

# Analisis Dinamika Proses Penyederhanaan Birokrasi di Indonesia dalam Perspektif Institutional Formation = Analysis of the Dynamics of Bureaucratic Simplification Process in Indonesia in the Perspective of Institutional Formation

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## Abstrak

Pemerintah Indonesia melalui penyederhanaan birokrasi berusaha untuk mencapai birokrasi yang ramping, lincah, dan profesional. Penyederhanaan birokrasi merupakan perwujudan dari praktik *delaying* diterapkan di Indonesia melalui pengalihan jabatan administrasi ke jabatan fungsional, penyederhanaan struktur, dan penyesuaian sistem kerja baru. Namun, masih terdapat permasalahan yang dihadapi dalam penyederhanaan birokrasi, seperti pengalihan jabatan yang tidak sesuai sistem merit, struktur organisasi yang baru hanya formalitas, dan adanya ketidakpahaman terhadap esensi sistem kerja yang baru. Penerapan penyederhanaan birokrasi merupakan perwujudan perubahan kelembagaan. Penelitian bertujuan menganalisis dinamika proses penyederhanaan birokrasi di Indonesia dalam perspektif *institutional formation*. Penelitian ini menggunakan kerangka *institutional formation* yang menggambarkan hubungan antara aturan, aktor, dan konteks dalam formasi kelembagaan. Penelitian menggunakan pendekatan kualitatif. Teknik pengumpulan data menggunakan metode wawancara mendalam dan studi kepustakaan. Hasil penelitian menunjukkan bahwa interpretasi, intervensi, dan kontestasi aktor merupakan aspek paling memengaruhi dinamika penyederhanaan birokrasi sebab terdapat perbedaan interpretasi dari instruksi pimpinan sebagai cikal bakal kebijakan dan kontestasi aktif dari para aktor dalam mempertahankan kepentingan instansi masing-masing. Kemudian, ditemukan adanya hubungan konteks organisasi dan aturan terhadap dinamika penyederhanaan birokrasi. Dengan demikian, dinamika dalam penyederhanaan birokrasi dipengaruhi oleh aturan, aktor, dan konteks.

.....The Indonesian government, through simplification of the bureaucracy, seeks to achieve a lean, agile and professional bureaucracy. The simplification of the bureaucracy is a manifestation of the *delaying* practice implemented in Indonesia through the transfer of administrative positions to functional positions, simplification of structures, and adjustments to new work systems. However, there are still problems encountered in simplifying the bureaucracy, such as transferring positions that are not in accordance with the merit system, the new organizational structure is only a formality, and there is a lack of understanding of the essence of the new work system. The application of bureaucratic simplification is a manifestation of institutional change. This study aims to analyze the dynamics of the bureaucratic simplification process in Indonesia from the perspective of *institutional formation*. This study uses an *institutional formation* framework that describes the relationship between rules, actors, and context in *institutional formation*. This research uses a qualitative approach. Data collection techniques using in-depth interviews and literature studies. The results of the study show that actors' interpretation, intervention, and contestation are the aspects that most influence the dynamics of bureaucratic simplification because there are different interpretations of the leadership's instructions as the forerunner of policies and active contestation from actors in defending the interests of their respective agencies. Then, it was found that there was a relationship between organizational context and rules on the dynamics of bureaucratic simplification. Thus, the dynamics

in bureaucratic simplification are influenced by rules, actors, and context.