

## Strategi penataan kelembagaan Kementerian ESDM = Strategies of institutional restructuring in Ministry of Energi and Mineral Resources

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### Abstrak

Tesis ini membahas mengenai strategi penataan kelembagaan di Kementerian ESDM. Dalam menghadapi perubahan lingkungan, suatu organisasi perlu dilakukan penataan. Penataan kelembagaan yang fundamental dan substantif sangat penting untuk dilakukan karena penataan kelembagaan pada hakikatnya merupakan suatu langkah strategis dan sistematis yang dilakukan oleh suatu organisasi agar organisasi lebih profesional dan proporsional. Kementerian ESDM merupakan instansi pemerintah yang telah melakukan penataan organisasi. Jumlah organisasi Kementerian ESDM mengalami penambahan secara signifikan. Belum disusunnya peta proses bisnis membuat kelembagaan Kementerian ESDM yang telah disusun menjadi kurang efektif dan efisien. Hal tersebut ditandai dengan adanya tumpang tindih dalam pelaksanaan tugas dan fungsi antar unit organisasi di lingkungan Kementerian ESDM. Berdasarkan permasalahan tersebut dalam penataan kelembagaan perlu strategi agar organisasi berjalan secara efektif dan efisien sehingga tercipta organisasi yang tepat ukuran (right sizing) sesuai dengan beban kerja dan kebutuhan organisasi.

.....This thesis discusses the strategies of institutional restructuring in the Ministry of Energy. In the face of environmental change, an organization needs to do the arrangement. Fundamental institutional arrangements and substantive is very important because the institutional arrangement essentially a strategic step and systematically carried out by an organization so that the organization more professional and proportionate. The Ministry of Energy and Mineral Resources is the government agency that has conducted organizational management. MEMR number of organizations experienced significantly increase. Has not been drawn up maps business processes to make institutional MEMR has been prepared to be less effective and efficient. It is characterized by an overlap in the tasks and functions between organizational units within the Ministry of Energy. Based on these problems in the reform of institutions need a strategy for the organization works effectively and efficiently so as to create the right organizational size (right sizing) according to the workload and the organization's needs.