

# Government Policy on Additional Income to Civil Servants

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**Abstract**—The regional regulation No 02 of 2012 highlights additional income for civil servants. It is purposed to stimulate the improvement of work performance by increasing their prosperity. This research aims to evaluate and describe the effect of the implementation on such policy related to its purpose. So far very few evaluations conducted by the authorities in order to look into the result, its effectiveness and efficiency. This research focuses on the evaluation of regular additional income at the Regional Secretariat of Indramayu Regency. The method used in this research is qualitative. The research finding shows that the goal of the additional income policy to civil servants has not appropriately been achieved at the standard of the policy objectives such as the still low awareness of discipline and stagnant work performance. Furthermore, the process of distributing the income to civil servants is also often overdue.

**Keywords**—the evaluation of policy; additional income; distributing; overdue

## I. INTRODUCTION

Because of the government policy or the regulation of Ministry of Home Affair, the government of Indramayu regency issued the regional regulation No 02 of 2012 on additional income for civil servants. The description of additional income for civil servant in Indramayu Regency was explained at article 1 paragraph 7. It states that additional income will be given for the shake of employees' welfare based on workload, place, condition of work, professional scarcity, work performance, and/or other considerations [1]. The bureaucrats carrying out public policies gain a certain degree of autonomy – or discretion – in their work [2]. The regional regulation of Indramayu Regency defines that additional income will be given for those who are working beyond the normal workload [1].

Notwithstanding the theoretical advantages of basic income, there are a number of serious objections and counter-arguments in terms of desirability and feasibility [3]. Additional income based on condition of work will be given for civil servants who work in high risk environment [4]. The purpose of the additional income is to motivate civil servants to work actively and creatively so they can increase their productive work either in quality or in quantity [1]. Giving additional income for civil servants in the government of

Indramayu Regency is aimed to give a welfare so they can work optimally.

The problem is that the evaluation on the manifestation of additional policy has not been seriously conducted by the government agency. By having investigation through scientific research on such a policy, it is expected that there will be input and review concerning the implementation of the policy both on its effectiveness and efficiency.

## II. RESEARCH METHODS

The method of the research is qualitative in order to get comprehensive, deep, natural study with no treatment from the researcher while searching the data [5]. Therefore, the researcher will be more sensitive to the descriptive information by maintaining the integrity of the object under the research. To collect the data, the researcher uses triangular method namely documents, observation, and interview [5]. All the data are directed to gain information such as the level of the implementation of policy on additional income of civil servants, the level of effectiveness and efficiency of the additional income in Regional Secretariat of Indramayu Regency.

## III. RESULT AND DISCUSSION

Researchers, policy-makers, and practitioners have increasingly concerned themselves with the effectiveness of federally-mandated, state-administered programs [6]. The policy on additional income for civil servants is hoped to give improvement toward the work performance to improve the quality of work due to the prosperity of the workers. Based on the data gained, it was found that the work of civil servants in regional secretariat of Indramayu Regency has not optimally reached the objectives. The first finding is the awareness of work discipline. In addition, professionalism among the workers is still low since the data show that the attendant record is poor. Many of the workers skipped from official programs held by the management. Many of them were found busily on their personal business at the working hours. Civil servants of regional secretariat of Indramayu Regency didn't attend morning ceremony without giving any reasons. The implementation of agenda is not completed according to the target indicated by the amount of budget was not used.

There are factors in the implementation of policy that influence the successful and failure of policy. The factors that influence the implementation of such policy are communication, resources, disposition, and bureaucratic structure [7]. The followings are the result of analysis on those factors:

#### A. Communication

The socialization of the implementation of policy on additional income to civil servants has been done by regional secretariat of Indramayu Regency so all civil servant has known it.

#### B. Resources

Resources either human resources or asset resources in regional secretariat of Indramayu Regency has been optimal.

#### C. Disposition

The disposition from the implementor hasn't been optimal because there are many civil servants who have less commitment and discipline in their work.

#### D. Bureaucratic Structure

The mechanism of work based on the main task has run well but the result of the work hasn't shown a good result because the attitude of civil servants who are not discipline still dominate. The factors that influence the policy evaluation on additional income to civil servants in Regional Secretariat of Indramayu Regency are effectiveness, efficiency, adequacy, alignment, responsive.

#### E. The Effectiveness

The effectiveness is a condition that shows how far the plan can be achieved and goal or plan has been achieved. Based on the result of interviews with the informants on the effectiveness of additional income of civil servants in Regional Secretariat of Indramayu Regency, it can be said that the goal to be achieved and the goal that has been achieved have been explained by them. But there are still unoptimal goals to achieve and having achieved like unoptimal professionalism of civil servants.

#### F. The Efficiency

The use of minimum resources achieved the maximum result. Based on the result of interviews on the effectiveness above, it is clear that there is still a goal that hasn't been achieved from the policy on additional income to civil servants so the efficiency of additional income to civil servants has not been optimal.

#### G. The Adequacy

With regard to how far a level of effectiveness can fulfill the needs, values or opportunities create a problem. The dimensions are solving problem. Based on the result of interviews from informants, there has been no regulation or policy related to deduction of incentive.

#### H. The Alignment

Based on the results of this research, it can be concluded that the distribution of employee income is not the same although the job is the same.

#### I. The Responsiveness

Based on the result of interviews with the informants, the responsiveness of giving the additional income to civil servants is not optimal because the time of giving the additional income is not clear and it also must look at the condition of financial to check whether it is available or not.

#### J. The Accuracy

Based on the result of the research related to useful and unuseful of the policy on additional income to civil servants, the researcher concluded that it is very useful, moreover the price of product got increased day by day. So it is very appropriate with the additional income to civil servants.

Therefore, the strategy that can be taken to the policy on additional income to civil servants in Regional Secretariat of Indramayu Regency is aggressive strategy because it is in quadrant 1. In other words, the policy on additional income to civil servants in regional secretariat of Indramayu Regency is actually very good and it has a good chance. So it must be maintained.

### IV. CONCLUSION

Based on the objectives of the research, the first conclusion is that there is a goal from additional income that hasn't been achieved such as increasing the discipline of employees. The second one is there is a gap and unfair accuse among the employees related to how much money received by employees, particularly those who do not have position. Finally, the distribution of the income is often overdue that causes low performance. Therefore, it is recommended that the policy of Regional Performance Allowance (RPA) in the form of additional income to employees or civil servants in regional secretariat of Indramayu Regency needs to be continued, but it must be followed by the improvements for the existing weaknesses.

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