

Build A Government Free of KKN Elements Through the Banishing Bureaucracy System

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Abstract

The problem of irregularities in government administration is due to the many cases of corruption in the practice of government administration, both at the central level to the village level. For this reason, efforts to build a clean government are the main agenda in bureaucratic structuring. There are two main factors that influence the formation of a clean government, namely the human factor and the bureaucratic system factor. The human factor must have high values of morality and integrity in carrying out its functions and duties as government administrators, because the value of morality is a fortress from within the individual to keep himself away from acts of corruption. Meanwhile, the bureaucratic system factor must be able to be realized in minimizing the gaps and spaces for government administrators to commit deviant actions, because many corrupt behavior is caused by a system that allows for deviant actions. For this reason, it is necessary to organize a more complicated bureaucratic system that is oriented towards performance achievements to realize effectiveness, efficiency, adaptability and the ability to innovate. The Banishing Bureaucracy System as a strategy can be a solution to create a credible bureaucratic system and minimize the occurrence of irregularities. As a strategy in building a clean government, free from elements of corruption, collusion and nepotism (KKN), in the form of a program that clearly defines the vision, mission, objectives and main functions of the government, namely serving the community by always promoting change and social dynamics. The five strategies for changing the bureaucratic system are: the core strategy (center strategy), the consequence strategy, the customer strategy, and the cultural strategy.

Keywords: Clean government, KKN, Banishing Bureaucracy System.

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Background

The increasing bureaucratic corruption proves that bureaucratic reform is running in place, there has been no significant system change to encourage bureaucratic performance to be more accountable and free from corruption, collusion and nepotism elements. The system is a strategic part of reforming the bureaucracy, because the behavior of criminal acts of corruption is caused by a gap in the system that allows it to do so. For this reason, efforts to build a clean and authoritative government must start from improving the bureaucratic system itself. However, it is also necessary to pay attention to the fact that the bureaucratic system that has developed so far cannot be separated from the bureaucratic cultural factors which also contribute to the behavior of bureaucratic corruption. The development of feudalism in the bureaucracy has various consequences for the performance of the bureaucracy. Accountability is only addressed to officials above it, not to the public. Likewise, the loyalty and accountability of the officials at the lower levels are only addressed to the officials above them. The work performance of a bureaucratic apparatus in the eyes of the leader is only seen from the criteria of how loyal he is to the leadership. The bureaucratic apparatus at the lower levels only strives to always maintain the satisfaction of the leadership so as to create a work culture that always pleases the leadership, such as making work reports that tend to only please the leadership without being based on facts, competing to respect the leadership excessively in order to win over the leadership, and so on. The formation of a work ethic has also experienced feudalization, such as in completing tasks that are only oriented towards leadership guidance, the growth of an image that the leader always acts right, the leader cannot be blamed, but on the other hand, a subordinate who is considered unable to translate the will of the leader, and various attitudes that show a culture of marginalism. among the lower bureaucratic apparatus (Dwiyanto, et al, 2002). Such conditions can kill the creativity and innovation of subordinates in carrying out their duties and functions. The concern about the attitude of subordinates to disagree with the leader will affect their career ladder in the bureaucracy. This is due to the inferior nature inherent in the subordinate bureaucrats, usually subordinates who do not agree with the attitude of their leader can only grumble from the ideas and ideas of their leaders.

The feudalistic behavior in the bureaucracy also contributes to the causes of the emergence of bureaucratic pathologies, especially corruption within the bureaucracy. The fertility of the practice of providing facilitation payments, bribery payments, is a form of corruption that the bureaucracy continues to develop against society. The public, to get easy access to public services, must give a certain amount of extra money to bureaucratic officials. According to Mas'oe'd (1994) in Dwiyanto, et al (2002), cultural factors in Indonesian society in general tend to be conducive to encouraging corruption, such as the value or tradition of giving gifts to government

