

CHAPTER II

DESCRIPTION OF RESEACH OBJECTION

A. Description of Yogyakarta

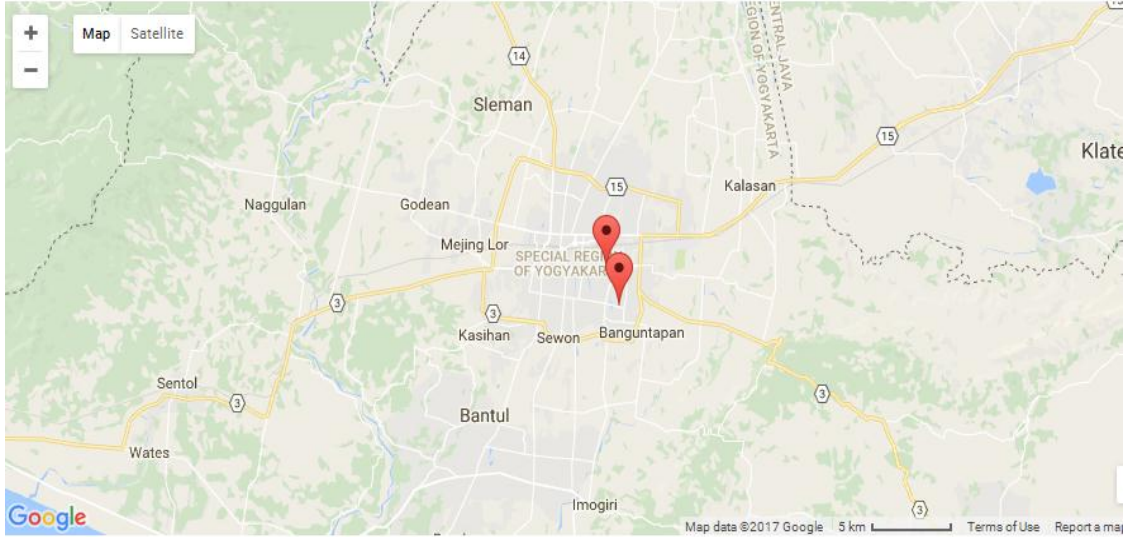
The City is the capital of the Province of Daerah Istimewa Yogyakarta (DIY). The City is located in the middle of DIY and is the only area of the city that is a Level II between 4 districts. The city itself has the narrowest area compared to its surrounding counties, i.e. only 3,250 acres or only 1.025% of total area of DIY. The City has 14 Districts and Sub districts is operating for the most sub-district of the city of Yogyakarta i.e. of 8.12 km² or 25% of the city, while the smallest is Sub Sub Pakulaman which only has an area of 0.63 km² or just of 1.9% of the entire Yogyakarta city. The geographical location of the city lies between 110o 24 ' 19 "and 110o 28 ' 53" Longitude East, 7o 49 ' 26 "and 7o 15 ' 25" South latitude with an average altitude of 114m above sea level. With that position, the city became the center of the region with its a strategic growth and service as well as support services in the surrounding areas in the province of DIY.¹

Yogyakarta city which is positioned in the center of DIY Province is directly adjacent to:

1. North: Sleman Regency
2. East: Bantul and Sleman districts
3. West side: Bantul regency
4. South: Bantul and Sleman districts

Figure 2.1 on the location of Yogyakarta City

¹ RPJMD Kota Yogyakarta 2012-2016



Source : jogjakota.go.id

B. Population of Yogyakarta city

With the strategic location and located in the middle of the surrounding district it can not be denied that the city of Yogyakarta is an area with a population that can be quite solid compared to the surrounding area. Of the 14 Sub-districts in the City of Yogyakarta Umbulharjo district has the largest population of 68. 609 people, while Pakualaman district has the least population with only 10,730 inhabitants.

Table 2.1 Population by gender in Yogyakarta City.

NO	District	Population
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		Male	Female	Total
1	Tegalrejo	18.047	18.783	36.830
2	Jetis	13.433	14.204	27.637
3	Gondokusuman	20.370	21.739	42.109
4	Danurejan	10.490	10.852	21.342
5	Gedongtengen	10.034	10.549	20.583
6	Ngampilan	9.180	9.573	18.753
7	Wirobrajan	13.562	14.285	27.847
8	Mantrijeron	17.255	18.081	35.336
9	Kraton	10.749	11.320	22.069
10	Gondomanan	7.379	7.768	15.147
11	Pakualaman	5.105	5.625	10.730
12	Mergangsan	15.503	16.501	32.004
13	Umbulharjo	33.638	34.971	68.609
14	Kota Gede	16.408	16.927	33.335

