



A CONCEPTUAL MODEL OF THE FACTORS OF LOW EMPLOYEE INTEREST IN BECOMING FUNCTIONAL OFFICIAL OF PROCUREMENT OF GOODS AND SERVICES AT THE MINISTRY OF MANPOWER

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ABSTRACT

Government goods / services procurement is a strategic and important issue. One of the issues in organizing the procurement of goods and services is the existence of discriminatory practices, fraud, and corruption. Problems that occur in the implementation of the task of procurement of goods and services at the Ministry of Manpower are felt to be less orderly. Numerous factors cause this situation, including employee interest. The aim of this paper is to set up a conceptual model to identify those factors. This research is a qualitative research that aims to identify the factor of low employee interest in becoming a functional officer in the procurement of goods and services at the Ministry of Manpower. The sample was taken purposively. Data collected through observation, interviews, and documentation. The data that has been obtained will then be analyzed with qualitative data analysis techniques to provide a systematic, actual, and accurate picture. The data will go through a validity test consisting of a credibility test, a transferability test, a dependability test, and a confirmability test before undergo further analysis. Applying this paper would provide information about those factors.

KeyWords

Employee, Position, Procurement, Goods and Services, Conceptual Model

INTRODUCTION

Government goods/services procurement is a strategic and important issue. One of the issues in organizing the procurement of goods and services is the existence of discriminatory practices, fraud, and corruption. Furthermore, the World Trade Organization (WTO) has scheduled new issues, one of which is transparency and non-discriminatory treatment in the procurement of government goods/services in accordance with competition and trade liberalization. Developing countries instead take a defensive stance and make protective efforts and preferences in the implementation of government procurement of goods/services (Carrier, 1997). Meanwhile, agreement in an international forum has significant normative and economic implications for a country's regulatory policies on procurement of goods and services (Gracia, 1998).

In regulating every process of procurement of government goods and services, including regulating every individual involved in it, the government issued Presidential Decree Number 80 of 2003. The regulation regulates the Procurement of Government Goods and Services to reduce all forms of irregularities that occur and increase the efficiency of procurement of goods and services government.

Based on the Ministry of Manpower Regulation No. 13 of 2015 on the Organization and Work Procedure of the Ministry of Manpower, in Article 85, the Ministry of Manpower has the task of carrying out household administrative affairs, government procurement of goods/services, management of facilities and infrastructure, leadership administration, and management of correspondence and records of the ministry. The activities of procurement of goods and services are carried out by the Services and Goods Procurement Sub-division, the Household section, Equipment and Procurement Services of the Ministry of Manpower. It is stated in Article 91 paragraph (3) that the Goods and Services Procurement Sub-section has the task of carrying out the preparation and implementation of goods procurement, construction work, procurement of consulting services, and other ministry procurement services.

Problems that occur in the implementation of the task of procurement of goods and services at the Ministry of Manpower are felt to be less orderly. Many factors cause this situation, including employee interest. Interest is a central issue considering the task in procuring goods and services is vulnerable to corruption charges, which causes the reluctance of employees in the Goods and Services Procurement Sub-Division, Households, Equipment and Procurement Services of the Ministry of Manpower to engage in the task of providing procurement of goods and services that already programmed in the annual framework of the Ministry of Manpower.

Interest in work is a source of motivation that will direct someone to what they will do if given the freedom to choose (Hurlock in Rahmanto, 2011: 11). Motivation is a condition or energy that moves the employee or directed employee to achieve the goals of the organization and the employee itself (Mangkunegara, 2012: 61).

According to TotokSantoso (in Setyaningrum and Setiawati, 2013: 250), there are several factors that affect employee interest, namely; motivation, self-attitude, family, leaders and facilities, social friends, mass media, and problems that arise. According to Yuwono (in Andriyani, 2013: 10-11) the main factors that affect one's interest are in the form of work conditions, support systems, and personal workers.

Based on the background above, this conceptual paper was made. This conceptual paper aims to examine the factor of low employee interest to become a functional official in the procurement of goods and services at the Ministry of Manpower. This paper consists of Introduction, Literature Review, Conceptual Model and Research Methodology.

LITERATURE REVIEW

Interest is a desire that tends to settle on a person to lead to a particular choice as his needs, then proceed to be manifested in real action with attention to the object he wants, to find information as insight for himself (Wahyudi, 2012). Jahya (2013: 63) argues that interest is an encouragement that causes individual attention to be bound to certain objects such as work, lessons, objects, and people.

According to Super and Crites Adams in Shaleh and Wahab (in Andriyani, 2013: 10-11) types of interests can be classified into four types, namely expressed interest, manifest interest, tasted interest, and inventoried interest. Meanwhile, according to Nursalam in Setia (2011: 19), a person's interest can be classified into 3, as: (1) low, if someone does not want the object of interest; (2) moderate, if someone wants an object of interest but not immediately; and (3) high, if someone really wants an object of interest in the immediate time.

