

Changes in the Organizational of the Environmental Agency of the City of Ternate North Maluku Province

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***Abstract**---Environment Life Agency (BLH) in Ternate City in the performance of duties and their responsibility not run as mandated by the legislation in environmental managing from planning, handling up evaluation and prevention. This condition indicates that the change of the District Environment Life Agency organization (BLH) in Ternate City beyond expectation and not according to the specifications within the county which results in the execution of the task is not already running. By looking at the various issues that occur, this study is capable of analysis done on the change of the District Environment Life Agency organization (BLH) in Ternate City North Maluku then this research is expected to discover a new concept of change organizations in developing knowledge of public administration. This study uses a qualitative approach as it aims to gain an understanding of empirical phenomena is intact on the meaning contained in the problem of organizational change. Researchers as the main instrument, and data obtained through direct observation in the study site. Depth interviews with informants while the data were analyzed descriptively qualitative. I study found that organizational change Environment Agency (BLH) Ternate of North Maluku Province has not fully taking into account aspects of human resources, job descriptions, organizational strategy, organizational design, use of technology and culture. Thus, the concepts found in this study is the strengthening of human resources determines the success of organizational change is reflected in the solidity of the structure, duties and working strategies of local government organizations.*

***Keywords:** Organizational Change, Managing, Life Environment.*

I. RESEARCH BACKGROUND

National policies for integrated environmental management and management are based on Law Number 23 of 1997 concerning Environmental management. To carry out government policies in the field of environment mandated by law, an institution that is given authority to handle environmental management is established. The institution for environmental management at the national level is the Ministry of Forestry and the Environment, while the local scope is organized by the District Environmental Agency (BLHD) The management of the Ternate City Environment was carried out starting with the establishment of the Regional Environmental Office (KLHD). The legal basis for the formation of the KLHD was the regional Regulation of Ternate City Number 12 of 2010 concerning Organizations and work Procedures of other Ternate City Institutions. Principal and function (tupoksi), with the legal basis of Ternate Mayor Regulation Number 11 Year 2010.

Along with the dynamics of the community and the urgency of the need to strengthen institutional capacity for environmental management, ideas for change have arisen to improve organizational performance. There has been a change in the increase in nomenclature and echelonization of environmental management organizations from the office level to the Environmental Management Agency, which has become an independent organization in the sense of not being merged with other technical SKPD.

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Through Dacrah Regulation Number 10 of 2013 concerning the fourth amendment to the Ternate City Dacrah Regulation Number 16 year 2007 About the Organization of the Dacrah Ternate City Technical Institution, the BLH of Ternate City was formed to replace the KLH of Ternate City. In environmental management it is expected that this institution will face very heavy tasks. Management functions concerning management planning, controlling control and evaluation absolutely need and be carried out concretely. The existence of BLHD is not only meant as a general rule and the operation of an organization.

An absolute precondition for BLHD institution is the existence of internal organizational support which includes elements of human resources in accordance with their education and expertise, a complete organizational structure filled by capable apparatus. Operational policy implementation of the tasks carried out actively, the right work strategy, the existence of technological support and the maintenance of a conducive organizational culture. Based on the description, the author is interested in conducting research on institutional arrangements under the title Organizational Change at the Dacrah Environmental Agency in Ternate City, North Maluku Province.

II. FORMULATION OF THE PROBLEM

Based on the phenomena and problems as intended in the background of the research, the following problem statements can be put forward: The City of Ternate's Environmental Agency in its implementation and responsibilities does not proceed as mandated by laws in the context of environmental management starting from the planning, management, supervision, and control, further research question can be rised as follows : How is the Organizational change of the Environment Agency in the City of Ternate in the province of north Maluku in accordance with the Dacrah Regulation of Ternate City Number 12 of 2010?

III. THE AIMS AND OBJECTIVES OF THE STUDY

This research intends to clarify the process of organizational change from KLH to BLH Ternate City, North Maluku Province. The organization of the Environment Agency of the city of the North Maluku Province is expected to contribute to the development of the science, especially for the development of the science of public administration.

