

CHAPTER II

DESCRIPTION OF THE RESEARCH OBJECT

2.1 General conditions of the Yogyakarta city

2.1.1 Geographical conditions

2.1.1.1 The Location of The Region

Yogyakarta city is a capital city of the the special region of Yogyakarta (hereafter DIY) Province and also the only level II area that has the status of a city in addition to other level II regions that district status.

Yogyakarta City, which is located at the slope plain of Mount Merapi, has a relatively flat slope between 0 - 2%, and it is at 114 meters above the sea level. Some areas with the area of 1,657 hectares are located at the altitude less than 100 meters and the other areas of 1,593 hectares are at 100-199 meters above the sea level.

There are three rivers flow from North to South, namely:

- o Gajahwong River which flows in the eastern part of the city.

- o Code River that flows in the middle of the city.

o Winongo River which flows in the western part of the city.

Yogyakarta city is located in the middle of DIY province with the boundaries of its territory as follows:

- North side is Sleman Regency
- East side is Bantul and Sleman regencies
- South side is Bantul Regency
- West side is Bantul and Sleman regencies

Geographically, Yogyakarta city stretches between 110024'19" to 110028'53" BT and 7015'24" to 7049'26" LS with 114 meters above the sea level (General Conditions of Yogyakarta City, 2018).

2.1.1.2 Area Size

Yogyakarta city has the narrowest area compared to other highlands, which is 32.5 Km², which means 1.025% of the total area of DIY Province. With an area of 3,250 hectares, it is divided into 14 sub-districts, 45 sub-districts, 617 neighborhoods and 2,531 neighborhoods, and it is inhabited by 413,961 people with an average density of 13,177 people / km² (General Conditions in Yogyakarta City, 2018).

2.1.2 Demographic conditions

2.1.2.1. Population

2.1.2.1.1 The population of inhabitant based on gender

The following chart is the population of inhabitant based on gender in Yogyakarta city:

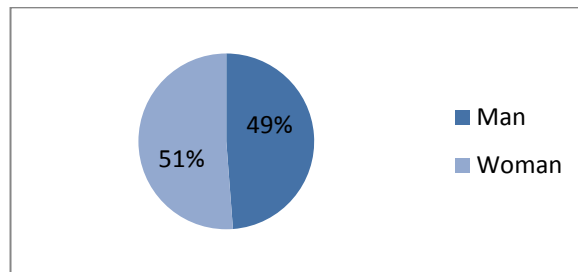


Chart 2.1 The population based on gender

Source : (Population statistics of Yogyakarta City, 2018)

2.1.2.1.2 The Population based on Religion

The following graph is a comparison of the population of inhabitant based on religion in Yogyakarta City:

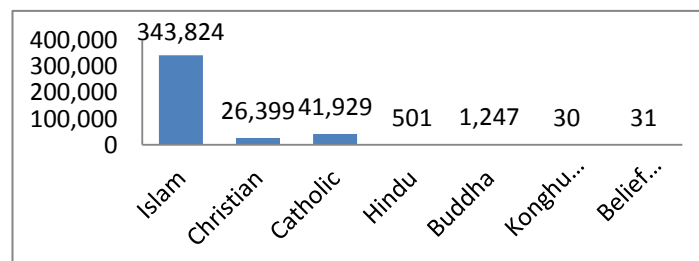


Chart 2.2 The Population based on Religion

Source: (Population statistics of Yogyakarta City, 2018)

2.1.2.1.3 The Population of inhabitant based on Age

This is a table of the population of inhabitant based on age in the Yogyakarta city:

No	Age Group	Total
1	0-4 year	25.386
2	5-9 year	29.779
3	10-14 year	32.011
4	15-19 year	33.510
5	20-24 year	30.903
6	25-29 year	29.447
7	30-34 year	29.587
8	35-39 year	33.283
9	40-44 year	31.251
10	45-49 year	30.684
11	50-54 year	29.080
12	55-59 year	25.728
13	60-64 year	20.674
14	65-69 year	13.253
15	70-74 year	7.718
16	75-79 year	5.895
17	80 up	5.772
	Total	413.961

Table 2.1 The population of inhabitant based on age

Source: (Population statistics of Yogyakarta City, 2018)

2.1.2.1.4 Population Density

Yogyakarta city has a population of around 413,961 people with the average density of 13,177 inhabitants / Km² (General Conditions of Yogyakarta City, 2018).

2.2 Profile of BKPP in Yogyakarta City

2.2.1 General description of BKPP in the Yogyakarta city

Education and Training Personnel Agency was formed based on the Regional Regulation of the Yogyakarta City Government Number 5 year 2016 concerning to the Establishment and Composition of Regional Devices of the Yogyakarta city. Along with the development of Legislation in Indonesia, especially the Government Regulation Number 41 year 2007 concerning to the Regional Organizational Organizations, the Regional Government of Yogyakarta City Regulation Number 5 Year 2016 was formed by Education and Training Personnel Agency.

Education and Training Personnel Agency is a regional technical institution led by Head of the Agency which is under and responsible to the Mayor through the Regional Secretary, that has the task to support the implementation of regional affairs based on the principle of regional autonomy and assistance in the field of staffing, education and training.