According to Cosynook (2013), individuals can be said to be interested in an object marked by; tendency to think about objects of interest, desires to pay attention to objects of interest, sense of pleasure towards objects of interest, and desire to know or follow objects of interest. Hurlock (in Yonaevy, 2015) stated that aspects which include interest are attention or interests, desires, beliefs, and activities.

Buchari Alma (2011: 45) argues that an employee who has an interest in his work exhibits the following characteristics; (1) self-confidence; (2) task and outcome oriented; (3) courage to take risks; (4) leadership; (5) future oriented; and (6) originality or creativity and innovation. Al-Smadi and Al-Wabel (2012) argues that the factors that generate interest can be classified as follows

- a. Internal demand factors – these needs can be in the form of physical and psychological needs.

- b. Social motive factors – the emergence of interest in a person can be driven by social motives namely the need to get recognition and appreciation from the person's environment.
- c. Emotional factors – this factor is a measure of someone's intensity in paying attention to a certain activity or object.

Simatupang&Kartika (2013) states that sustainable public procurement is a combination of the concept of public goods procurement and sustainable development. Sustainable development focuses on development in meeting the needs of the current generation without reducing the ability of future generations to meet their needs. By applying the concept of sustainability, the procurement of public goods in Indonesia is now more oriented to the project orientation that needs to be developed into a value orientation. Choi (2010), as quoted by Simatupang&Kartika (2013), found that there are five roles for the procurement of public goods in an effort to realize sustainable procurement including: contribution to the national economy, social responsibility, leadership of government officials, environmental friendly activities, and innovation industry.

Procurement of goods and services is identical to the existence of various new facilities, various buildings, roads, hospitals, office buildings, and stationery that are carried out in a government agency. Procurement of goods and services, often called the tender, is actually not only happening in government agencies. Procurement of goods and services can occur in state-owned, private national, and international companies. The point is that procurement of goods and services is made to meet the needs of companies or government agencies for goods and services that can support their performance (Yahya, in Faisal, 2017; 1124).

According to Indra Bastian (2012: 263), procurement of goods and services is the acquisition of goods, services and company work in a certain way and time, which produces the best value for the company. Another definition regarding the procurement of goods and services is as expressed by Marbun (2012: 35), which is the procurement of goods and services as an effort to obtain the desired goods and services carried out on the basis of logical and systematic thinking, following the norms and applicable ethics based on standard procurement methods and processes.

According to Presidential Regulation Number 4 of 2015, the Procurement of Goods/Services is an activity to obtain goods/services by the Ministry/Institution/Regional Work Unit/Institution whose process starts from the planning of needs until the completion of all activities to obtain goods/services. The Government Regulation number 27 of 2014 on the Management of State/Regional Property regulates that the Management of Regional Property includes the planning of needs and budgeting, procurement, usage, utilization, security and maintenance, assessment, transferring, annihilation, deletion, administration, guidance, supervision, and control. The principles that need to be considered in the procurement of goods/services are efficient, effective, transparent, open, competitive, fair/non-discriminatory, and accountable.

Mahmudi (2010: 238) said the provisions regarding the procurement procedures for goods/assets belonging to the state/region are as follows:

- a. The procurement of goods and services is carried out by the State/Regional Government Procurement Team and is coordinated by the function of equipment that aims at an orderly administration and optimization of utilization and an orderly inventory.
- b. Procurement of goods through procurement/contracting jobs, self-management, grants/donations, leasing, loans, and business use.
- c. The procedure for procurement of goods starts from the planning of goods that is needed by each Ministry/Institution/Regional Work Unit and ends with the procurement of goods needed by the procurement committee.
- d. Procurement of goods belonging to the State/Region must follow the legislation regarding the procurement of goods and services.

According to Mulyadi (2008: 306), the position of procurement of goods and services is not always the same level, depending on the type of procurement of goods and services. The following are presented several positions for the procurement of goods and services, including in the implementation of development (physical and non-physical), in activities financed from foreign loans, and in logistics management (inventory).

- 1. The position of procurement of goods and services in the implementation of development includes; planning, programming, budgeting, procurement, payment contract implementation, delivery of completed work, utilization, and maintenance.
- 2. The position of procurement of goods and services in activities/projects financed from foreign loans includes; loan agreements, annual work plans, annual budgeting, procurement, contract implementation, and application procurement.
- 3. Position of procurement of goods and services in logistics management includes; planning, budgeting, procurement, storage, distribution, and evaluation/stock status.

