Gambaran Kuadran Kepribadian dari Pegawai Negeri Sipil terhadap Revitalisasi Birokrasi (Studi di Propinsi Gorontalo)

Abstrak:

Facing trust crisis among society to bureaucracy administration system, governor organisation have made a decision to make bureaucracy reformation. New Public Management (NPM) as bureaucracy reformation shape have two main ideology such as NPM as re-inventing governance and NPM as revitalizing governance. In other hand, human resources in an organisation as operating area essentially had a strong impact on gain successful organisation. Therefore, the writer did research of personality profile on civil servant (Pegawai Negeri Sipil) to see their readiness to face the bureaucracy reform through bureaucracy revitalisation. This research is a description about civil servant from Province of Gorontalo that used DISC Insight Personality Profile to 90 samples as secondary data. The result of this research shown that civil servant just suitable with ideal personality quadrant on Dominance dimension. For Conscientiousness dimension, just civil servant from IVB and IVC categories that suitable with ideal personality quadrant in the context of doing bureaucracy reformation with NPM as bureaucracy revitalisation.

Keyword:

personality quadrant, civil servant, bureaucracy revitalisation