officials. The influence of this culture is deeply rooted in the bureaucratic environment and is still very strong in determining the style of bureaucratic behavior. Changes that occur in the bureaucratic environment are not solely due to the demands of community dynamics but because of the will of the leadership. The failure of the bureaucracy in responding to changes in the social environment will cause a capacity gap, namely the gap between the real bureaucracy's ability and the ideal capabilities that the bureaucracy should have to be able to carry out its duties in changing situations. This requires the formation of adaptive- responsive bureaucracy, which is a bureaucracy that is able to foster the ability to adapt to changing circumstances and be able to respond to changing demands. According to Mustopadidjaja AR (2003: 1-2), among the factors causing a multi-dimensional crisis which is very basic lies in the weakness in the development of "systems and processes of state government administration and nation development", the main and most essential is the form of deviations from various dimensions. values that should be used as a reference for the behavior of individuals and institutions that play a role in state administration. The inconsistency of bureaucratic behavior becomes an obstacle in realizing good governance. Therefore, bureaucratic reform must be focused on the aspect of changing bureaucratic behavior in order to have an innovative, creative capacity that is oriented towards the vision, mission, and goals to always serve the public interest. According to Al Gore (1993, 1995) in Verianto Sitindjak (2017), the Reinventing Government Program can be a reference in developing bureaucratic behavior, by showing three important main issues, namely: First, how to develop various kinds of organizational and managerial alternatives that increasingly provide opportunities for society and the private world to play a role in the production and distribution of goods and services. The keyword of this problem is the development of a public-private partnership; Second, how to develop financial and budget administration that is oriented to the vision and mission of the organization, and can ensure the implementation of effective, efficient and accountable management of budget resources. The key word to this problem is budgeting reform, which moves from the principle of line-item budgeting to mission-driven budgeting; and Third, how to build organizations and public administration systems that are oriented towards customer demand and satisfaction, while at the same time ensuring competition among elements in society, namely competition between industries, between companies and among the entrepreneurs themselves (Gedeona, 2005).

The entrepreneurial spirit in the bureaucracy is an important thing to be realized so that the moral legitimacy of the bureaucracy can be increased in the eyes of the public. Moral legitimacy where a bureaucrat understands his duties and functions and carries out responsibly in accordance with the expectations of the wider community. Such moral legitimacy, of course, will affect public trust or trust in state officials. It is not easy to restore public trust, but with a strong commitment from all levels of the bureaucracy it will gradually encourage the growth of public trust. With the existence of public trust, activities carried out in an effort to improve management of entrepreneurial public organizations (bureaucracies) will also be carried out well. This improvement in bureaucratic management must be carried out by widespread outreach to the public so that the public can understand the concept of entrepreneurship of the bureaucracy. The spirit of entrepreneurship of the bureaucracy is related to improving the work ethic of bureaucrats by identifying as entrepreneurs who are innovative, imaginative, creative, dare to take risks, work based on vision, mission and goals (orientation to the future), oriented to customer satisfaction, efficiency, effective, responsive, decentralized, and market oriented. These values must be transformed into the bureaucracy, in order to fulfill the values of justice, public interest, legitimacy, protection of citizens' rights, and accountability. Therefore, the concept of entrepreneurship in its implementation must be synergized and accommodated properly so that it becomes a strength for government institutions to carry out their roles and duties as public servants. There are several things that must be done so that bureaucratic behavior is in favor of the public, namely: First, the bureaucracy is driven by a clear vision and mission. In the context of reinventing government and banishing bureaucracy, independence is one of the parameters for the success or failure of public organizations (bureaucracy) to carry out their activities, roles, functions and duties. And this is very much determined by a clear vision and mission (describing what the community hopes, needs and wants) to achieve together. The vision and mission become a picture of the future of people's lives and must be realistic, attractive and accountable. Instead of describing the wants, needs and interests of the rulers. Second, a bureaucracy whose leaders have strong leadership, visionary, and have a popular vision and have good managerial skills (Gedeona, 2005).

Literature review.

The problem of irregularities in government administration is due to the many cases of corruption in the practice of government administration, both at the central level to the village level. According to Chamim (2006: 54) clean government is a condition of government in which the actors involved in protecting themselves from corruption, collusion and nepotism. Corruption is an act of government officials who use government money in illegal ways. Collusion is a form of cooperation between government officials and other elements illegally to obtain material benefits for them. Nepotism is the use of bridges to provide jobs, opportunities or income for families or close relatives of officials so that it closes opportunities for others

