

## Penerapan Reformasi Birokrasi melalui Penataan Organisasi di Kementerian Kesehatan = Application of Bureaucratic Reform through Organizational Structuring in the Ministry of Health.

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### Abstrak

Ditetapkannya kebijakan pelaksanaan program reformasi birokrasi berupa grand design reformasi birokrasi 2010-2025 melalui Peraturan Presiden Nomor 81 Tahun 2010, mengamanatkan penataan organisasi pemerintah yang tepat ukuran dan tepat fungsi. Selain aturan kebijakan terdapat faktor yang melatarbelakangi perlunya penataan organisasi di Kementerian Kesehatan, diantaranya adalah organisasi yang besar, pelaksanaan tugas dan fungsi organisasi yang tumpang tindih, tidak selarasnya penyusunan rencana strategis dengan organisasi. Berdasarkan latarbelakang tersebut maka terdapat 3 rumusan masalah yang akan dibahas: 1) Bagaimanakah grand design reformasi birokrasi yang dilakukan Pemerintah dalam rangka penataan organisasi kementerian, 2) Bagaimanakah proses pelaksanaan penataan organisasi pada Kementerian Kesehatan dalam rangka reformasi birokrasi, 3) Bagaimanakah kinerja organisasi setelah dilakukan penataan organisasi di Kementerian Kesehatan. Penelitian ini menggunakan bentuk penelitian hukum yuridis normatif yang datanya bersumber dari data sekunder terdiri dari bahan hukum primer dan sekunder. Analisis datanya kualitatif dan hasil penelitian preskriptif. Hasil penelitian menunjukkan bahwa masih terdapat kekurangan dalam pelaksanaan penataan organisasi yang ditandai masih rendahnya nilai reformasi birokrasi program penataan organisasi. Dikaji berdasarkan peraturan masih ditemukan ketidaksesuaian dalam penataan organisasi Kementerian Kesehatan. Hasil kinerja organisasi setelah dilakukannya penataan organisasi menunjukkan dari 36 indikator kinerja dalam rencana strategis, terdapat 6 indikator kinerja yang belum tercapai ditahun 2019. Diharapkan dalam penataan organisasi Kementerian Kesehatan selanjutnya dapat memperhatikan aturan kebijakan serta keselarasan dengan penyusunan rencana strategis, sehingga diperoleh hasil penataan organisasi yang lebih baik dan menambah penilaian reformasi birokrasi.

<hr>The stipulation of the policy on the implementation of the bureaucratic reform program became the grand design 2010-2025 bureaucratic reform through Presidential Regulation Number 81 of 2010, mandating the proper arrangement of government organizations according to their functions. In addition to the rules that lay behind the need for organizational restructuring at the Ministry of Health, approval of large organizations, implementation of overlapping organizational functions and functions, the alignment of strategic plans with the organization was not aligned. Based on this background, there are 3 formulations of the problem to be discussed: 1) Reviewing the grand design of bureaucratic reform carried out by the Government in the framework of structuring the ministry's organization 2) Inviting the process of implementing organizational structuring in the Ministry of Health 3) Requesting organizational assistance is then carried out organizational structuring. This study uses a form of normative legal research consisting of secondary data consisting of primary and secondary legal materials. Analysis of qualitative data and forms of prescriptive research results. The results showed that there were still deficiencies in the implementation of organizational structuring which were marked by the low value of the bureaucratic reform of the organizational structuring program. Based on regulations, there are still discrepancies found in the

organizational arrangement of the Ministry of Health. Expected results from research in 2019. It is expected that in the organizational arrangement can further discuss policy planning and alignment with strategic plans, expected results from research results that govern better organizations and increase reform bureaucracy.