

## Reformasi Kepegawaian Indonesia : Sebuah Review dan Kritik

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### Abstrak

Civil service quality correlated with bureaucracy quality at one state that civil service reform is absolute prerequisite required just for secure for professional governance management. Indonesian government, utilizing reform momentum on 1999 by publishes Law No. 43 years 1999 on the changes in Law No. 8 years 1974 on the Ordinance of the Civil Service . Reform is done in each civil service aspect, but fact points out is still a lot of problems in principle consisting of two highlights : (1) internal problems of the civil service itself; (2) external problems that regard civil service function and professionalism . Started from merit system's principle that can be implemented in recruitment process yet. Government failure for civil service reform have borne have borne moral hazard bureaucrat and also ability gap between task and responsibility (lack of competencies). Need to repair comprehensively not just in system domain and regulation, but also touch norm and value structure that shallbe embedded to civil servant as public service. Fixed up comprehensively that expected will form quality and bureaucracy performance that orient to society need (service delivery culture ).