PROCEEDING
UNIMA IAPA INTERNATIONAL SEMINAR &
ANNUAL CONFERENCE 2015

"THE ROLE OF LOCAL
GOVERNMENT IN GLOBAL
COMPETITION"
(Peran Pemerintah Daerah dalam Persaingan Global)

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PUBLIC ADMINISTRATION STUDY PROGRAM
FACULTY OF SOCIAL SCIENCE
UNIVERSITY OF MANADO
2015
"PERAN PEMERINTAH DAERAH DALAM PERSAINGAN GLOBAL"

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Program Studi Ilmu Administrasi Negara FIS UNIMA dan Indonesian Association For Public Administration (IAPA)

ISBN 978-602-73770-0-4

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Penentuan Pidana
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Pasal 72:
1. Barangsiapa dengan sengaja atau tanpa hak melakukan perbuatan sebagaimana dimaksud dalam Pasal 2 ayat (1) atau Pasal 49 ayat (1) dan ayat (2) dipidana dengan pidana penjara masing-masing paling singkat 1 (satu) bulan dan/atau denda paling sedikit Rp 1.000.000,00 (satu juta rupiah), atau pidana penjara paling lama 7 (tujuh) tahun dan/atau denda paling banyak Rp 5.000.000.000,00 (lima milyar rupiah).
THE INFLUENCE OF INCENTIVE TO PERFORMANCE EMPLOYEES IN THE SOUTH TANGERANG CITY (Tangsel)

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Abstract: This article is part of the research in 2013-2014 in South Tangerang City (Tangsel). The incentive is one element in the strengthening of organization that is part of the research. Currently, some local governments have attempted to improve the performance of its employees. One of the efforts made by governments in the region are providing incentives for employees. Incentives in each region, different, from one region to another, both of the type, terms and amount. South Tangerang city as one of the newly formed division of the city in 2008, has implemented incentives for employees. There are two types of incentives given by the government of South Tangerang City area, namely Additional Income of Civil Servant (TPP-PNS) and Incentive Fees (IP). In addition, there Honor given to an employee activities outside salaries. Incentives are expected to improve employee performance. But apparently these incentives have not been able to influence the improvement of employee performance.

Keywords: Incentives, Performance, Additional Income (TPP) and Incentive Fees (IP).

Introduction

Reform Era impact on the emergence of the expansion areas that want to stand independently are known as regional autonomy as the realization of a Decentralized System. One autonomous region emerging is a result of regional expansion is South Tangerang City (Tangsel), Banten. South Tangerang City is recognized as an autonomous region in 2008, which split way from its parent district of Tangerang District, Banten Province.

Intensity of South Tangerang City population is quite high, considering the area bordered by the Special Capital Region of Jakarta and Depok, West Java. South Tangerang City has a budget of Rp.1553567040016.00 in 2012 with a population of 1,042,026 inhabitants and an area of 147.19 km² (14 719 ha). One of South Tangerang City budget support source comes from business.
To obtain good performance, it has been given incentives for employees (local government officials) by the Government of South Tangerang City, namely additional income outside salary. The incentives are expected to affect and improve the performance of employees in South Tangerang City.
Results and Discussion

To improve the welfare of employees in the area, the local government has released policies with the addition of so-called incentive and income. The amount of the incentives varies, depending on the capabilities of each region.

The provision of incentives in Tangsel has been set in the City Government of South Tangerang Local Regulation (Perwal) No. 4 Year 2012 on Provision Additional Income or abbreviated Additional Income of Civil Servants (TP-PNS) [7].

Civil Servants Additional Income (TPP PNS) based on the workload and scarcity profession (Chapter I General Provisions, article in Perwal No. 4 of 2012). But the reality, awarding Civil Servants Additional Income is not based mandate Perwal No. 4 of 2012, because until now, Workload Analysis (ABK) has not been made by the Government of South Tangerang City.

Interview results said, in fact Tangsel City Government has prepared the crew, but until now it has not finished. The obstacle is the human resources (employee), which is difficult to provide the data, as employees worried about the position will be changed (repositioning).

Nominal Civil Servants Additional Income (TPP-PNS) Tangsel City Government, non-transparent, in contrast to Surakarta City Government and provincial government of Jakarta, is very opened and can be accessed via online. While Tangsel City Government difficult to access, and when asked directly to those who have the authority (Head of Employee Development, Employment Board of Education and Training (BKPP)), the response was very closed and assume it as an official secret. Meanwhile, openness in government is a must and is one of principle in achieving good governance [8]. Lack of openness in government Tangsel also felt by a member of Local Legislative (DPRD) Commission I, which says that the executive reports on program and budget within a narrow time, so while facing trial, Local Legislatif (DPRD) can not give advise a lot, because does not have much time to read the report [9].

Additional Income of Civil Servants (TPP PNS) based on group or echelon and the position and number of employee attendance. Special issue on attendance, has been set out in Chapter III, Article 4 paragraph (1), taking into account the following: 1). Absent in morning ceremonial without reason, 2). Leaving work or assignments without explanation, 3). Absent from work without explanation. If there is an employee breaks the points above, then subjected to reduction (cutting) Additional Income of Civil Servants (TP PNS) (Article 4, paragraph (2) Perwal No. 4 of 2012). Thus, recaps of the presence of very significant in determining the provision Additional Income of Civil Servants (TP PNS), as it is said to be one of the speakers [10] that the amount of attendance must be precise and accurate, because it affects the amount of Additional Income of Civil Servants (TP PNS) received. If there is a mistake, it can be validated every morning at 09.00 by every Local Government Units (SKPD) each and these provisions come into force on May 1, 2013 by BKPP.
arranged such that there is a balance between granting rights with obligations. Incentives should be based on a merit-based analysis (performance), so that performance improvement can be realized.

Conclusion.

Based on the description and analysis of the incentive effect on the performance of employees in South Tangerang City Government, it can be concluded that:

1). Incentives, has not been able to push the performance of employees.
2). Difference Incentive officials with the staff too flashy.
3). Noteworthy employee competency.
4). Necessary enforcement leadership commitment at all levels.

References:

[7]. Local Regulation (Perwal) Local Government Tangsel No. 4 Year 2012 on Provision Additional Income of Civil Servant (TPP-PNS) or (TP-PNS).
[9]. The interview with the Local Legislative (DPRD), dated June 10, 2013.
Interviews result.

Law No. 28 of 2009.

The interview with the Chairman of the Regional Environmental Agency (BLHD).


Observations from 2012 to 2013.

Observations in April - June 2013.

