

The Implementation of “SATRIYA” Culture to realize Bureaucratic Transformation Based on Local Values

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ABSTRACT

The research on Satriya governmental culture to realize bureaucratic transformation based on local values aims to know the implementation of SATRIYA governmental culture in Yogyakarta Special Province especially in Yogyakarta Employment Agency (BKD DIY) and to investigate the factors that hamper its implementation.

This research is qualitative descriptive research. The research subjects include Head of BKD DIY, Agent of Change and Bureau of Yogyakarta Provincial Organization that are responsible for the implementation of Satriya Governmental Culture in BKD. The data collection techniques consist of interviews, observations and documentations.

The results indicate that the implementation of SATRIYA governmental culture has been running pretty well viewed from the theory of George Edward Policy Implementation Model. The communication and socialization of the culture of SATRIYA has been realizing, adequate resources has existed, employee attitude is generally positive, employee has a desire to implement, bureaucratic structure has been adapted to existing structures, the culture does not add new structures which may cause new problems related to the coordination, inefficiency and waste of resources have occurred. In addition, the implementation of SATRIYA governmental culture has not changed the mental and mindset of the apparatus significantly as expected in bureaucratic reform. The obstacles of its implementation deal with human resources, the absent of rewards and punishment, and Standard Operational Procedure (SOP) for the Working Group of Satriya Culture.

Kata Kunci: implementation, SATRIYA culture, bureaucratic transformation, BKD DIY