Source :processed from kependudukan.jogjaprov.go.id/

C. Description of Research Areas

1. Civil Service Agency of Yogyakarta City (BKPP)

Regional Personnel Board of Yogyakarta City or currently called Personnel Board, Education and Training since January 1, 2017. The change and name addition with education and training are intended for the emphasis and addition of education and training to ASN in Yogyakarta City government, as compared to the previous system. BKPP is also one of the various offices that moved together with other SKPD in one

office area of Yogyakarta City that located at Jalan Kenari no. 56 Yogyakarta. One office areas aims to facilitate all sorts of government affairs in the City of Yogyakarta in order to provide effective and efficient service to the people of the city Yogyakarta

a. Vision

Vision can be interpreted as a goal that must be achieved. Thus an agency has parameters to do all the actions for the realization of that vision. The vision that carried by BKPP City of Yogyakarta is "The Implementation of Civil Service Management that is reliable in realizing Government Apparatus Yogyakarta City Professional Accountable and Prosperous"

b. Mission

The mission is a way to achieve the vision that has been set before, therefore the mission must be made very mature and in sync with the vision that has been made, in this case, BKD city of Yogyakarta proclaimed mission as follows:

- 1) Improved Management of Human Resources Management
- 2) Increasing Human Resources Capacity Apparatus according to needs

c. Organization Structure of BKPP

Based on the Regional Regulation Number 9 Year 2008, the organizational structure of the BKPP consists of 1 head of the Agency, 1 Secretariat and 4 fields that each overshadow the duties and functions of each field. The explanation of structures are follows :

- 1) Head of Agency
- 2) Secretariat, consisting of

- a) Sub Division of General and Personnel
- b) Sub Division of Finance
- c) Sub Division of Data Administration and Reporting
- 3) Field of Employee Resources Development, consisting of:
 - a) Sub Division of Employee Planning
 - b) Sub Division of Accountability Apparatus
- 4) Structural and Functional Position Development Sector:
 - a) Sub Division of Structural Position Development
 - b) Sub Division of Functional Position Development
- 5) Employee Administration Sector, consists of:
 - a) Sub Division of Administration and Welfare
 - b) Sub Field of Mutation
- 6) Field of Education and Training, consisting of:
 - a) Sub-Division of Analysis and Development of Education and Training
 - b) Sub Division of Education and Training Implementation
- d. BKPP Program and Activities

The following programs and activities are implemented in the BKD office of Yogyakarta

- 1) Program administration of office administration
- 2) Program improvement of facilities and apparatus
- 3) Improved development of performance reporting and financial reporting system
- 4) Human resource quality improvement program of:
 - a) Implementation of training

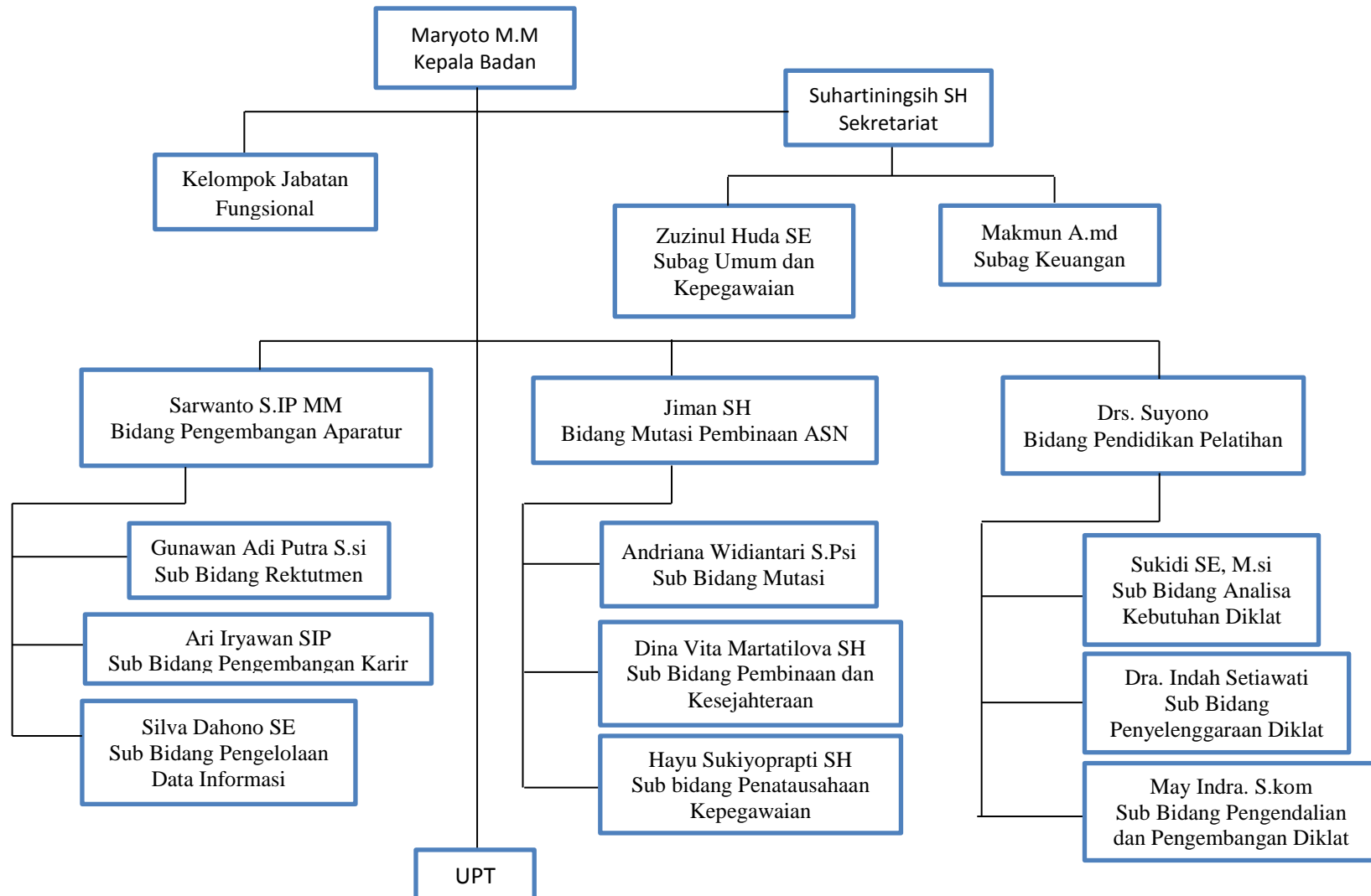
- b) Delivery of Learning Tasks
 - c) The Office Exam and the Diploma Adjustment Test
 - d) Analysis Needs training
- 5) Career Programs Structural and functional officials :
- a) Rating of credit numbers
 - b) Baperjakat and Structuring Employees
 - c) Simpeg Data Management and Employee file
- 6) Employee Administration Improvement Program:
- a) Increased Facilities and Staffing Mutation
 - b) Coaching Staff
 - c) Administration staffing and welfare
 - d) Recruitment of employees
- 7) The development program of personnel management:
- a) Performance appraisal of employees
 - b) Identify personnel resources as required by the institution
 - c) Employee counseling
 - d) Compilation of competency standards
 - e) Preparation of staffing mechanism
- e. Personnel

