

ABSTRAK

Politisasi birokrasi pasca pemilihan Kepala Daerah di Maluku Utara masih saja terjadi. Politisasi ini mempunyai tujuan yaitu melanggengkan kekuasaan. Hal ini bisa dilihat dari sejumlah fenomena mulai dari Praktik pergantian pejabat struktural, regulasi dan kewenangan yang tidak dilanggar dan mekanisme pergantian pejabat. Dampak politisasi ini menyebabkan merit sistem menjadi sangat sulit dilaksanakan. Keputusan-keputusan yang seharusnya diambil melalui pertimbangan objektif tidak jarang berbelok untuk mengakomodir kepentingan-kepentingan tertentu. Penelitian ini berfokus pada bagaimana politisasi birokrasi di Pemerintah Maluku Utara pasca Pilkada 2014-2017, dengan pertanyaan penelitian (1) Seperti apakah tipologi politisasi birokrasi yang terjadi dalam pemerintah daerah provinsi Maluku Utara. (2) Bagaimana dampak negatif politisasi Birokrasi terhadap pelayanan masyarakat oleh pemerintah Provinsi Maluku Utara ?. Metode penelitian yang digunakan adalah metode penelitian kualitatif dengan tipe penelitian studi kasus. Data dikumpulkan melalui wawancara mendalam dan studi kepustakaan yang kemudian dianalisis dengan teknik Nvivo dan kemudian menarik kesimpulan. Hasil penelitian ini ditemukan bahwa tipologi politisasi birokrasi di Pemerintah Provinsi Maluku Utara yaitu Tipe politisasi Fungsional yang ditemukan dalam Praktik Pergantian Pejabat struktural yang merujuk pada pengangkatan, dan pemberhentian dan promosi ASN berdasarkan kriteria partisipan bukan kriteria profesional, Tipe politisasi formal dalam praktik pergantian pejabat struktural yaitu tipe politisasi dimana keterlibatan politik ASN baik sebagai pemilih dan warganegara yang dibuktikan dengan keterlibatan aparatur sipil negara di dalam pilkada dan tipe administrasi yang ditemukan dalam regulasi pergantian pejabat struktural dan kewenangan gubernur dalam pergantian pejabat struktural di daerah yaitu pemerintah (gubernur) dan ASN adalah mesin administrasi dimana gubernur membuat kebijakan dan ASN berpartisipasi dalam pelaksanaan kebijakan tersebut. Sementara dampak negative politisasi birokrasi di Pemerintah Provinsi Maluku Utara adalah Pelaksanaan tugas di dalam dinas tidak berjalan efektif karena pendistribusian kerja tidak merata dan tidak sesuai tupoksi, atmosfir kerja yang kurang kondusif, pejabat baru cenderung memberikan pekerjaan dan tugas hanya kepada pegawai-pegawai tertentu, sehingga menimbulkan *gap* di dalam lingkungan kerja, dan sebagian besar pegawai malas ke kantor karena merasa tidak ada yang harus dikerjakan,

Keyword: *Politisasi birokrasi, Tipologi politisasi birokrasi, dampak politisasi, merit sistem*

ABSTRACT

Politicization of the bureaucracy after the election of the Regional Head in North Maluku is still happening. This politicization has the goal of perpetuating power. This can be seen from a number of phenomena ranging from the practice of structural change of officials, regulations and authorities that are not violated and the mechanism of official turnover. The impact of this politicization has made merit systems very difficult to implement. Decisions that should be taken through objective considerations often turn to accommodate certain interests. This research focuses on how the politicization of bureaucracy in the North Maluku Government after the 2014-2017 elections, with research questions (1) What is the typology of bureaucratic politicization that occurred in the North Maluku provincial government. (2) What is the negative impact of Bureaucracy politicization on community services by the government of North Maluku Province. The research method used is a qualitative research method with the type of case study research. Data was collected through in-depth interviews and literature studies which were then analyzed using the Nvivo technique and then drawing conclusions. The results of this study found that the typology of bureaucratic politicization in the Government of North Maluku Province, namely the type of Functional politicization found in the Structural Official Turnover Practice that refers to the appointment, termination and promotion of ASN based on participant criteria rather than professional criteria, type of formal politicization in the practice of changing structural officials namely type of politicization where ASN's political involvement as both voters and citizens as evidenced by the involvement of the state civil apparatus in the elections and the type of administration found in the regulation of the change of structural officials and governor's authority in the substitution of structural officials in the region namely the government (governor) and ASN are administrative machines where the governor makes policies and ASN participates in implementing these policies. While the negative impact of bureaucratic politicization in the Government of North Maluku Province is that the implementation of duties in the office is not effective because the distribution of work is uneven and not in accordance with tupoksi, the work atmosphere is less conducive, new officials tend to assign jobs and tasks only to certain employees, so caused a gap in the work environment, and most employees were lazy to the office because they felt there was nothing to do,

Keyword: Bureaucracy politicization, Typology of bureaucratic politicization, the impact of politicization, merit system