The parties involved in implementing the procurement of goods/services must comply with the following ethics:

- 1. Carry out tasks in an orderly manner, accompanied by a sense of responsibility to achieve the goals, smoothness, and accuracy of the achievement of the objectives of the Procurement of Goods/Services;

2. Work professionally and independently, and maintain the confidentiality of goods/services procurement documents, which by their nature must be kept confidential to prevent irregularities in the procurement of goods/services;
3. Do not influence each other directly or indirectly resulting in unfair competition;
4. Accept and be responsible for all decisions made in accordance with the written agreement of the parties;
5. Avoid and prevent conflicting interests of the parties involved, both directly and indirectly in the process of procurement of goods/services;
6. Avoiding and preventing waste and leakage of state finances in the procurement of goods/services;
7. Avoid and prevent abuse of authority and/or collusion with the aim of personal, group, or other parties' benefits, which directly or indirectly harm the country; and not accepting, not offering, or not promising to give or receive gifts, rewards, commissions, rebates, and in whatever form from or to anyone known or reasonably suspected in connection with the procurement of goods/services.

Research conducted by Astuti (2016) explains that there are several factors that influence the promotion of an employee, especially a librarian, namely internal and external factors. Internal factors consist of interest, motivation, sincerity, perception, education, and work interest. The external factors in question are the work environment, assessment team, institutional appreciation, and management achievements.

CONCEPTUAL MODEL

The general objective of this research is to find out what factors influence the interest of employees in the Ministry of Manpower. This goal is then divided into specific objectives; (1) what are the obstacles to the factor of low employee interest to become functional positions in the procurement of goods and services at the Ministry of Manpower; and (2) how leaders overcome these obstacles and how leaders in increasing employee interest become functional officials in the Ministry of Manpower office. Based on these objectives and the literature review that has been done, a conceptual model is made as shown in the following figure.

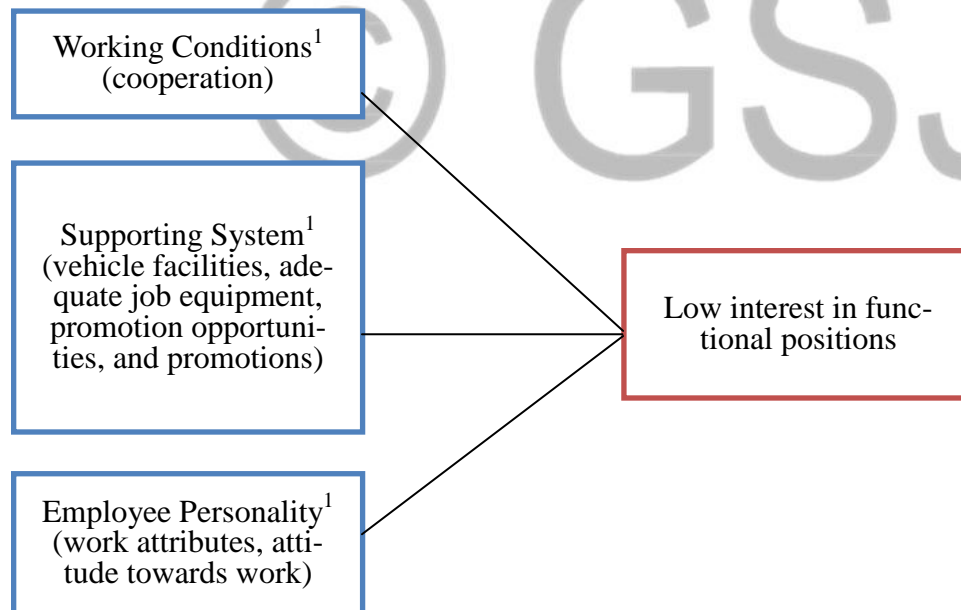


Figure 1. Conceptual Model
Source: Yuwono in Andriyani (2013)

METHODOLOGY

This research is a qualitative research. The population in this study were employees of the Ministry of Manpower of the Republic of Indonesia in Jakarta. The research sample as a research informant was taken purposively. Informants in this study are; (1) Head of Unit/Work Unit in the Ministry of Manpower; (2) Head of the Planning and Evaluation Subdivision of Goods and Services Procurement in the Ministry of Manpower; (3) Employees implementing goods and services procurement at the Ministry of Man-

power; (4) Employees of the Goods and Services Procurement Household Section at the Ministry of Manpower; and (5) Employees of the Correspondence and Archives Section of the Ministry of Manpower.

Data collected through observation, interviews, and documentation. The data that has been obtained will then be analyzed with qualitative data analysis techniques to provide a systematic, actual and accurate picture. The collected data will go through a validity test consisting of a credibility test, a transferability test, a dependability test, and a confirmability test before analysis.

CONCLUSION

This paper has discussed the background of problems at the Ministry of Manpower of the Republic of Indonesia. Introduction; literature review regarding interests, procurement of goods and services, and relations of employee interest and appointment of positions; conceptual model; and methodology also discussed. The implementation of this research will provide information about the factor of the lack of interest of employees to become functional officials in the procurement of goods and services at the Ministry of Manpower.

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