

Political Hegemony after the Regional Head Elections of Bappeda Office in Bombana Regency, Southeast Sulawesi Province, Indonesia



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ABSTRACT: Arresting positions and career snapshots in selection bureaucrats is based on the principles of the merit system, namely staffing management in the bureaucracy which focuses more on aspects of competence and employee competition as a basis for recruiting and promoting employees in the ranks of the bureaucracy. This research aims to describe the forms of political hegemony after the election of the Head of Bombana Region in Bombana Regency of BAPPEDA Office, Southeast Sulawesi Province. This research is qualitative. This research was conducted in BAPPEDA Office of Bombana Regency, Southeast Sulawesi Province, Indonesia. Data collection techniques used are observation, interviews, and documentation study. Data analysis techniques were carried out by collecting data, reducing data, presenting data (data display), and drawing conclusions. The results of this research showed that: The forms of political hegemony after the election of Bombana Regional Head in Bombana Regency BAPPEDA Office, Southeast Sulawesi Province, namely: (1) Increasing the discipline of civil servants, and (2) Increasing the loyalty of civil servants to Regional Head.

KEYWORDS: Political hegemony, election, regional head

INTRODUCTION

In every general election, the vote of civil servants is one of the promising assets. The use of civil servant votes is very easy for candidates. With the lure of a promise to be given a position or order to support his superiors. The mobilization of civil servants during general and regional head elections at the provincial level is nothing new. The involvement of Civil Servants has a bargaining value in the form of strategic positions for loyalist ASN so that the practice of changing structural officials do not see competency as the basis as required in Government Regulation Number 100 of 2000 concerning the Appointment of Civil Servants in structural positions.

Patrimonial bureaucratic cultural practices are very strong and inherent in the scope of the Southeast Sulawesi Provincial Government. This phenomenon can be seen from the filling of structural positions which are heavily influenced and dominated by successful teams. Thus, the practice of replacing structural officials in the Southeast Sulawesi provincial government is a form of functional and formal politicization carried out by the Southeast Sulawesi government bureaucracy. The situation of politicization in the scope of the Province did not stagnate in terms of the limited practice of bureaucratic dynamics, but this also became part of the politicization phenomenon that spread to the bureaucracy after the election of the Head of the Bombana Region.

The shift or rotation of the positions of SKPD leaders within Bombana Regency government after the change of leadership seems to have become a tradition and an open secret. After the new regional head was installed, not a few officials in Bombana government, especially the SKPD leaders in the regions and especially in the bureaucracy in Bombana Regency of BAPPEDA Office, were transferred or reshuffled because at this time they were deemed not to support the elected regional head. Because of this, civil servants continued to carry out maneuvers to support regional head candidates during the election succession period. As a result, when the candidate they support loses, these civil servants often become victims of policies in the process of mutations and shift to the removal of positions carried out by the new regional head (the winner).

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RESEARCH METHODS

This research is a type of qualitative research. Sugiyono, (2012: 13) explains that qualitative research is more descriptive. According to Strauss and Corbin (2003:4), the findings are not obtained through statistical procedures or other forms of calculation. Furthermore, Danim (2002, p. 60 to 64) states that there are 7 characteristics of qualitative research, namely (1) considering what is considered understandable to reduce the quantifiable term; (2) not giving much emphasis on limiting a priori classification; (3) provide flexibility in research; (4) sensitive enough to provide a detailed analysis of a change; (5) can take place only in natural settings to provide a holistic view of the observed situation or organization; (6) the focus of the study is understanding the life world of individuals and (7) researchers must act proactively in defining important issues concerning the research. The location of this research was conducted in Bombana Regency of BAPPEDA Office, Southeast Sulawesi Province. Sources of data in this study consisted of primary data and secondary data. Primary data is data obtained from research locations related to research problems (Marzuki, 1987, p. 55 to 56). The primary data was obtained from the field or research location based on the results of in-depth interviews with informants and direct observation, while secondary data is obtained from writings in the form of reports, regulations, and documents related to research needs. The main object of this research is Civil Servants (PNS) who are within the scope of the Bombana Regency BAPPEDA which are then used as informants. The data collection process in this study was carried out using techniques: (1) observation, (2) interviews, and (3) documentation. Observation techniques according to Bachtiar (1977: 151) are used in a study because usually the problems that are the target of research in studying relationships and activities between humans must be observed where they are found. In addition, researchers cannot hide when observing the people concerned. Sugiono (1992: 56) argues that data collection through in-depth interviews can be ended if the information obtained is considered sufficient or sufficient data is obtained. According to Gulo (2003: 123), documents are written records of various activities or events in the past. A review of various documents was carried out from books, manuscripts, theses, brochures, media, and other important records related to this research. The data analysis technique in this study refers to the opinion of Miles and Huberman (1992) namely: (1) Data collection, (2) Data reduction. (3) Data display, and (4) Concluding.

