

# Analisis Faktor-Faktor Yang Mempengaruhi Tingkat Kesiapan Pegawai Dalam Mendukung Pelaksanaan Penyederhanaan Birokrasi Di Lingkungan Sekretariat Jenderal DPD RI = Analysis of The Factors Influencing The Level of Employees Readiness in Supporting The Implementation of Bureaucratic Simplification at The Secretariat General of the Regional Representative Council of the Republic of Indonesia

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## Abstrak

Kesiapan pegawai untuk berubah berperan penting terhadap pelaksanaan perubahan dalam suatu organisasi. Sekretariat Jenderal DPD RI merupakan salah satu Lembaga Kesekretariatan Negara Pemegang Cabang Kekuasaan Negara yang turut serta melaksanakan kebijakan penyederhanaan birokrasi sebagai salah satu upaya pelaksanaan reformasi birokrasi. Penelitian ini bertujuan untuk mengidentifikasi dan menganalisis faktor-faktor yang mempengaruhi tingkat kesiapan pegawai dalam mendukung pelaksanaan penyederhanaan birokrasi di lingkungan Sekretariat Jenderal DPD RI. Penelitian ini menggunakan pendekatan kuantitatif dan termasuk ke dalam penelitian deskriptif. Data primer pada penelitian ini diperoleh melalui survei pegawai (n=81) dan wawancara mendalam bersama enam narasumber yang mewakili berbagai unit kerja di lingkungan Setjen DPD RI. Penelitian terhadap analisis faktor-faktor yang mempengaruhi tingkat kesiapan pegawai dalam mendukung pelaksanaan penyederhanaan birokrasi di lingkungan Sekretariat Jenderal DPD RI berdasarkan teori kesiapan pegawai menurut Holt, dkk (2007) menunjukkan bahwa dimensi management support adalah faktor yang paling mempengaruhi tingkat kesiapan pegawai. Keyakinan pegawai Setjen DPD RI terhadap faktor-faktor yang mempengaruhi tingkat kesiapan pegawai dalam mendukung pelaksanaan penyederhanaan birokrasi tergolong kedalam kategori “sedang”.

.....The employee readiness for change in the internal organization office system plays an important part. The Secretariat General at the Regional Representative Council of the Republic of Indonesia is one of the State Secretariat Institutions holding the Branch of State Power carries out bureaucratic simplification policy as one of the efforts to implement bureaucratic reform. This study aims to identify and analyze the factors that influence the level of employees readiness in supporting the implementation of bureaucratic simplification at the Secretariat General of the Regional Representative Council of the Republic of Indonesia. This research employs quantitative approach and categorized as a descriptive research. Primary data in this study were obtained through an employee survey (n = 81) and in-depth interviews with six resource persons representing various working units within the Secretariat General of the Regional Representative Council of the Republic of Indonesia. Research on analysis of the factors that influence the level of employee readiness in supporting the implementation of bureaucratic simplification within the Secretariat General of the Regional Representative Council of the Republic of Indonesia based on the Theory of Employee Readiness for Change developed by Holt, et al (2007) shows that the management support dimension is the factor that most influences the level of employee readiness. The confidence of the employees of the Secretariat General of the Regional Representative Council of the Republic of Indonesia in the factors that influence the level of employees readiness in supporting the implementation of bureaucratic

simplification is classified into the "medium" category.