

## Transformasi lembaga kepresidenan di Indonesia dari perspektif the four R`S transformation = Transformation of the presidential institution from the four R`S of transformation perspective

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### Abstrak

Penelitian ini bertujuan menganalisis dinamika proses transformasi lembaga kepresidenan, meredesain kesekretariatan lembaga kepresidenan, dan mendesain Manajemen Talenta kesekretariatan lembaga kepresidenan melalui perspektif Teori Transformasi Organisasi Gouillart dan Kelly, 1995 . Metode penelitian yang digunakan adalah multimetodologi dengan menggabungkan pendekatan SSM dan Metode Listening dalam Teori U diharapkan akan mensinergikan dua metode yang mempunyai nature yang sama-sama soft systems , SSM berlandaskan teori sosial fenomenologi dan Teori/Metodologi U menyebut dirinya sebagai the social technology of presencing Scharmer: 2009.

Hasil penelitian menunjukkan tidak semua sub-elemen yang ada dalam elemen 4R reframing, restructuring, revitalizing, dan renewing dapat diterapkan dalam organisasi sektor publik, khususnya lembaga kepresidenan. Untuk menyusun rancangan undang-undang tentang lembaga kepresidenan, dirasakan sulit karena terkendala faktor readiness baik dari aspek SDM, process, maupun leverage. Transformasi yang dapat diwujudkan adalah meredesain restrukturisasi sekretariat lembaga kepresidenan dengan suatu Peraturan Presiden, dimana Mensesneg diusulkan sebagai koordinator sekretariat lembaga kepresidenan yang membawahi Sekretaris Kabinet dan Kepala Staf Kepresidenan. Untuk menjamin tersedianya talenta pada lembaga kepresidenan yang dapat memberikan excellence service kepada Presiden dan Wakil Presiden diperlukan penyusunan Permensesneg tentang Manajemen Talenta.

Hasil kajian menunjukkan research novelty pada elemen revitalizing yaitu perlunya menambahkan sub-elemen building network security system pengembangan sistem keamanan jaringan melalui pembuatan dashboard monitoring kendali akses pengguna sistem informasi di lembaga kepresidenan, dengan pertimbangan instalasi kepresidenan adalah sangat vital sehingga diperlukan security awareness di lingkungan kepresidenan.

.....This research analyses the transformation process of the Presidential Institutions, redesigns the Secretariat of The Presidential Institutions, and designs the talent management of the Presidential Institutions through the theory of organization transformation Gouillart and Kelly, 1995. The method of this research is multi-methodology, which uses SSM and listening method in the theory of U. Hopefully, this method will have the same nature, because SSM is based on the social theory of phenomenology and the theory of U, or the social technology of presencing Scharmer: 2009.

The research shows that not all of the sub-elements of 4R can be applied in the public organizations, especially in the Presidential Institutions. It is indeed hard to make the plan of the laws of the Presidential Institutions, because of the readiness factor from the human resources, process, and leverage. The transformation which can be done is redesigning restructuring the Secretariat of the Presidential Institutions through the Presidential laws, in which the Minister of State Secretary is advised as the coordinator of the Secretariat of the Presidential Institutions. Moreover, the Cabinet Secretary and the Head of Presidential Staff are under the Minister of State Secretary. It is necessary to formulate the regulations of the Minister of

State Secretary in order to guarantee the excellence service that will be given to the President and The Vice President.

The result of the research shows research novelty in revitalizing element, which needs to add sub-element of the building network security system through dashboard monitoring control access in the Presidential Institutions. In addition, security awareness plays an important role in the area of the Presidential Institutions.