

The institutionalization of bureaucratic reformation in Sleman Regency within the context of implementation of UU ASN

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ABSTRACT

This research aims to reveal the institutionalization of bureaucratic reformation in Sleman Regency after the implementation of UU ASN. Moreover, the objective of this study is to identify the potential and inhibited factors of bureaucratic reformation in Sleman Regency. The research method of this research is descriptive by employing qualitative approach. Research informants are all stakeholders in bureaucratic reformation in Sleman Regency including Organization Division Regional Secretary of Sleman Regency, Regional Planning and Development Board (*Bappeda*), Regency Inspectorate, and Regional Employment Board (BKD) of Sleman Regency. Data collection techniques are interview, observation and documentation, while the data validation technique is source triangulation. Data analysis employed in this research is interactive technique of Miles and Huberman that consist of data collection, reduction, display and conclusion. The result of this research show that the institutionalization of bureaucratic reform after the implementation of the Act ASN in Sleman have run, and continue with a change agenda. This is evidenced by the habituation process has been the implementation of the rules and a new culture to do Sleman District Government. Sleman District Government has made such a device in the form of change management as a way to oversee changes in achieving its goals. However, there are some obstacles in the process of institutionalization of bureaucratic reform. The main obstacle is the culture of the old bureaucracy, which asked to be served, causing bureaucratic reform objectives have not been achieved optimally. In addition, the Government of Sleman regency, like other local governments in Indonesia, had to wait for the policy directives from the central government due to frequent policy changes at the central level

Kata Kunci: *institutionalization, bureaucratic reformation, UU ASN*