

Faktor-faktor yang mempengaruhi terwujudnya sasaran reformasi birokrasi pada kementerian/lembaga di Indonesia (studi empiris pada 5 kementerian/lembaga) = Factors affecting the targets of bureaucracy reform in the ministry/agency in Indonesia (empirical study on 5 ministry/agency) / Fandya Rachman Hakim

Fandya Rachman Hakim, author

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Abstrak

**ABSTRAK**

Penelitian ini bertujuan untuk menguji apakah kapasitas sumber daya manusia, kepemimpinan, sistem pengendalian intern, dan remunerasi berpengaruh terhadap terwujudnya sasaran reformasi birokrasi. Penelitian ini menggunakan metode kuantitatif berupa analisis regresi. Data primer berupa persepsi responden terhadap variabel-variabel penelitian, dengan sampel pada Direktorat Jenderal Bea dan Cukai, Badan Pengawasan Keuangan dan Pembangunan, Badan Pusat Statistik, Kementerian Hukum dan HAM, dan Kementerian Perindustrian. Hasil dari penelitian menunjukkan bahwa kapasitas sumber daya manusia, kepemimpinan, sistem pengendalian intern, dan remunerasi berpengaruh signifikan terhadap terwujudnya sasaran reformasi birokrasi.

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**ABSTRACT**

This study aims to determine whether the capacity of human resources, leadership, internal control systems, and remuneration affect the realization of the target of bureaucratic reform. This research uses quantitative methods such as regression analysis. The primary data of respondents' perceptions of the variables the study, with a sample of the Directorate General of Customs and Excise, Financial and Development Supervisory Agency, the Central Bureau of Statistics, the Ministry of Justice and Human Rights, and the Ministry of Industry. Results from the study showed that the capacity of human resources, leadership, internal control systems, and remuneration significant effect on the realization of the target of bureaucratic reform.