

The Effect of Administrative Implementation Principles towards the Effectiveness of Government Services

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Abstract

The purpose of this study is to find out the implementation of the principles of public administration, and see the obstacles experienced by the Camat and sub-district staff in implementing the principles of public administration. This study reviews the policy of implementing administrative principles on the effectiveness of government services. Using descriptive-quantitative methods, the sample are 32 employees of the Tiro sub-district office. the results showed that the policy of implementing administrative principles on the effectiveness of the service of the sub-district government had run effectively and good coordination in the field of duties and functions of each employee.

Keywords

administrative;
principles; policy



I. Introduction

Administration requires a modern way of thinking, will automatically give birth to a way of life and work programmed and planned, organized, orderly, neat, using calculation and discipline. Administration in essence is to direct activities continuously towards the achievement of objectives, and control of resources and their utilization activities in accordance with regulations and planning.

Therefore, the administration contained in a modern organization and member of life to the organization so that it can develop, grow and move. To revive the wheels of the organization, the leaders do not stand alone, but rather are consequences or further consequences of every person or officer who has a duty that must be carried out continuously for a long period of time. The author can apply the knowledge gained at the College field.

As for the purpose of this study is 1) To obtain information about the policy of administrative principles at the District Office of the District Head of Tiro, 2) To find out the decision making on the application of administrative principles, end 3) To find out the natural obstacles of the Camat and his staff in the process of applying the principle of administrative policy.

Theoretically Benefit; 1) Academic institutions are expected to provide input for the development of State Administration, 2) For researchers to add insight and experience in conducting research both theoretically and practically.

Practical Benefits; 1) Provide input to the Camat to take appropriate steps in an effort to overcome obstacles in carrying out effective duties based on a review of state administrative law. 2) The author can apply the knowledge gained in college in the field.

II. Review of Literature

- a. Policy; Policy is the responsiveness of public services regarding aspects of the formulation and implementation of public policies and the process of public management, both of which relate to society, the values that develop the need for excellent service of opinions and available choices. to achieve this goal, workers suggest ideas about flexibility, entrepreneurship, and a better willingness to adopt new, more creative ideas(Andrews & Van de Walle, 2013). If government policy is right on target, then the main possibility is that the main problem lies in the community itself (Dewi, 2018).
- b. Understanding Administration; Viewed from the point of origin of the word or etymology, the notion of administration comes from the Latin language, namely ad + ministrare, while from the English term it is known as administration, which means to serve, help or fulfill. Many social science experts try to provide definitions or limits on the notion of administration, but it seems that among them there is still a slight difference of opinion or interpretation even though it is not too principal. The referred public service activities are services provided by the government to its citizens(Buck, 2013).
- c. Definition of Government; Understanding government and governance can be found in a variety of literature that discusses political issues. The government is etymologically derived from the Greek word, "Kubernan" or ship captain. It means to look forward. The word command has four elements namely first, there are two related parties, second, both parties have a contractual relationship. Third, the ruling party has authority. The four people who are governed have obedience(Emas, 2015).
- d. Administrative Principles; The policy objectives of administrative principles in the administration of government and implementation of development are intended to achieve maximum and effective use, in addition to overcoming obstacles in the implementation of tasks(Alder, Haley, Hough, & Mullender, 2002).
- e. Organizational and Management Functions; Before talking about organizational and management functions, it helps the writer explain a little understanding of the two terms. Many opinions of social science experts, especially those who pursue the field of administration and management, have given different definitions from one another. This is caused by different perspectives and backgrounds of knowledge, but the difference in question is not the principle. The organization is the structure of the division of labor and the structure of work relations between groups of people who hold positions that work together in a certain way to achieve a certain goalCoordination and Work Relations(Colquitt, Lepine, Wesson, & Gellatly, 2011).
- f. Coordination and Work Relations; Coordination and working relations are one of the most important issues of government, especially now with the development of governmental tasks as an impact and demand the full attention of the government to organize coordination and working relations, both in the field of government and development. For this reason, the writer wants to explain the meaning of coordination and work relations. Coordination and work relations are two interrelated notions, because coordination can only be achieved as well as possible by making effective work relationships(Gittell, Godfrey, & Thistlethwaite, 2013).

III. Research Method

Researcher use a descriptive-quantitative approach. According to (Holton & Burnett, 2005) and (Vanderstoep & Johnson, 2008). The quantitative method focuses on the problems or phenomena that exist at the time of research or problems investigated accompanied by accurate rational intervention. Thus, the study uses a descriptive narrative of explaining the state of which objects are based on facts as they are and analyze to give the truth based on the data obtained in the field.

The research site is located at Tiro District Office Pidie. Population According to(Pantoja & Quijano, 2011). The population is a generalized area consisting of objects and subjects that have specific quantities and characteristics set by researchers to learn and then withdrawn in conclusion. The object associated with this research problem is all employees of the office of Camat Tiro/Truseb District Pidie numbering 32 employees(Sandelowski, 2000). Samples are part of the population which is the source of data based on the principles of the research method, when the subject of less than 100 people is better taken all so that the research is a population research or called a total samplingbased on the theory(Cuttle, 2014), then the entire population used as a sample of 32 employees.

The data collection techniques used in this study: a) literature study, that is, study and analyze the books or writing materials that have to do with research, b) field study, which is data collection and information is done by directly visiting the research site, namely the office of Tiro/Truseb, Pidie District, through: Observation of data and information collection by conducting direct observations at the research site, and By spreading a poll or a list of written statements on the respondent(Merriam, 1998).