IV. LITERATURE RIVIEW

This study focuses on the concept of organizational change by taking the organizational locus of the Ternate City of Nort Maluku Enviromental Agency. Although the focus and locus of the study has been so specific, it cannot escape the necessity of having a good understanding of the organization in general. Organizational change is part of the organization, and the organization is part of a large social system. Thus, in the end it will put us in an understanding that the existence of the organization and the changes that occur are never in a vacuum. The existence of an organization and its changes are always in a space full of values (value loaded) according to the dynamics of society. Considering the concept of organization has the character of such a rapid development along with the dynamics of society, it is increasingly necessary to have a brief description of the organization in general

Organizational change as a conceptual focus in this study is understood by many circles as always closely related, even coinciding with the concept of organizational design and organizational development. Thus when an organization is designed or designed, it must at the same time fully realize that community dynamics always has the potential to position organizational change and development. Conditions that force organizational change and development. Need to be read together as and inevitability that expresses the common needs of humans in achieving their goals, organizational change and

Organizational development, thus between organizational design, organizational change and organizational development is a unit of entities that complement each other.

In connection with the phase of change, lewin (1951:143) believes that the change effort can be seen as a process that consists of three phases, namely: 1. The unfreezing phase, which is the stage where people prepare a situation for change: 2. The changing phase includes actual modification action in humans, tasks, stuctures and or technology: 3. Re-freezing phase is the final stage of the process of change that serves to maintain the momentum of a change. Where there is a freeze on the desired positive results. The three types of change process from kurt lewin can be presented in the form of a model in : Table 2.2 as follows

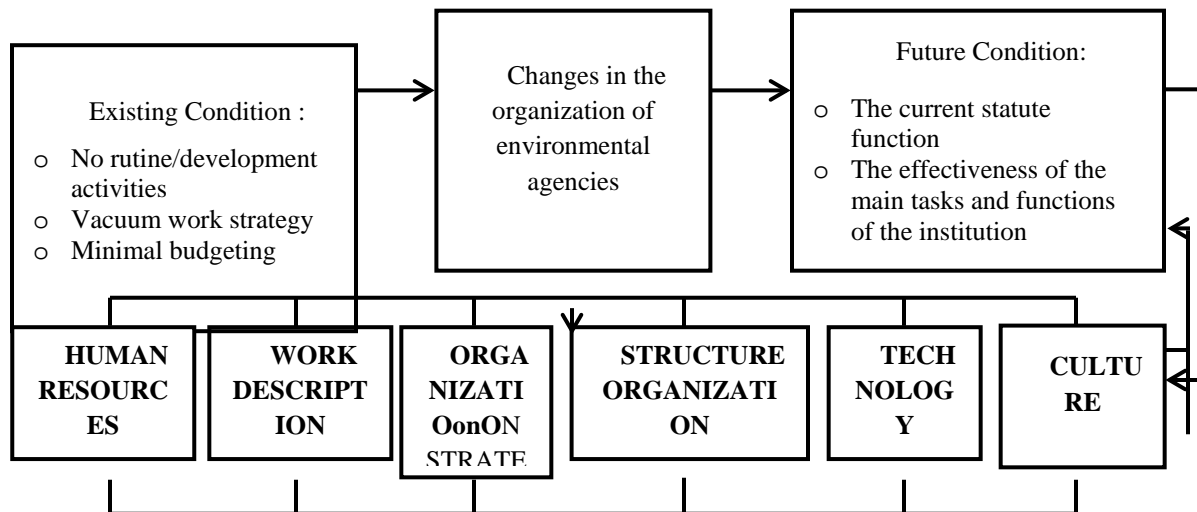
Tabel 1.1: Tiga Fase Proses Perubahan

Fase I: unfreezing	Fase II :changing	Fase III : Freezing back
Creating the need for change minimizes the challenge of change	Change individual people or groups, structural tasks, technology	Strengthen results make results, modify constructively

Source : Kurt Lewin (1951: 141).