RESEARCH RESULTS AND DISCUSSION

Forms of Political Hegemony after the Election of Bombana Regional Head in Bombana Regency of BAPPEDA Office, Southeast Sulawesi Province

There are two forms of political hegemony found after the election of Bombana regional head in Bombana Regency of BAPPEDA Office, Southeast Sulawesi Province, namely: (1) Improving the discipline of civil servants (PNS), and (2) Increasing the loyalty of civil servants to Regional Heads.

Improving the Discipline of Civil Servants

Good work discipline can reflect the magnitude of an employee's sense of responsibility for the tasks assigned by the leadership. That is what is called preventive discipline and corrective discipline is an effort so that employees can comply with the rules that apply in the organization so that irregularities can be prevented. To find out more clearly about preventive discipline and corrective discipline that occurred in Bombana Regency of BAPPEDA Office, it will be explained as follows:

1. Preventive Discipline

The success of preventive discipline lies in the self-discipline of employees. Bapak Sukanto Toding said that:

"We as state apparatus in running the government are required to always carry out their duties, principals, and functions as well as uphold the dignity and image of the staff in the interests of the nation and the state so that they become employees who are reliable, professional and moral, with the existence of regulations that regulate it is hoped that this will serve as a guide in upholding the self-discipline of employees to ensure the maintenance of order and the smooth implementation of tasks and can encourage civil servants to be more productive". (Results of an interview on 15/10/2022, translated by the researchers).

The various disciplines found in Bombana Regency of BAPPEDA Office are efforts made to improve the discipline of civil servants. In preventive disciplinary efforts, Bombana Regency of BAPPEDA Office seeks to make employees aware of and understand the standards or all guidelines and regulations that exist within the organization. If employees do not know the expected standards, their behavior tends to be erratic or misdirected, then employees must be given sanctions under predetermined regulations. To see employees' self-discipline can be seen in their daily actions in the office.

Corrective Discipline

An action taken after a violation of the rules is called corrective discipline. This action is intended to prevent further violations so that future actions will be under the standard. Bombana Regency of BAPPEDA Office also applies corrective discipline to discipline employees.

A verbal warning is a form of sanction or warning given to employees in the form of a warning in the form of direct delivery to employees who commit violations as a remedial effort in the form of coaching to employees who commit violations.

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The key to disciplining employees with the verbal warning stage is having communication with no justification. Using persuasive competence to teach, provide solutions and guide the internal motivation of employees to want to correct these mistakes for the progress of the employees themselves. As was the case in Bombana Regency of BAPPEDA office, some employees received verbal warnings as explained by Bapak Sukanto Toding below:

"Yes, of course, there is, because there are lazy employees who are used to being given verbal warnings and in giving verbal warnings it is important to review the reasons and evidence of being undisciplined. We ask them what happened, their reasons and conditions, and maybe the situation and circumstances they experienced were more complex than they thought. Also, make sure they understand the role and duties of the position they hold, maybe they are not disciplined because they don't understand their responsibilities. (Results of an interview on 15/10/2022, translated by the researchers).

