

# Prakondisi yang diperlukan untuk membangun proses inovasi di Kementerian Sekretariat Negara melalui pendekatan A-to-F Model oleh De Bes dan Kotler = The Prerequisites to build innovation process at The Ministry of State Secretariat Through the approach of the A-to-F Model by De Bes and Kotler

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## Abstrak

**ABSTRAK** Tesis ini membahas prakondisi proses inovasi di Kementerian Sekretariat Negara. Penelitian ini menggunakan pendekatan post-positivisme. Teknik analisis data menggunakan teori Innovation Process (A-to-F Model) yang dikemukakan oleh De Bes dan Kotler. Hasil penelitian menunjukkan bahwa prakondisi proses inovasi di Kementerian Sekretariat Negara belum berjalan dengan baik, terutama pada tahapan prakondisi developers, prakondisi executors, dan prakondisi facilitators. Belum adanya aturan main yang jelas terkait strategi pengembangan inovasi dikhawatirkan akan terjadi tumpang tindih terhadap tugas dan fungsi unit kerja yang melakukan pengembangan inovasi, pengembangan inovasi juga masih bersifat sendiri-sendiri atau belum tersentralisasi. Selain itu, tidak ada unit kerja yang bertanggung jawab menangani proses inovasi, serta belum adanya evaluasi terhadap inovasi yang sudah dihasilkan dikhawatirkan akan mengakibatkan terjadinya duplikasi inovasi dan efektivitas penggunaannya.

**ABSTRACT**

The thesis discusses the prerequisites to build the innovation process at the Ministry of State Secretariat. The study employs post-positivism approach. Analysis technique data uses the theory innovation processes (A-to-F Model) by De Bes and Kottler. The research result shows that the prerequisites to build innovation process at the Ministry of State Secretariat have not worked properly, especially the developer prerequisites, executor prerequisites, and facilitator prerequisites. The absence of clear guidelines to innovation development strategy raises concerns about the overlapping in duty and functions of the units of work which develop innovation, the development of innovation also are carried out separately, not centralised yet. In addition, there is no a unit of work which is assigned to manage the process of innovation, as well as the lack of evaluation of the produced innovation, might impact on the occurrence of the duplication of innovation and the effectiveness of its use.