so that the question can be given the authority and responsibility of the larger and more spacious.

The development of the era of globalization nowadays considered essential for the institutional setup, staffing, performance on each organizational unit of the area. Based on the regulations of the President of the Republic of Indonesia Number 81 in 2010 (12) about the Bureaucratic Reform Grand Design 2010-2025. Later, the regulation of the Minister of State for Administrative Reform and reform of the bureaucracy is Number 20 of 2010 (13) about the Road Map Reform Bureaucracy in 2010-2014. Standards of competence as required in order to guarantee the quality and objective the appointment of civil servants in the Office. Understanding this term competency standards, based on Regulation No. 13 in the year of 2011 28 June 2011 (14).

In ability can be formed from a number of competencies that an employee, this much broader concept that includes a number of competencies that are formed through education and skills. In this case, there is a very close relationship that is good habits with positive implications on the behavior of labor reform. If one's bad habits will also have implications for the behavior of the apparatus in a given instance. Because people are always blaming circumstances for what they are going through are the ones who have less ability to compete in the success. (A prosperous 2009: 204) (15).

The issue underlying aspects of resource development apparatus in Makassar Sidenreng Rappang almost the same problem in other districts in South Sulawesi. Those problems range from economic area where the logical factors increasing or diminishing the authority of institutions recently. If the previous section that take care of the development of the staffing resources of the region is apparatus area districts, now handed over to the newly formed Agency i.e. Staffing Agency Area led by a head of the Agency.

Lois Emmirij opinion in the Haq and Kinder (1986) (16), that resource development apparatus was based on aspects of education and training. Resource development apparatus as a tool as well as the ultimate goal of the process of organization management of Government. Education and training oriented to satisfy the technical expertise workforce, leadership abilities, and personnel administration. These efforts are aimed at the target objects that facilitate the community involved in the socio-economic system of the community, the nation and the State. The Government apparatus is required to modify its performance in public services with quality and professional.

She was in the development of education and training resources, necessary apparatus a standard post-war success of education and training. The proposition was implemented by the apparatus that has the skills and theoretical expertise in accordance with their respective areas of work. is the area of Apparatus able to contribute knowledge and his energies optimally for smooth running of the Organization, may encourage an increase in productivity, the area has the attitude of Apparatus to continuously improve and enhance the expertise and skills possessed, a disciplined, area Agencies complied with the regulations and the code of conduct on the Establishments concerned. The substance should give priority to the interests of the country above personal interests and encouraging good governance and.

b. Coaching Career

In career coaching and planning apparatus, there are five major requirements that must be met in order for the planning process goes well, namely: (1) dialogue, involving employee's career Affairs apparatus. It is rarely communicated with apparatus, for apparatus embarrassed and discusses career, such properties are considered ambitious. (2) the guidance apparatus, much less understand the career path and career prospects, so supervisi needs to do to be considered apparatus, (3) individual humanistic Involvement in interacting each other apparatus (4) feedback given to the apparatus of the dynamics of organizational life. (5) The career planning Mechanism in detail in order to be implemented as well as possible. In the Organization of Government, the implementation of career coaching resources made

possible the apparatus is done formally through structural and functional Office position. According to Government Regulation No. 101 in 2000 (4), the structural position is a position of showing the duties, responsibilities, authority and rights of the individual civil servant in order to lead an organization. While the notion of a functional civil servant posts according to Government Regulation No. 16 of 1994 (17) is the position that shows the tasks, responsibilities, authority and rights of the individual civil servant in an organization in carrying out its duties based on the specific skills that are independent. According to the Deputy Minister for administrative reform III that there are 3 criteria of functional Office items, namely: (1) has the methodologies, analytical techniques, techniques and work procedures based upon the discipline specific knowledge or technical training with certification, (2) Have professional ethics set by professional organizations; (3) can be arranged in a hierarchy of positions based on the skill level for the post of functional. Associated with the title or Office of Echelon, in the Makassar Sidenreng Rappang there are 963 structural position or official Echelon consisting of officials of the sturuktural Echelon V up to officials of the sturuktural Echelon II. Officials of the Echelon II is the highest echelon of Office namely Office of the Secretary, the most numerous are the structural positions of Echelon IV-a number there are 479 Office. the perludicatat, up to the end of April 2012, it turns out in Makassar Sidenreng Rappang still have Office sturuktural Echelon V, whose number reached 43 offices.

Table 1 recapitulation of Data number of Echelon Regency Makassar Sidenreng Rappang

No	Type Eselon	The amount of	Description:
	Eselon II-a	1	
2	Eselon II-b	32	
3	Eselon III-a	57	
4	Eselon III-b	94	
5	Eselon IV-a	479	
6	Eselon IV-b	257	
7	Eselon V	43	
	The amount of	963	

Source: Staffing Agency Employee Information System Area of Makassar Sidenreng Rappang

The focus is the role of resource development apparatus should be through strategic steps in order for the placement of the apparatus in accordance with the

disciplines and expertise. This is intended to avoid the discrimination that causes heartache and frustration the apparatus was disappointed.

