

ABSTRACT

This study focused on the issue of Implementation in Organizational Reforms Policy at Manado city office of Labor. Government Regulation No. 41 of 2007, requires all of the regional organization in Indonesia to streamline its organizational structure in accordance with the provisions set forth in this rule. The goal is to make the organization more effective device area. The problem is, when the policy is implemented in the Department of Labor Manado city, it is not effective. The accumulation of work in a particular field, the delay in dealing with employment, job targets are not achieved and there is even one area in which very little activity. Therefore, this study attempts to find answers to why the application of organizational management policy at the Department of Labor ineffective Manado city.

From this study found the cause is streamlining the organizational structure is not in accordance with the needs of the Department of Labor organizations Manado city, because there are areas that had formed and was removed for a field that had to adjust to the rules, while streamlining the organizational structure that do not support toward the achievement organizational goals.

The new finding in this study is that organizational management is not supported by the availability of adequate resources so it does not provide optimal results. Other findings are, Organizational Structuring policy content can not be generalized to all public organizations, because it turns every public organization has needs and problems on their own then the therapy would do well to be specific.

The new concepts generated from this research that the successful implementation of public policy at the Office of Government is not sufficiently taking into account the factor of communication, bureaucratic structure, resources and disposition, but also the presence or absence of political intervention.

Keywords: Organizational Structuring policy, ineffectiveness, Organizational Structure, Needs, and the Ability of the Organization.