([https://ilearning.me/2014/03/04/pemerintah-yang-b Bersih-dan-demokratis/](https://ilearning.me/2014/03/04/pemerintah-yang-b-Bersih-dan-demokratis/)). According to Wanandi (1998), it means that: "power is based on the prevailing laws and regulations, all policies are taken in a transparent manner, and can be accounted for to the public. Power must also be based on institutional aspects and not on the will of a particular person or group. Power must also adhere to the principle that all citizens have the same rights and obligations before the law "(Gudangmakalah.blogspot.com › mak...). Meanwhile, Riswanda Imawan (2000) argues that clean government is a form or structure of government that ensures no distortion of aspirations from society and avoids abuse of power. This requires (1) a government that is formed based on the will of the people, (2) a government organizational structure that is not complex (simpler), (3) a political mechanism that guarantees a consultative relationship between the state and citizens, and (4) a mutual control mechanism between actors in the infra and supra political structures (Gudangmakalah.blogspot.com › mak ...). Meanwhile, based on the Law of the Republic of Indonesia No. 28 of 1999 concerning State Administration that is Clean and Free from Corruption, Collusion and Nepotism, it is stated that: "Clean State Administrators are State Administrators who obey the general principles of state administration and are free from corrupt, collusive practices. and nepotism and other despicable acts "(Article 1, paragraph 2). What is meant by a clean government is a government that is far from corrupt, collusive and nepotistic (KKN) practices. A clean government is a government that always enforces and upholds democratic values and is free from the practice of corruption, collusion and nepotism.

In fact, the term clean governance has appeared in the early 1990s, which in general, the term clean governance has a meaning related to actions or behavior that direct, control, or influence public affairs to realize these values in everyday life. . The notion of good governance is not limited to the management of government institutions alone, but involves all institutions both government and non-government (non- governmental organizations) with the term good corporate. In practice, clean government is a model of government that is effective, efficient, honest, transparent and responsible. The State Administration Institute (LAN) formulates nine fundamental aspects (principles) in good governance that must be considered, namely: First, participation. The principle of participation is a form of participation of community members in decision making, either directly or through legitimate representative institutions that represent their interests. To encourage public participation in all aspects of development, including other sectors of social life apart from political activities, bureaucratic regulations must be minimized. Second, Law Enforcement. The principle of law enforcement is that professional government management must be supported by authoritative law enforcement. In this regard, the realization of good and clean governance must be balanced with the government's commitment to enforcing the law which contains the following elements: (a). The rule of law, namely every act of the elements of state power, and opportunities for community participation in the life of the nation and state are based on clear and firm laws and regulations, and their implementation is guaranteed correctly and independently. The rule of law will ensure that there is no government action on the basis of discretion (unilateral action based on the authority it has). (b). Legal certainty, that every life as a nation is governed by clear and definite laws, not duplicative and not in conflict between ethnic groups and others. (c). Responsive law, namely legal rules formulated based on the aspirations of the wider community, and able to accommodate various public needs fairly. (d) Consistent and non-discriminatory law enforcement, that is, law enforcement applies to all persons without discrimination. For that, it is necessary to have law enforcers who have moral integrity and are accountable to the truth of the law. (e). Judicial independence, namely an independent judiciary free from the influence of the authorities or other forces. Third, transparency. The principle of transparency is another element that supports the realization of good and clean governance. As a result of the absence of this transparent principle, Indonesia has fallen into a very serious puddle of corruption. In state management, there are eight elements that must be carried out in a transparent manner, namely: a. Determination of position, position or position. b. Wealth of political officials. c. Awarding. d. Stipulation of policies related to the enlightenment of life. e. Health. f. The morality of public service officials and apparatus. g. Security and order. h. strategic policies for the enlightenment of people's lives. Determination of public office positions must be carried out through a test and proper test mechanism conducted by independent institutions carried out by the legislative institution or by independent commissions, such as the judicial, police and tax commissions. Fourth, Responsive. The principle of responsiveness is in the implementation of the principles of good and clean governance that the government must be responsive to community problems. In accordance with the principle of responsiveness, every element of government must have two ethics, namely individual and social ethics. Individual ethical qualifications require government bureaucrats to have professional capability and loyalty criteria. As for social ethics, it requires them to have sensitivity to various public needs. Fifth, consensus. The consensus principle is that any decision must be made through a deliberative process by consensus. In addition to satisfying all parties or most parties, the consensus decision-making method will bind most of the deliberative components and have compelling power to all involved to implement the decision. The more people involved in the participatory decision-making process, the more the aspirations and needs of the community will be represented. The more people who supervise and control public policies, the higher the level of prudence and the accountability of their implementation. Sixth,