The average type of violation that occurred in Bombana Regency of BAPPEDA Office in the form of lateness in coming to work was also evident from the attendance rate of office absences, there were still employees who did not come to the office on time. Mrs. Rosniati also showed data on employees who committed the offenses in the form of a table as shown below:

Table: Discipline Violators

No.	Year	Total of violators	Types of violators	Kinds of punishment
1	2017	3 people	Coming late to the office	Verbal reprimand
2	2018	2 people	Coming late to the office	Oral reprimand
3	2019	2 people	Coming late to the office	Oral reprimand
4	2020	1 person	Coming late to the office	Oral reprimand
5	2021	2 people	Coming late to the office	Oral reprimand
6	2022	1 person	Coming late to the office	Oral reprimand

Based on the table above the total of the violations from 2017-2022 when the new official (the new regent) served as the Head of Bombana Region, Southeast Sulawesi Province, discipline was relatively good because only 3 people or even 1 person committed violations each year, the average type of violation that occurred in BAPPEDA Office of Bombana Regency regarding delays in entering the office. This type of violation can be categorized as a minor violation and the appropriate sanction for this violation is in the form of a verbal warning. This proves that when an employee of Bombana Regency of BAPPEDA Office commits a violation and has been given a sanction, the employee has self-awareness not to commit any more violations of applicable regulations.

Based on the findings above, when studied based on Gramsci's hegemony theory, the efforts to discipline civil servants carried out by Bombana Regency regional government under the leadership of the new Bombana Regional Head (the new regent) are attempts to dominate and exploit employees to generate obedience to their superiors.

Domination is obtained by spreading and popularizing a view, making it common sense, and reconstructing it as fairness and truth. The role of agency leaders, in this case, those within the scope of Bombana Regency of BAPPEDA Office, is very large in this process as an instrument of hegemony as well as an arena for conflict of interests between the discursive relations of power, politics and the economy. The position of the leadership in this context is very significant because they as structural officials are an extension of the ruler (Regional Head) so that they become the basis of ideological transformation for the dominant power.

The form of hegemony brought about during the leadership of Bombana Regional Head was hegemony with a legal approach. Strict law enforcement of the discipline of civil servants will be able to subdue government officials with the rules that have been made and their strict application. Hegemony using this legal approach will make government employees always obey what is ordered by their leaders. If they don't do it, it is feared that there will be sanctions and other bad things. This change in civil servant discipline stems from the strict application of all technical regulations governing the performance of civil servants. These changes show how disciplining civil servants have a very dominating power during the leadership of Bombana Regional Head to create the loyalty of civil servants.

Increasing the Loyalty of Civil Servants to Regional Heads

Loyalty or allegiance to leadership is one of the important secrets that a State Civil Servant (PNS) needs to have. Primarily, those entrusted with government positions. This was conveyed by the Head of Bombana Region when giving a speech at the signing of the integrity pact for echelon 2 to echelon 4 officials within Bombana Regency government.

After showing loyalty and complying with applicable regulations, civil servants, especially government officials, are required to be able to carry out public service functions as well as be public servants optimally.

"Public service is a noble profession. Don't be the other way around, want to be served. Not only that, but civil servants must also be the glue that unites the nation. It should also be known that the image in society, and the function of public services in our region, are still not good. For this reason, the quality needs to be continuously improved (Statement of the new Head of the Bombana Region, at the time of inaugurating 7 Administrator Officers on 15/03/2022).

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Based on the findings above, what was carried out by the regional government of Bombana Regency, Southeast Sulawesi Province under the leadership of the new Regent was also an attempt to dominate and exploit employees to create obedience to their superiors. When civil servants are loyal to their leaders, then that's where civil servants can be used as bureaucratic political tools. The political relations of the bureaucracy in Indonesia at this time are very interesting to observe. The pattern of political-bureaucratic relations that occur is like two sides of a coin that cannot be separated (unseparated) but stand-alone (integrated). The politicization of the bureaucracy as a symptom involves the bureaucracy directly supporting its leaders to gain or maintain power in the executive branch. In the election context, there is mobilization, the use of means, and the use of attributes by political officials or departmental leaders to affiliate with a particular political party. Whereas in Regional Head Election where there is the direct involvement of the bureaucracy (especially ASN employees) who are mobilized to become supporters of regional head candidate pairs to gain or maintain power in regional executive institutions.

CONCLUSION

Based on the results and discussion of this research, it can be concluded as follows: The form of political hegemony after the election of Bombana Regional Head in Bombana Regency of BAPPEDA Office, Southeast Sulawesi Province, namely increasing the discipline of civil servants (PNS) and increasing the loyalty of civil servants to Regional Heads by increasing the welfare of civil servants through additional employee income, creating a reward system and changing structural and functional officials on a large scale.

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