

## Paradigma baru sistem kesejahteraan pegawai : solusi alternatif dan prospek implementasinya di Indonesia

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### Abstrak

One of the issues highlighted in the bureaucratic system in Indonesia is related to well-being. A low level of well-being, often used as an excuse, why bureaucratic corruption, slower, less professional. Structuring the system of earning additional revenue needed for government employees, both at central and local levels, are in the same pattern so as to reduce the occurrence of significant differences between institutions and region. It will also affect the diversity and disparity (difference) income is too high. Formulation of any civil servant payroll system should be based on consideration of adequate basic needs. In additional, other conditions of any employee (PNS) also need to be considered. The values contained in payroll system, particularly in the duties and responsibilities alone, but also to consider matters related to diversity as part of the income of civil servants social environment. It means that the environmental conditions concerning purchasing power and level of expensiveness, and incentive system that exist in area where civil servants are, should be part of the considerations in determining the formula the payroll system.