

**Capacity Building in Improving the Quality of Regional Development Planning
(Study Case at Development Planning Agency of Gorontalo City)**

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Abstract

Development planning in Indonesia have been regulated in Act No. 25 of 2004 about national development planning System, which has the purpose of creation of integrated development, synchronization, and a good synergy between local authorities, as well as between the Centre and the regions, as well as the linkages and consistency between planning, budgeting, implementation, and oversight. Based on this, the regional development planning Agency (Bappeda) as coordinator of the regional development planning agency should have a good capacity in carrying out its work so that the creation of a quality development planning. However, in fact in the city of Gorontalo, Bappeda capacity is still not optimal in improving the quality of development planning. This study analyzes the capacity building undertaken by Bappeda of Gorontalo City to improve the quality of regional development planning. The study is also expected to give an overview of the implementation of capacity building will be Bappeda of Gorontalo City in improving the quality of regional development planning.

Keyword: Capacity Building, The Quality of The Regional Development Planning.

1. INTRODUCTION

The development is in fact a systematic and well-planned effort by each or all components of the nation to turn a situation into a better State by utilizing a variety of available resources optimally, efficient, effective and accountable, with the ultimate goal to improve the quality of human life and society in a sustainable way. A systematic and well-planned effort last naturally contains steps of strategic, tactical and practical, because each country has sovereignty, resource age mainstay and different challenges.

Development planning in Indonesia have been regulated in Act No. 25 of 2004 about the Planning System Was Nationwide, which have the purpose of creation of integrated development, synchronization, and synergy, both between local governments, as well as between the Centre and the regions, as well as the linkages and consistency between planning, budgeting, implementation, and oversight. This indicates that the goals of the national development planning system is a form of quality of development planning. According to the Kaban (2001) that the quality of the planning development evidenced by achievement desire from stakeholders. Solihin (2008) States that the ideal planning is one of the principle is sustainable.

In carrying out its national development planning system, there are institutions that are assigned as Coordinator in order to be able to run both on the development planning of the Central Government or local governments. The institution is the national development planning Board (BAPPENAS) as coordinator of development planning in national and regional development planning Board (BAPPEDA) as coordinator of development planning in the region. This development planning institution, has the main purpose of creating creating a quality development planning as expected by law No. 25 of 2004. According to Kumar (2001) mention that the Planning Board is planning engine as planners, institutions that make up the planning and evaluating as well as control of regional planning.

Bappedaof Gorontalo City is the institution of the regional development planning Coordinator who is there in the town of Gorontalo. Bappedaof Gorontalo City has the main task that is creating a quality regional development planning. In order to achieve high-quality local development planning, then it takes a good Bappeda capacity and quality. According to Grindle (1997) capacity is a combination of human resources, organizations and institutions that are related.

However, we can see that the quality of the regional development planning in the city of Gorontalo is still low. Demonstrated with some problems, namely 1) performance accountability Report still getting value of CC, 2) relationships between planning documents is still not consistent and in sync, 3) medium term development plan area (RPJMD) the city of Gorontalo yet consistent, 4) absence of functional planning in Bappeda. This indicates that the capacity of the Bappeda has not been able to improve the quality of development planning.

To improve the quality of the regional development planning in Gorontalo City, the need for capacity building. According to Grindle (1997) capacity building is an effort to develop a range of strategies that can improve the efficiency, effectiveness and the responsibilities of government performance, by means of human resources development, strengthening of the organizational and institutional reform.

This study analyzes the capacity building undertaken by Bappedaof Gorontalo City to improve the quality of regional development planning. The study is also expected to give an overview of the implementation of capacity building will be Bappedaof Gorontalo City in improving the quality of regional development planning.

2. RESEARCH METHODS

The type of research used in this research is qualitative research with type a descriptive approach. The focus in this research are: (1) the development of human resources with sub focus on training, (2) strengthening the Organizations with sub focus on the application of the managerial aspects, (3) institutional reforms with sub focus on policy changes.

Location research in the city of Gorontalo and research site in Bappedaof Gorontalo City. Data sources interviews with researchers from the interviewees, observations directly to the field as well as documentation, books, documents and publications such as journals and scholarly articles. Research instruments there are researchers themselves, as well as the interview guideline supporting such research notebooks and recording device. The data analysis used data analysis Miles Huberman Saldana (2014). As for the stages in the process of data collection process, condensing data, presentation of data and the withdrawal of the conclusion, as shown below:

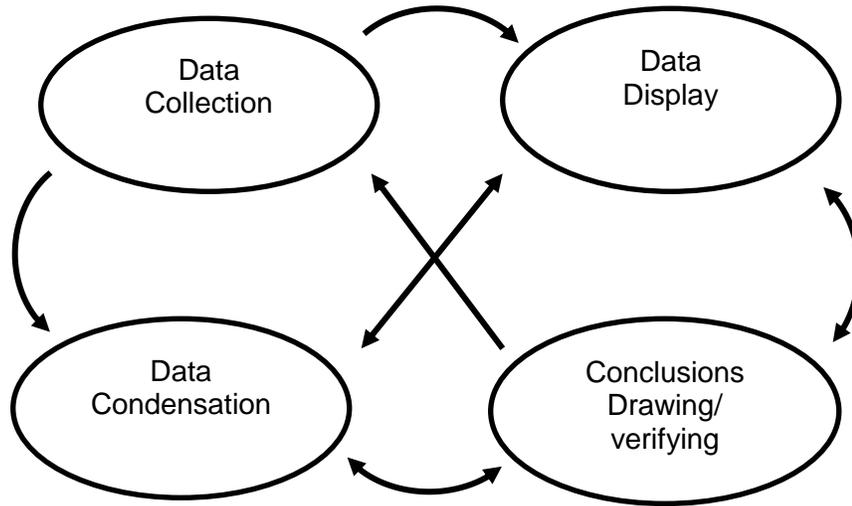


Figure 1. components of Data Analysis: Interactive Model

Source: Miles, Huberman and Saldana, *Qualitative Data Analysis A Methods Sourcebook Third Edition*, SAGE Publication. Arizona State University, USA (2014:14)

3. RESULTS AND DISCUSSION

3.1 Human resources development

Training is an important instrument in developing quality human resources or apparatus primarily to enhance the ability of both intellectually as well as managerial ability, competency and skill and discipline of the apparatus was appointed to support the success of the apparatus in carrying out his duties well (Grindle: 1997). the purpose of the training itself is the productivity of human resources or the apparatus at both the levels of the individual or organization or group (Haryono: 2011). In essence, the training is to provide the knowledge and competencies to employees so they can work on his duties properly. So, with the changing times and of course new problems will arise, therefore training should always be done at least once a year, so that the performance of the State apparatus quality is maintained.

Guidelines for training in Indonesia, especially in the city of Gorontalo and the city of Gorontalo Bappeda special is set up in the Government Regulation No. 101 of 2000 the Office of the education and training of civil servants. In the process of education and training is divided into pre trainingservices and in training services. In training services is divided into training leadership training, functional and technical training.

Although the training already have regulations in order to develop a competency based human resources especially in the Bappeda of Gorontalo City, but there are still some in the implementation constraints. For functional training was not yet implemented planning, whereas training is very directly related to the duties and functions of the Bappeda agencies as development planning. According to Bappenas (2009) functional Office training can make human resources professionals and the influence of professional and competent employees in the field of planning is the most important factor in determining the capacity of a planning agency

This shows that human resource development through the training process is extremely important in generating human resources competent and professional (Grindle: 1997). If training is not implemented, it will not produce human resources competent and professional.

3.2 Strengthening Organization

The application of managerial aspects is an important instrument in strengthen an organization, so that the process of activity that exists in these organizations is running with directional in accordance with purposes that are expected. The application of managerial aspects in Bappeda of Gorontalo City using management functions from the Henry Fayol, i.e. planning, organizing, actuating and controlling. Through the

management process is expected to Bappeda capable of running the task of creating a quality regional development planning.

The planning process itself is done setting up of competent human resources through the training process. The next stage i.e. the process through the formation of pengorganisasi fields or parts which can make in the process of its implementation later. But in the process there are constraints, that is not yet the existence of a special field for planning or not the existence of a functional Office planning. The next step is implementation. At this stage occur overlap in implementing this planning process is the impact of not running well the process of organizing. The last phase is the control. At this stage it is not yet running perfectly, because not yet process control of the performance of the employees and not to the existence of the giving of reward and punishment.

This indicates that strengthening the Organization through the application of managerial aspect is very important. With the application of pengauatan process management aspects of the Organization will run well (Grindle: 1997). Conversely, if the application is not running management aspect in accordance with its functions then the Organization will be weak.

3.3 Institutional Reform

The policy change is an important instrument in the process of institutional reform, so that the process can proceed in accordance with institutional expectations (Grindle: 1997). Policy changes that occur in Indonesia have a positive impact for the Bappeda Gorontalo in improving the quality of regional development planning. Policy changes with the Government Regulation No. 18 2016 about Organization of the device Area, where all the working units of the device area (SKPD) should change the structure of its organization to make it more effective and efficient. These changes bring positive influence for Government of Gorontalo City, where through the regulation about the Organization of this area of the device, the Mayor of Gorontalo revamp Government order by reducing the term of Office of the first priority for the structural and functional. This gives a great impact against Bappeda, because of the Bappeda will have functional planning is very influential towards the implementation of the duties and functions of the Bappeda of Gorontalo City, i.e. creating a quality development planning.

This indicates institutional reform through the process of policy change is able to provide the institutional process that runs in accordance with its duties and functions.

4. CONCLUSION

Capacity building undertaken Bappeda Gorontalo to improve development planning blood has not been run with maximum, due to the process of human resource development through the training have not been able to produce competent human resources. Next on the process of strengthening the Organization through the application of managerial aspect hasn't been able to run properly in accordance with the principles of management. And on the process of institutional reform through policy changes impacting positive and able to produce policies that can ease the process of capacity building.

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