As for the descriptions of the system of planning and coaching career according to Winarso & Ratminto (...), (18) are: (1) the Office of career development is based on competence. That is a major consideration in the placement of an employee at the Office once is the clerk on competence. (2) An opportunity to pursue a career should pay attention to gender equality. (3) Eligible positions as deduced from results of the analysis of the position. This is relevant to the idea of Max Weber in Thoha (2007; 18) (19): an ideal Type bureaucracy that is a bureaucracy that has a definite shape in which all functions of carried out in rational ways, each of the officials are selected on the basis of professionalism qualification, ideally every officer wants lifted a competitive examination conducted through.

The issue is very popular nowadays in the area of the County is putting people who are not in accordance with the competencies. This is caused by the lack of the appropriate competent authorities, and because of the problems like (like and dislike), but also because getting Promotion Office. In this latter regard was submitted in the "Peter Principle" that people will experience a decrease in the level of intelligence when he got the chance of promotion. Does that mean the person promoted into higher positions, the lower the level of competencies? This is very plausible, since the first appointment in a position depends on the competencies required by the position. When he occupied a position of a higher, new competencies are certainly not suitable anymore either in kind or in degree. Therefore it is recommended that any apparatus which will occupy a higher position must follow special education and training. The results showed the empirical data from the field of education and training on the staffing agency's Makassar Sidenreng Rappang Area that there are 439 persons civil servant Makassar Sidenreng Rappang Regency Government has yet to follow the education and training but had been reinstated in an environment of the Government Area sturuktural Makassar Sidenreng Rappang.

Table 2. Recap of the local government Apparatus Makassar Sidenreng Rappang who haven't followed the Education and training.

No	Types of education and training	The number of people	Description:
1.	Education and training the leadership level II	17 people	
2.	Leadership Education and training level III	52 people	
3.	Leadership Education and training level IV	370 people	

	The Amount Of	439 people	
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Data Source Information Systems Clerk Staffing Agency the Makassar Sidenreng Rappang

The table above shows that there has been a breach of the code of ethics the Office of collusion and nepotism. Although the workload in your organization public relative anyway, officials continue to put their family members, relatives, close friends, free or anyone else. This custom is still thick, older brother which is responsible for finding a job her sisters, or people of certain tribes take precedence significance.

When infused over the achievement of the objectives of development of the apparatus is quite difficult and complex to achieve. But through optimistic attitude that is grown in any resource development process apparatus, not least the stages as well as the process leading to the process of developing the capacity of local government reform must be undertaken with the support of top policy Manager. So the destination can be a handle to every local government apparatus for mutual competent positively that leads to collaboration team.

See the phenomenon right now to be able to prepare for the new tasks and receiver apparatus relay of leadership in the future education and training should have the following objectives: knowing the level of knowledge, skills and abilities in the form of apparatus; to obtain information about the development of what will be implemented; What happened the expected or not, with that transformation is reflected in the implementation of the work of the apparatus; and continuous follow-up, transformation expected from such a development did occur in quite a long time in the future, not only immediately after the program is finished, as the result of a development program is not always visible immediately.

Other than for the purposes of promotion, rotation is also for the benefit of others, namely: to give certainty to the employees concerned that he would be treated fairly as expected by each employee; To regenerate freshness work, expanding the horizons of experience coaching career in order to work; To cultivate passion work employees concerned to work productivity more good.

With the condition of such apparatus, so either directly or indirectly will improve public accountability, because government agencies were able to establish public policy that is increasingly transparent and measurable success rate (performance) of the policy. The fact that became the main runway in any retrieval of the policy, and has already become a reality that the world of education and training of Human Resources, which overlooked the multidimensional crisis will result in yet

also failed to turn up at the moment still experienced by the people of Indonesia, in the world of education must be recognized we are getting left behind from the international world.

Terry in Moekerji (1991: 21) (20) elaborated the development of matter must be adjusted with the aim to achieve. Educational material training using written material as the basis for instruction, examination and reference that can easily be learned by participants in education and training. Educational material and training there is compliance with the level of education and training participant cognition, with the needs of the Organization, with the hope of reform can have competence. The suitability of the with innovation education and training materials in the form of: education and training materials materials furnished with the appropriate additional reference, educational material and training new and always up to date, quality-oriented preparation apparatus.

Policy development in the field of education and training should be competency-based is expected to become the driving force (trigerting) for apparatus in providing good service. The competence of such apparatus can directly assist in carrying out duties in the Office.

Strategy of improving the competence reform through education and training should not be seen as a partial but holistic. Overall this item through the creation of prithu's manage system, the application of the system consistently, and the continuous improvement of existing systems, in order to produce professional apparatus resources.

CONCLUSION

Staffing Agency Policy Areas in terms of resource development reform of local government district of Makassar Sidenreng Rappang through education and training were carried out in a planned and timely so as to support the creation of a quality reform of the abilities, knowledge, skills, expertise, proficiency work, mental attitude, performance of the apparatus are optimal.

In the era of regional autonomy, local Government Reform resources required have the ability, and character, professional cultured work, have a high motivation to serve the needs of the communities that tend to be increasingly complex.

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