Data analysis Techniques; (Onwuegbuzie & Combs, 2010)Editing This step aims to make the data obtained can be processed properly to obtain the right information, Coding; IE after the verification is given the code above the answer presented in the questionnaire, Transferring: The data that has been given the code is arranged sequentially starting from the first respondent until the last respondent to be included in the table. Tabulating; The collected data is tabulated in the form of a distributed frequency table.

IV. Discussion

a. Policy on administration principles in supporting the smooth wheels of government. Policy of administration principle at the office of Camat Tiro, is an effort to support the implementation of government wheels to be effective and successful. Then also to overcome obstacles or difficulties in the implementation of governance tasks. The office of Camat Tiro is an organization in charge of the implementation of government wheels, development and community coaching is central in all activities of the District Government Administration organization. As it is known that the cooperation relationship and good coordination may not be able to build the cooperation relationship as expected. Recognizing the importance of cooperation and government coordination has taken a step-in wisdom and setup. Improvement and enhancement of organizational and governance arrangements, both in the central and in regions. From the results of this study can be known that 32 respondents were, 18 people (50.00%) Admitted that the employees of the

- Office of the District of Tiro in the process of the leadership implementing the principle of administration, while 11 people (33.33%) Give answers sometimes, and 2 people (8.33%) Never and less obvious 1 person (8.33%).. That based on the results of this study can be seen that from 32 respondents were, 16 people (66.66%) Said coordination in carrying out the task, 11 people (16.66%) Sometimes coordinate, 3 (8.33%) People do not coordinate and only 1 (8.33%) Do not know. On the other hand, that employees perform their duties and obligations the majority are found their answers coordinate.
- b. Working methods and procedures; Improvement and preparation of system and work procedures in an organization is intended to facilitate the achievement of objectives. Therefore, each leader is obliged to improve and improve the System, because the methods and procedures work is a measure of the smooth wheels of the government. From the results of the study can see that 25 people (58.33%) Respondents expressed frequent explanations of the leadership of the working method. While the answer sometimes – sometimes 6 people (33.33%). While the answer never get explanation is 1 person (8.33%) While the answer does not know no answer.
 - c. Current work procedure; Based on the results of the study can be seen that from 32 respondents are present, the working procedure that is currently implemented is the staff awaiting orders 20 people (50.00%) Give an answer, while the staff made the idea 5 people (16.66%) The leadership is at the same 5 persons (16.66%), and the answer to the wrong disposition letter address is 2 persons (16.66%).
 - d. Work methods and procedures; Improvement and preparation of system and work procedures in an organization is intended to facilitate the achievement of objectives. Therefore, each leader is obliged to improve and improve the System, because the methods and procedures work is a measure of the smooth wheels of the government. From the results of the study can see that 25 people (58.33%) Respondents expressed frequent explanations of the leadership of the working method. While the answer sometimes – sometimes 6 people (33.33%). While the answer never get explanation is 1 person (8.33%) While the answer does not know no answer.
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 - f. Barriers in administrative principles policy; It's a normal thing that any organization in carrying out its duties always finds difficulties or obstacles. Similarly, the policy of administrative principles. Based on the results of this study showed that 16 people (50.00%) Understand the principle of administration, then who say less understand 15 people (33.33%) While not understand 2 people (16.66%) And who do not understand there is absolutely no answer.

The work achievement system is a personnel system for the first appointment of a person based on the prowess and achievement achieved by the man in the Foster. The proficiency must be evidenced by the exam of the position and performance of work should prove to be evident. Thus, the preparation of personnel in various organizations is obliged to see the basic knowledge that it has, so that the organizational unit to be placed later connect. So that the management process can move as expected and can also achieve the objectives as programmed.

The management of personnel and human resources is a recognition of the importance of the organizational unit of labor as a vital resource for the achievement of organizational objectives. Then the utilization of various functions and personnel activities to ensure that they are used effectively and wisely to benefit the individual, organization and society. The term personnel are still used in each organization to handle activities such as withdrawal, selection, compensation and training of employees.

The results showed that the policy of administrative principles in supporting the smooth government wheel in the district office of Tiro is fully effective. This is evident from the implementation of the District government of Tiro/Truseb, Camat as a community administrator and as a public order construction.

V. Conclusion

Based on the results of research and discussion as stated before, can be concluded as follows: a) Office clerk Camat Tiro has been very disciplined, so that the policy of administrative principles by Camat as the chief of the region goes well and its human resources are adequate, because of their education average undergraduate (S1) and high school, so efficient in various activities and already adequate in the working procedure, b Adequate, Camat as Administrator of policy administration principles is optimal, so various decisions have been effectively implemented, then the officer asked for the improvement of government management to improve its performance, and 3) in the disposition of the letter sometimes often wrong address that affects the policy of government administration in the district office Tiro.

The recommendations can be submitted as input material to further improve the quality and benefits of this research is: a) at the policy of the administrative principles of the center as the top leaders always develop employee discipline and fix government management in order to make effective decision making, b) the officer must actively advise the superiors and continue to improve performance while continuing education to further increase human resources in the district Tiro, and c) to employees of Camat office may immediately maximize its performance if there are still constraints pertaining to the administration to reach the target services to the public.

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