STRATEGY PROMOTES GOOD BUREAUCRACY AVOID CONFLICT RESOLUTIONS

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Abstract: *Transparency International released the annual report of the Corruption Perceptions Index which shows the level of corruption in some countries. Changes made in the form of bureaucratic reform are the main agenda in the Republic of Indonesia to avoid conflict resolution.This research is expected to provide solutions to make decisions that can help certain parties make the best decisions in a strategy of promoting good bureaucracy to prevent conflict resolution.The method used in this research using multi-criteria decision making and analytic hierarchy process approach using expert choice 2000 software. This method was chosen because it was able to choose the best alternative from several alternatives to solve the strategy problem to promote good bureaucracy to the society based on the criteria specified.Results of data processing collected from expert respondents can be concluded that the strategy of promoting good bureaucracy choose the change better weight 75.5% and choose the do not change weight 24.5%. The data inconsistency ratios are considered good because they are 0.01, less than 0.1 as the maximum value of inconsistency ratios.*

Abstrak: *Transparency International merilis laporan tahunan Indeks Persepsi Korupsi yang menunjukkan tingkat korupsi di beberapanegara. Perubahan yang dilakukan dalam bentuk reformasi birokrasi adalah agenda utama di Republik Indonesia untuk menghindari resolusi konflik. Penelitian ini diharapkan dapat memberikan solusi untuk membuat keputusan yang dapat membantu pihak-pihak tertentu membuat keputusan terbaik dalam strategi mempromosikan birokrasi yang baik untuk mencegah resolusi konflik. Metode yang digunakan dalam penelitian ini yaitu multi criteria decision making dan pendekatan analytic hierarchy process, menggunakan piranti lunak expert choice 2000. Metode ini dipilih karena mampu memilih alternative terbaik daribeberapa alternative untuk menyelesaikan masalah strategi untuk mempromosikan birokrasi yang baik ke masyarakat berdasarkan kriteria yang ditentukan. Hasil pengolahan data yang dikumpulkan dari responden ahli dapat disimpulkan bahwa strategi promosi birokrasi yang baik memilih perubahan lebih baik yaitu 75,5% dan memilih tidak berubah 24,5%. Rasio inkonsistensi data dianggap baik karena mereka 0,01, kurangdari 0,1 sebagai nilai maksimum rasio inkonsistensi.*

Keywords: *analytic hierarchy process; birokrasi yang baik, expert choice; resolusikonflik*

INTRODUCTION

The Republic of Indonesia has a vast territory, including land and sea with a sizeable population. In fact, what is written in www.voaindonesia.com states that Transparency International on Wednesday (25/1) issued an annual report on the Corruption Perception Index which shows the level of corruption in 176 countries? Although the score of the Republic of Indonesia rose, the ranking dropped to rank 90.[1] Alvionitasari, Rezki in Tempo.co 2015, The Chief of the Corruption Court, M. Mukhlis, sentenced a defendant to a bribery case at PT Media Karya Sentosa and a criminal act of money laundering, Fuad Amin Imron, with a sentence of 8 years imprisonment and a fine of Rp.1 billion. The corruption was carried out by Fuad Amin while serving as Bangkalan Regent.[2] This condition makes the Republic of Indonesia must make many bureaucratic changes to all aspects. Changes made in the form of bureaucratic reform are the main agenda in the Republic of Indonesia to avoid conflict resolution.

The change of bureaucracy created and applied in the Republic of Indonesia has a function to eliminate the attitudes and actions of conflict resolution that often occur in the Republic of Indonesia. Bureaucratic changes made by the Republic of Indonesia governmentis to make improvements to the system of remuneration or salary of government officials. With the increase by generating remuneration systems or salaries of government officials, it is expected that government officials will no longer take conflict resolution measures because the income received by government officials is sufficient for daily life.Conflict resolution actions still occur even if the remuneration system or the salaries of government officials have changed.

The improvement of the remuneration system or the salary of the government apparatus by increasing the number of remuneration of the government apparatus has not lowered the level of conflict resolution. The existence of moral and awareness of conflict resolution actions that are still considered low is the cause of not yet lowering the level of conflict resolution in Indonesia.Community attitudes, morals and consciousness still consider conflict resolution measures as a matter of habit.A clear example of the cost of office procurement budgets is that government officials are accustomed to taking conflict resolution measures by adding additional budgets outside of existing budgets.As a result of this conflict resolution practice, the elimination of conflict resolution in the Republic of Indonesia is very difficult.Elimination

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[1]   Eva Mazrieva, "Indonesia's Corruption Perceptions Index Down to Rank 90", 2017. Downloaded from www.voaindonesia.com, 17 Sep 2018.

[2] Rezki Alvionitasari, 2015. Corruption Case, Former District Head Fuad Amin Sentenced to 8 Years in Prison, 2015. Downloaded from www.nasional.tempo.co

of conflict resolution measures should be made by changing people's habits early on and instilling the paradigm that this conflict resolution action is wrong.