The Staffing Agency for Training and Education to date has 87 employees spread cross 3 floors of the BKPP office. The majority of employees are men with a percentage of 59% of employees are men. Of the total 51 people of male sex while 36 other female employees

Table 2.2 About the recapitulation of BKPP employees based on beliefs

Islam		Kristen		Katolik	
Male	Female	Male	Female	Male	Female
48	33	1	1	1	1

Structure of Badan Kepegawain Daerah Kota Yogyakarta consist of :



2. The Office of Information Communication and City of Yogyakarta
(KOMINFO)

a. Organizational Structure

Based on the Mayor of Yogyakarta Regulation number 79 of 2016, the organizational structure of the Dinas Komunikasi Informatika dan Persandian consists of:

- 1) Head of Department
- 2) Secretariat, consisting of:
 - a) General Sub Division of Personnel
 - b) Sub Division Finance
 - c) Sub Division of Planning, Evaluation, and Reporting
- 3) Field of Informatics and Statistics, consists of:
 - a) Section of Promotion, Publication, and Information Partnership
 - b) Statistics Section
- 4) Field of Public Communication, consist of:
 - a) Section of Public Relations
 - b) Public Information Services Section, Complaint and Complaints Manager
- 5) Field of Technology and Informatics
 - a) Software Section
 - b) Telematics Hardware and Insurance Section
 - c) Smart City Development Section

- 6) The Field of Encoding and Telecommunication:
 - a) Operational Section of Fidelity and Telecommunication
 - b) Development Section of Encoding and Telecommunication
 - c) Encryption and Telecommunication Surveillance Section
 - 7) Technical implementation Unit
 - 8) Functional Position Group
- b. Duties and Functions of the Service

Dinas Komunikasi Informatika and Persandian have the duty to carry out the affairs of local government based on the autonomy and duty of assistance in the field of communication, informatics and statistic. To carry out these tasks Kominfo service has the following functions:

- 1) Formulation of technical policy of communication affairs, informatics, coding and statistics
- 2) Prevent the abuses of government affairs and public services in the field of communication, informatics, coding and statistics.
- 3) Implementation of coordination in the field of communication, informatics, encryption and statistics.
- 4) Guidance and implementation of tasks in the field of communication, informatics, coding and statistics.
- 5) Secretarial management includes general planning, staffing, finance, reporting and evaluation

6) Implementation of supervision, evaluation control, and reporting in the field of communications, informatics, encryption and statistics.

c. Personnel

Dinas Komunikasi Informatika and Persandian have fewer employees than BKPP, there are total of 39 employees that are found in Informatics Communication Service and code with 90% of employees are men.

Islam		Kristen		Katolik	
Male	Female	Male	Female	Male	Female
17	15	2	1	4	-

Structure of Dinas Komunikasi, Informatika dan Persandian consist of:

