

Analisis perubahan organisasi Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu pasca diterbitkannya Undang- Undang Cipta Kerja dan Undang-Undang Daerah Khusus Jakart = The Organizational changes analysis in the Investment and Integrated One-Stop Services Agency after The Issuance of The Job Creation Law and The Jakarta Special Region Law

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Abstrak

Terbitnya Undang-Undang Nomor 6 Tahun 2023 Tentang Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang mengakibatkan pelaksanaan tugas dan fungsi organisasi Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Jakarta mengalami perubahan. Secara empirik terbitnya undang-undang tersebut mengubah penatalaksanaan tugas dan fungsi Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Pemerintah Provinsi DKI Jakarta harus mengalami perubahan dari semula licensed-based approach menjadi risk-based approach dan secara yuridis dengan terbitnya Undang-Undang Nomor 2 Tahun 2024 tentang Provinsi Daerah Khusus Jakarta, Jakarta diproyeksikan mejadi kota pusat perekonomian nasional berskala regional dan kota global dan oleh karenanya diperlukan pengaturan baru terkait organisasi Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu. Penelitian ini bertujuan untuk mendapatkan gambaran kondisi eksisting organisasi Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu atas terbitnya dua undang-undang tersebut dan menyusun usulan perubahan organisasi yang tepat. Metode penelitian dalam penulisan karya ilmiah ini adalah pendekatan kualitatif dengan menggunakan model perubahan organisasi terencana yang dikemukakan oleh Gareth E. Jones pada dimensi kapasitas sumber daya manusia, dimensi kapasitas sumber daya fungsional, dimensi kapasitas teknologi, dan dimensi kapasitas organisasi. Hasil dari penelitian ini Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu sedang mengalami proses penyesuaian tata laksana dalam dari licensed-based approach menjadi risk-based approach. Dengan terjadinya perubahan tersebut, berdasarkan hasil temuan penelitian Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu perlu dilakukan perubahan pada dimensi sumber daya manusia, sumber daya fungsional, kapasitas teknologi, dan kapasitas organisasi. Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu telah memiliki pengaturan-pengaturan yang jelas mengenai pengembangan sumber daya manusia, sistem kerja, proses bisnis pelayanan publik, penggunaan teknologi informasi dan desain struktur organisasi. Hanya saja masih kurang terlihat dari segi implementasi pengaturan-pengaturan tersebut terutama aspek pengembangan sumber daya manusia, penyempurnaan dalam sistem kerja, pengintegrasian sistem informasi, dan metode pembentukan desain organisasi. Dengan demikian diperlukan perubahan-perubahan dalam hal-hal tersebut untuk mendukung Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu untuk menjawab tantangan Undang-Undang menjadi pusat perekonomian nasional berskala regional dan kota global.

.....The issuance of Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation has resulted changes the implementation of the duties and organizational functions of the Jakarta Investment and Integrated One-Stop Services Agency. Empirically, the issuance of this law changed the implementation of the duties and functions of the Jakarta

Investment and Integrated One-Stop Services Agency which had to undergo changes from licensed-based approach to risk-based approach. Furthermore, in a juridical manner with the issuance of Law Number 2 of the Year 2024 concerning the Special Regional Province of Jakarta, Jakarta is projected to become the centre of the national economy on a regional scale and a global city and therefore new arrangements are needed regarding the organization of the Jakarta One-Stop Investment and Integrated Services. This research aiming to identify organizational conditions of the One Stop Investment and Integrated Services Service when these two laws were issued and to prepare appropriate organizational change proposals. The research method of this scientific work is a qualitative approach using the planned organizational change model proposed by Gareth E. Jones in the dimensions of human resource capacity, functional resource capacity, technological capacity, and organizational capacity. The results of this research show that the Investment and Integrated One-Stop Services Agency is currently undergoing a process of adjusting its management from a licensed-based approach to a risk-based approach. With these changes, based on research findings from the One-Stop Investment and Integrated Services Agency, changes need to be made in the dimensions of human resources, functional resources, technological capacity, and organizational capacity. Investment and Integrated One-Stop Services Agency has clear regulations regarding human resource development, work systems, public service business processes, use of information technology, and organizational structure design. However, it is still less visible in terms of the implementation of these arrangements, especially aspects of human resource development, improvements in work systems, integration of information systems, and methods for forming organizational designs. Thus, changes are needed in these matters to support the Investment and Integrated One-Stop Services Agency to answer the challenges of the Act and become the center of the national economy on a regional scale and a global city.