The complexities of the decision to promote good bureaucracy to society can be overcome by using decision support systems. Theresearch study uses decision support systems to help promote good bureaucracy to communities so that they do not take conflict resolution measures.The method used in this research using multi-criteriadecision making and analytic hierarchy process approach using expert choice 2000™ software.This method was chosen because it was able to choose the best alternative from several alternatives to solve the strategy problem to promote good bureaucracy to the society based on the criteria specified.This review is also expected to provide solutions to make decisions that can help certain parties make the best decisions in the selection of attitude changes to prevent corruption.This research is expected to provide solutions to make decisions that can help certain parties make the best decisions in a strategy of promoting good bureaucracy to prevent conflict resolution.

METHODOLOGY

The research begins with an observation of the strategy of promoting good bureaucracy to prevent conflict resolution. This research uses a descriptive-analytic method by presenting a summary of interviews and survey results in the form of a questionnaire. This method will explain the conditions of promoting good bureaucracy, and analysis of decision-making will be done that promotes good bureaucracy to prevent conflict resolution.

Furthermore, secondary data tracking is conducted in the field via the internet, literature books and journals to obtain accurate information about promoting good bureaucracy.In addition, the identification of the system by considering the supporting variables promotes good bureaucracy by conducting interviews and providing questionnaires to the experts.This is an important step because the model must be accurate.The data processed by using analytic hierarchy process approach to get the results.

To determine the priority stepspromoting good bureaucracy, then on the criteria side proposed 5 (five) criteria, 5 (five) sub-criteria and 2 (two) strategic alternatives that promote good bureaucracy. Criteria and strategic alternatives can be detailed in table 3 as follows.

Table 1 Research Criteria

Focus	Good bureaucracy
Criteria	Commitment of resources
	Economic factors
	Environmental factor
	Institutional factors
	Family factors
	Solution to problem
	Growth potential
Sub-criteria	Conducive
	Security
	Comfort
Alternative	Changed better; Do not change

Source: Self-proceed

Calculation consistency index, the measurement is intended to determine the consistency of the answers that would affect the validity of the results.[3]

$$C \quad = \quad \frac{\ddot{e}_{max} - n}{n-1} \quad ………..……………………..(1)$$

To determine whether the consistency index with a specific amount is good enough or not, please note that the ratio is considered good, if:

$$CR \leq 0.1 \text{ ………………………………………………...(2)}$$

The formula consistency ratio is:

$$R \quad = \quad \frac{C}{R} \quad …………………………………(3)$$

Consistency ratio is a parameter used to check whether pairwise comparisons are done consequently or not. The random index value released by the Oakridge Laboratory can be seen in table 4 as follow.[4]

Table 2 The Oakridge Laboratory Index

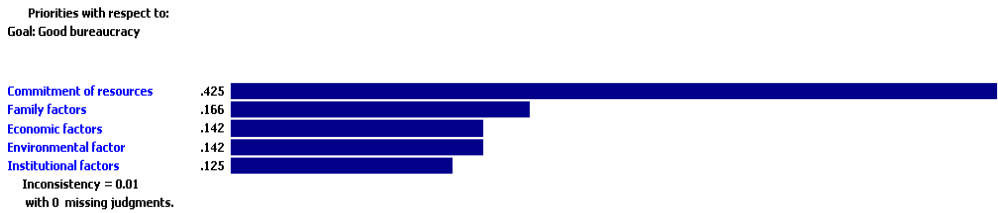| N	1	2	3	4	5	6	7	8	9	10	11	12	13
RI	0	0	0.6	0.9	1.1	1.2	1.3	1.4	1.5	1.5	1.5	1.5	1.6

Source: Marimin, 2005; Faisal, 2018, reprocessed

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[3] Faisal, "The Expert Choice Implementation in Selecting the Electronic Voting Software". IJET UAE ISSN: 2227-524X Vol.7, No.2.29, 2018.

[4]   Ibid.

GOOD BUREAUCRACYFOCUS

Below is the weight of processing, analysis, and interpretation results that influence research on strategies to promote good bureaucracy.

Priorities with respect to:
Goal: Good bureaucracy

Commitment of resources	.425	
Family factors	.166	
Economic factors	.142	
Environmental factor	.142	
Institutional factors	.125	

Inconsistency = 0.01
with 0 missing judgments.

Source: Self-proceed

Figure 1 The Strategy Promotes Good Bureaucracy Weight

The commitment of resourcesweight 42.5%; Family factorsweight 16.6%; Economic factors and Environmental factorweight 14.2% each;and Institutional factorsweight 12.5%.

THE COMMITMENT OF RESOURCES CRITERIA

Priorities with respect to:
Goal: Good bureaucracy
** >Commitment of resources**

Solution to problem	.333	
Growth potential	.167	
Conducive	.167	
Security	.167	
Comfort	.167	

Inconsistency = 0.00
with 0 missing judgments.

Source: Self-proceed

Figure 2 The Commitment of Resources Weight

Solution to problem weight 33.3%; Growth potential, Conducive, Security and Comfort weight 16.7% each.

