

INTISARI

Kajian ini berangkat dari kegelisahan tentang proyek reformasi birokrasi nasional yang cenderung memandang reformasi di tingkat lokal sebagai sebuah proyek penyembuhan patologi yang dikonstruksi oleh rezim administrasi publik kontemporer. Lokal sering dibenarkan sebagai masalah daripada dilihat sebagai struktur yang berpotensi melahirkan corak administrasi publik yang dapat membentuk bangunan reformasi birokrasi nasional. Padahal para ahli/sarjana administrasi publik pada penelitian ini telah menyoroti kontekstualisasi dan adaptasi dalam transfer paradigma administrasi publik kontemporer sesuai dimensi lingkungan dari pada mengejar pendekatan “*one-size-fits-all*”. Penelitian ini dengan demikian mengkaji “difusi/transfer” rezim administrasi publik kontemporer dalam kebijakan Reformasi Birokrasi Nasional yang “*one-size-fits-all*” tanpa kontekstualisasi dan adaptasi dengan rezim lokal setempat. Selanjutnya untuk mengelaborasi difusi/transfer rezim administrasi publik kontemporer melalui kebijakan Reformasi Birokrasi Nasional ke daerah, penelitian ini mengangkat kasus kebijakan road map reformasi birokrasi Provinsi Nusa Tenggara Timur.

Masalah pokok dalam penelitian ini adalah bagaimana difusi/transfer paradigma/rezim administrasi publik kontemporer melalui kebijakan Reformasi Birokrasi Nasional membentuk road map reformasi birokrasi Provinsi Nusa Tenggara Timur? Dalam menjawab permasalahan, penelitian ini menggunakan metode kualitatif melalui desain penelitian studi kasus dan dipandu oleh kerangka kerja campuran yang dikembangkan dari kerangka kerja Dollowits dan Marsh serta sarjana lainnya. Sementara pengumpulan data utamanya dilakukan melalui teknik wawancara semi-terstruktur terhadap 11 orang informan dan didukung pula oleh teknik observasi dan studi literatur.

Penelitian ini menemukan bahwa kebijakan Reformasi Birokrasi Nasional berupa delapan area perubahan sebagai hasil difusi rezim administrasi publik kontemporer melalui isomorfisme institusional, selain ditransfer secara seragam dan wajib (*one-size fits all*), juga telah dijalankan dengan mekanisme semi koersif dan koersif sehingga membentuk road map reformasi birokrasi Provinsi Nusa Tenggara Timur dengan kategori *incompleted transfer* yang disebabkan oleh hambatan struktural dan institusional dalam transfer. Hal ini berimplikasi pada terjadinya dominasi dan pemaksaan rezim administrasi publik kontemporer dalam kebijakan reformasi birokrasi di daerah yang berujung perubahan yang formalistis, semu dan tidak kontekstual.

Dengan demikian, di tengah transfer kebijakan reformasi birokrasi yang *one-size-fits-all* melalui mekanisme semi-koersif dan koersif, penelitian ini merekomendasikan agar dilakukannya perbaikan kapabilitas kesisteman dan keagenan/kepakaran secara dinamis serta penguatan komitmen dan konsistensi sebagai *core support systems* dari upaya *supply-side reform* yang dipadukan dengan peningkatan keterlibatan aktor non negara sebagai upaya menumbuhkan reformasi birokrasi dari sisi permintaan (*demand-side reform*) melalui mekanisme sukarela (*perfectly voluntary*) secara transformatif dan dialogis.

Kata kunci: Difusi, Transfer, Kebijakan, Reformasi Birokrasi, Rezim Administrasi Publik Kontemporer

ABSTRACT

This study departed from restlessness about the project of national bureaucratic reform which tends to view reforms at the local level as a project of pathology healings that is constructed by contemporary public administration regimes. Local is often justified as a problem rather than seen as a structure that has the potential to promote a form of public administration that can shape the structure of national bureaucratic reform. Whereas the experts/scholars of public administration in this study have highlighted contextualization and adaptation in the transfer of the paradigm of contemporary public administration according to the environmental dimension rather than practising a "one-size-fits-all" approach. This study, therefore, examined the "diffusion/transfer" of contemporary public administration regimes in a "one-size-fits-all" National Bureaucracy Reform policy without contextualization and adaptation to the local regimes. Furthermore, to elaborate the diffusion/transfer of the contemporary public administration regime through the National Bureaucracy Reformation policy to the locals, this study assigned the case of the bureaucratic reform road map of the East Nusa Tenggara Province.

The main problem in this study was that how does the diffusion / transfer of paradigms / regimes of contemporary public administration through the National Bureaucratic Reform policy form the road map for the bureaucratic reform of East Nusa Tenggara Province? In answering the problem, this study employed a qualitative method through a case study research design and was guided by a blended framework that was developed from the frameworks of Dollowits and Marsh and other scholars. Moreover, the data collection was done mainly through semi-structured interviews with 11 informants and was also supported by observations and literature reviews.

This study found that the National Bureaucratic Reform policy in the form of eight areas of change as a result of the diffusion of the contemporary public administration regimes through institutional isomorphism, apart from being transferred uniformly and compulsorily (one-size-fits-all), has also been implemented with a semi-coercive and coercive mechanism so as to form the road map for the bureaucratic reform of East Nusa Tenggara Province with an incompleted transfer category caused by structural and institutional barriers in the transfer process. This has implications for the dominance and coercion of contemporary public administration regimes in bureaucratic reform policies in the locals that have led to formalistic, pseudo and non-contextual changes.

Hence, in the midst of the one-size-fits-all bureaucratic reform policy transfer through semi-coercive and coercive mechanisms, this study suggests to carry out improvements of systemic capabilities and agencies/expertises dynamically as well as to strengthen commitments and consistencies as core support systems of supply-side reforms that is combined with the involvement of non-state actors as efforts to foster bureaucratic reforms from the demand side (demand-side reforms) transformatively and dialogically.

Key Word: Diffusion, Transfer, Policy, Bureaucratic Reform, Contemporary Public Administration Regimes