

Faktor-faktor yang mempengaruhi efektivitas organisasi biro keuangan pada Sekretariat Jendral Departemen Kehakiman dan HAM RI = Factors which influencing the organization`s effectiveness on financial bureau of the department of justice and human rights general secretary

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Abstrak

*In the era reformation, transparency and globalization the organization of financial bureau is demanded to be responsible to its environmental, accountable, and it must reflect and transform the constitution mandate and justice principles. Those things are getting more important in order to give the public service so the government officers must provide a variative and qualify service.*

That situation becomes a challenge for the government to change its paradigm, method for system and procedure of accomplishment so it can be fitting up with the social development. in order to create an government which can provide a high quality of goods and services it needs to be supported by government's policy which matching with government tasks and functions.

According to the analysis results the Financial Bureau is less effective on doing its tasks. It can be found on how much barriers faced by the Budget Drafting Department, such as the realization of spending budget is over the limit, a lack of budget in case of the employees mutation, some compensatory demands by employees, and a disorder on Budget Realization Reports founded by Badan Pemeriksa Keuangan (BPK).

In order to analyze the factors which influence the effectiveness of organization, this research is using a 7S framework that formulated by Mc Kinsey which including: structure, strategy, system, staff, skills, style and shared value. This research is using an explanative research method that explain the relationship between two variables or more; in this case are the dependent variable and the independent variable. The dependent variable is organization effectiveness and the independent variable are structure, strategy, system, staff, skills, style and shared value. This research is using a primary and secondary data. In order to increase the effectiveness of the organization there are some factors that needed to be repaired soon, especially the quality and the quantity of human resources. It needs an administrator to coordinate and activate all elements. There must be a professional person on documentation handling. The organization must create a working system and a job description as the employees working guide, and also doing an orderly administration and documentation. If those clauses could be provided there will be a high consciousness on every employee to appreciate the already exist constitution so the Financial Bureau organization's effectiveness will be done.