ECONOMIC FACTORS CRITERIA

Priorities with respect to:
Goal: Good bureaucracy
    >Economic factors

Solution to problem	.330
Growth potential	.248
Conducive	.141
Security	.141
Comfort	.141

Inconsistency = 0.01
    with 0 missing judgments.
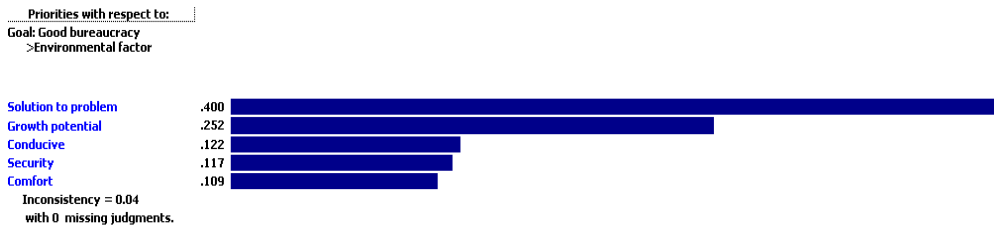
Source: Self-proceed

Figure 3 The Economic Factors Weight

Solution to problem weight 33%; Growth potentialweight 24.8%; Conducive, Security and Comfort weight 14.1% each.

ENVIRONMENTAL FACTOR CRITERIA

Priorities with respect to:
Goal: Good bureaucracy
    >Environmental factor

Solution to problem	.400
Growth potential	.252
Conducive	.122
Security	.117
Comfort	.109

Inconsistency = 0.04
    with 0 missing judgments.

Source: Self-proceed

Figure 4 The Environmental Factor Weight

Solution to problem weight 40%; Growth potentialweight 25.2%; Conduciveweight 12.2%; Securityweight 11.7%; and Comfort weight 10.9%.

INSTITUTIONAL FACTORS CRITERIA

Priorities with respect to:
Goal: Good bureaucracy
    >Institutional factors

Solution to problem	.462
Conducive	.137
Security	.137
Comfort	.137
Growth potential	.125

Inconsistency = 0.01
    with 0 missing judgments.

Source: Self-proceed

Figure 5 The Institutional Factors Weight

Solution to problem weight 46.2%; Conducive; Security;Comfort weight 13.7% each; and Growth potentialweight 12.5%.

FAMILY FACTORS CRITERIA

Priorities with respect to:
Goal: Good bureaucracy
>Family factors

Solution to problem	.425
Growth potential	.213
Comfort	.121
Conducive	.121
Security	.121
Inconsistency = 0.01	
with 0 missing judgments.	

Source: Self-proceed

Figure 6 The Family Factors Weight

Solution to problem weight 42.5%; Growth potentialweight 21.3%; Comfort; Conducive; and Securityweight 12.1% each.
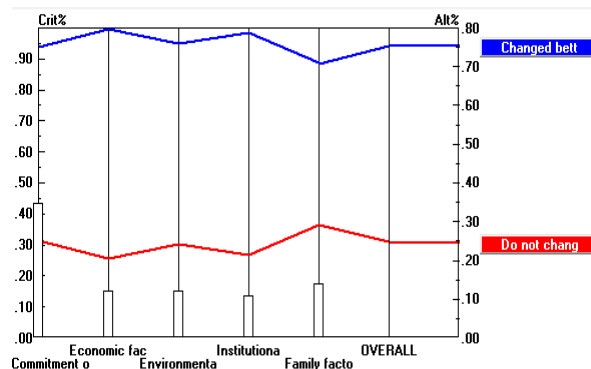
SYNTHESIS GLOBALLY

The results of synthesis globally can be seen in figure 7 below.

Synthesis with respect to:
Goal: Good bureaucracy
Overall Inconsistency = .01

Changed better	.755
Do not change	.245

Source: Self-proceed

Figure 7 The Synthesis of Globally Weight

Change better weight 75.5%, and Do-not change weight 24.5%. While the synthesis performance results can be seen in figure 8 below.

Source: Self-proceed

Figure 8 The Synthesis Performance Results

The graph analysis from the picture above stated that the change-better of the blueline is always above the do-not change of the red line.

INCONSISTENCY RATIO

Based on the synthesis performance results graph can be concluded that from two alternative strategies if sorted then the order is change better and do not change. The value of the inconsistency ratio data collected can be seen in table5 as follow.

Table 5 The Inconsistency Ratio

Description	Inconsistency Ratio
Good bureaucracy	0.01
Commitment of resources	0.00
Economic factors	0.01
Environmental factor	0.04
Institutional factors	0.01
Family factors	0.01
Synthesis Globally	0.01

Source: Self-proceed

CONCLUSION

Results of data processing collected from expert respondents can be concluded that the graph analysis from the picture stated that the change-better of the blueline is always above the do-not change of the red line. The strategy of promoting good bureaucracy choose the change better weight 75.5% and choose the do not change weight 24.5%. The data inconsistency ratios are considered good because they are 0.01, less than 0.1 as the maximum value of inconsistency ratios.This study is a review of the currentstudy, for the other periods can conduct related research.Alhamdulillah and thanks to my wife and my children. Thanks also to those who have helped this research.

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