2.2.2 Structure of BKPP of the Yogyakarta city

Based on the Mayor of Yogyakarta Regulation Number 66 year 2016 concerning to the Organizational Structure, Position, Tasks, Functions, and Work Procedures Education and Training Personnel Agency, the tasks and functions of Education and Training Personnel Agency can be described as follows:

- 1 Head of Agency;
2. Secretariat, consisting of:
 - a. General and Personnel Subdivisions;
 - b. of Finance Planning, Evaluation and Reporting Sub Division;
3. Field of Apparatus Development, consisting of:
 - a. Recruitment Sub-Sector;
 - b. Career Development Sub-Sector;
 - c. of Data and Information Management Sub-sector
4. Field of Mutation and Coaching ASN, consisting of:
 - a. Mutation Sub-Sector;
 - b. Development and Welfare Sub-Sector.
 - c. Administration Staff Sub-sector
5. Field of Education and Training, consisting of:
 - a. Sub Division of Education and Training Needs Analysis
 - b. Education and Training Implementation Sub-Sector;
 - c. Training and Development Sub-Division of Education and Training.

2.2.3 Vision dan Mission

- Vision

Realize of State Civil Service of Yogyakarta City Government who is professional, accountable, and prosperous

- Mission

Improve the Management of Management Staffing, Administration Staff Services, and competence of the State Civil Apparatus (ASN)

2.2.4 Organizational structure

This following figure is part of the BKPP organizational structure in Yogyakarta City.



Draft 2.1 Organizational structure

Source: (RencanaStrategi BKPP kota Yogyakarta, 2017)

2.2.5 Main Tasks and Functions

In its position as the Regional Devices Organization of the Yogyakarta City Government, Yogyakarta Education and Training Personnel Agency is a regional technical institution which is a supporting element of the Regional Head with the following duties:

The functions of Education and Training personnel Agency are "the formulation of technical policy, management of function, implementation of coordination, the development and implementation of duties in Education and Training Personnel Agency".

Based on the Mayor of Yogyakarta Regulation Number 66 year 2016 concerning to Organizational Structure, Position, Tasks, Functions and Work Procedures of Education and Training Personnel Agency, the tasks and functions of Education and Training Personnel Agency can be described as follows:

2.2.5.1 Head of Agency

The head of the agency has to organize the regional government to support affairs in field of Education and Training Personnel Agency. The head of the agency has the functions, including:

- a. coordinating technical policy formulation in the fields of staffing, education and training;

- b. coordinating the implementation of functions in supporting the regional government affairs in the field Education and Training Personnel Agency;
- c. coordinating the implementation of functions in supporting the regional government affairs in the field Education and Training Personnel Agency;
- d. coordinating in coaching and implementing tasks in the field of Education and Training Personnel Agency;
- e. coordinating secretarial managements, such as general planning, staffing, finance, evaluation and reporting; and coordinating the implementation of supervision, evaluation control, and report in the field of Education and Training Personnel Agency;

2.2.5.2 Secretariat

Secretariat is required to help the head of the agency in formulating policies, coordinating, fostering, and controlling the planning, implementing, controlling, monitoring, evaluating and reporting of general fields, equipment, staffing, and finance. The secretariat has the function:

- a. preparation of coordination materials, data processing and preparation

- b. work program within the agency;
- c. preparation of administrative, accounting and financial reporting materials;
- d. management of personnel administration;
- e. letter management, official script management, filing, equipment, household, official travel, public relations and protocol;
- f. preparing materials for reports and evaluating the implementation of the agency's work program.

2.2.5.3 Field of Apparatus Development

The field of Apparatus Development has of assist the head of the agency in formulating policies, coordinating, fostering, supervising and controlling apparatus development program. The Field of Apparatus Development has functions which are:

- a. implementing policies and preparing of materials for coordinating the preparation of work programs in the field of apparatus development;

- b. planning activities program, preparing technical instructions and official texts in the field of apparatus development;
- c. coordinating, developing and facilitating work programs in the field of apparatus development;
- d. guiding, supervising and control of work programs in the field of apparatus development;
- e. monitoring, evaluating, and reporting work programs in the field of apparatus development.

2.2.5.4 Field of Mutations and Development of State Civil Apparatus

The Field of Mutation and Development of State Civil Apparatus has a staff chief of agency in formulating policies, coordinating, fostering, supervising and controlling programs in the field of mutations and coaching ASN. The Field of Mutation and Development of the State Civil Apparatus has functions, including:

- a. implementation of policies and preparation of materials for coordinating the preparation of work programs in the field of mutation and guiding of the State Civil Apparatus;

- b. planning program activities, preparing technical instructions and official texts in the field of mutation and guiding of the State Civil Apparatus;
- c. coordinating, developing and facilitating programs in the fields of mutation and coaching State Civil Apparatus;
- d. guiding, supervising and controlling of programs in the field of apparatus transferring and guiding State Civil Apparatus;
- e. implementing the program of monitoring, evaluating and reporting in the fields of mutation and fostering State Civil Apparatus;

2.2.5.5 Field of Education and Training

The Field of Education and Training has to assist the head of the agency in formulating policy, coordinating, fostering, supervising and controlling the programs of Education and Training. The Field of Education and Training has functions, which are:

- a. implementation of policies and preparation of materials for coordinating the preparation of work programs in the field of education and training;

b. planning program activities, preparing technical instructions and official texts in the field of education and training;

c. coordinating, developing and facilitating programs in the field of education and training;

d. guiding, supervising and controlling of programs in the field of education and training;

e. implementing the program of monitoring, evaluating and reporting in the field of training education.