1. Components of organizational change.

According to Hellriegel and Slocum (1998), the dimensions that are very influential in every organizational change consist of 6 (six) dimensions namely



Source : processed by Researchers through Hellriegel and Slocum's Theory (1998 : 581)

2. Work Hypothesis.

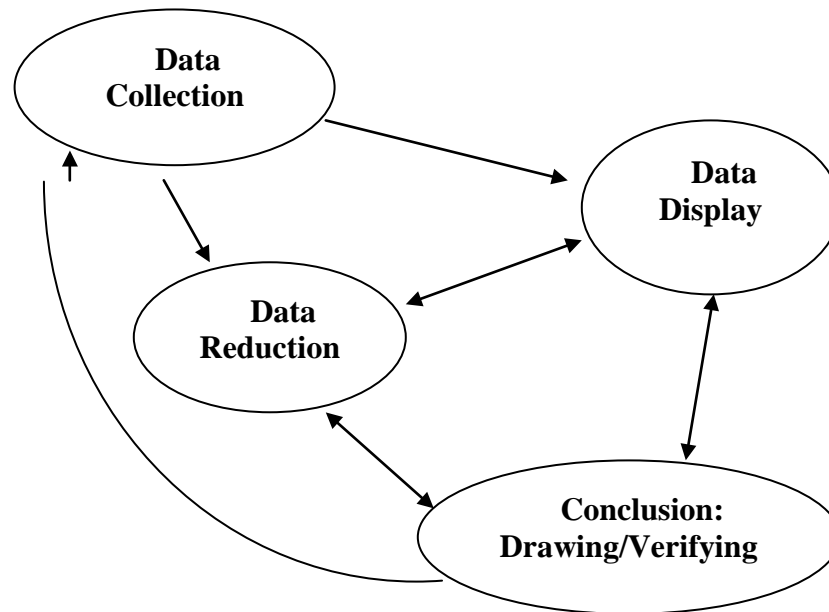
Based on the research problem, literature review and frame of mind, the research work hypothesis is as follows : The change of environmental Agency for the City of north Maluku province is determined by the dimensions of human resources, work description, organizational structure, organizational strategy, technology, and organizational culture a.

V. RESEARCH METHODS

Research on Organizational Change in the Environmental Agency of Ternate City uses a qualitative approach with descriptive analysis. The reason behind the selection of qualitative methods is due to the mass character and phenomena that occur in the background and object of the research related to organizational changes in the Ternate City Environment Agency.

a. **Population and Samples**

Table 1: *Interactive Model in Data Analysis*



Data collection using observation interviews documentation and triangulation and triangulation and image capture. Observations were made on three things, namely the place the Environmental Studies, khairun University, and environmental LSM and Related Services actor namely a person as an actor in the structuring of the organizational structure service providers and service recipients : and activities, activities carried out by the actor in the process of structuring environmental institutions. (Sugiyono, 2007 : 68-69)

Interviews in this research are in-depth with informants who are considered suitable as sources of data using free and semi-structured questions. The questions in this study cover six (Moleong, 2002), namely questions related to experience, opinion, feelings of knowledge. Senses and background. The interview is carried out through seven stages (1). Determining who is being interviewed; (2). Prepare material to be interviewed; (3). Start or open the interview flow; (4). Carry out the interview flow; (5). Confirm the summary of the results of the interview and end it; (6). Write down the results of the interview; (7). Identify follow-up result interview.

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Constitution

Government regulation No. 14 of 2007 concerning regional apparatus organizations has broad implications for state administration in the regions. The simplest change was found in the change of government organizations in the regions.

Government Regulation No. 38 of 2007 concerning the division of functions between the central government and the provincial and district / governments.

Law number 11 of 1999 concerning the formation of Ternate municipalities

Law number 23 of 1997 concerning environmental management

Law number 32 of 2004 concerning regional government.

Mayor regulation number 10 of 2014 concerning the description of the environmental agency

Ternate City regulation number 12 of 2010 concerning the organization and work procedures of other institutions.