Equality. The principle of equality is equality in public treatment and services. This principle of equality requires every government implementation to behave and behave fairly in terms of public services without recognizing differences in beliefs, ethnicity, gender and social class. Seventh, effectiveness and efficiency. The criteria for effectiveness are usually measured by product parameters that can reach the greatest possible interest of the people from various groups and social strata. Meanwhile, the principle of efficiency is generally measured by the rationality of development costs to meet the needs of all communities. The smaller the costs used for the greatest interest, the government is included in the category of efficient government. Eighth, Accountability. The principle of accountability is the responsibility of public officials to the community who give them the authority to take care of their interests. Every public official is required to be accountable for all policies, actions, morals, and the neutrality of his attitude towards society. This is what is demanded in the principle of accountability in an effort towards a clean and authoritative government. Nine, Strategic Vision. Strategic visions are strategic views to face the future. This qualification is important in the context of the realization of good and clean governance (www.bappenas.go.id/.../bab-14-pencreasi-tata-pemerintah-yang-b-cleans-dan-authority.pdf).

Meanwhile, there are many assumptions that the performance of good governance (good governance), if the bureaucracy is able to spend a lot of budget and a lot of work. Therefore, one indicator of the success of a public institution is if it is able to spend the budget it has set, but on the other hand, if the public institution is unable to spend the set budget it is considered unsuccessful and there will even be a consequence in the next year's budget there will be a reduction. This condition is that public institutions often try to spend their budgets with unproductive activities that directly benefit the public. Many public institutions think this is the case. It is proven that at the end of the fiscal year many activities of public institutions were carried out. The weakness of this thinking arises the idea that public or government institutions can be improved by managing government such as companies or better known as the concept of reinventing government as a fundamental transformation of the organization and work systems of public institutions to create progress in order to realize effectiveness, efficiency, adaptability and the ability to innovate. This transformation can be achieved by changing its purpose or function, incentives, accountability, power structure, and culture. This is as stated by Osborne and Plastrik (1997), that: "Reinvention means the fundamental transformation of public systems and organizations to create dramatic increases in their effectiveness, efficiency, adaptability, and capacity to innovate. This transformation is accomplished by changing their purpose, incentives, accountability, power structure, and culture" (triwidodowutomo.blogspot.com str ...).

According to David Osborne and Ted Gaebler in Arisman, there are 10 (ten) principles of Reinventing Government, namely: first, catalytic government: directing rather than pedaling. This means that if the government is likened to a boat, then the role of the government should be as a driver who directs the course of the boat, not as an oarsman who paddles to make the boat move. Entrepreneurial government should concentrate more on making strategic policies (directing) rather than being preoccupied with matters of a technical nature (pedaling). This allows the government to operate as a skilled buyer, leveraging various producers in a way that achieves its policy objectives. Representatives of government remain service producers in many ways, although they often have to compete with private producers for privileges. But these public service producers are separate from the management organizations that determine policy. Guidance requires people who are able to see the whole vision and able to balance the competing demands for resources. The effort at pedaling requires people who are really focused on one mission and doing it well. Second, government belongs to the people: giving authority rather than serving. This means that the government bureaucracy that concentrates on services results in dependence on the people. This is contrary to their socio-economic independence. Therefore, the service approach must be replaced by growing their own initiatives. Empowerment of communities, fraternal groups, social organizations, to become sources of solving their own problems. This kind of empowerment will later create a climate for people's active participation to control the government and raise awareness that the government actually belongs to the people. When the government pushes ownership and control into society, its responsibilities are not over. The government may no longer produce services, but is still responsible for ensuring that needs are met. Third, competitive governance: inject competition into service delivery. That is, trying to provide all services not only causes the government's risk to be depleted, but also causes the services that must be provided to grow beyond the capacity of the government (public organizations), this of course results in poor quality and effectiveness of the public services they perform. Therefore, the government must develop competition (competition) between the public, the private sector and other non-governmental organizations in public services. The result is expected to be greater efficiency, greater responsibility and the creation of a more innovative environment. Among the most obvious advantages of competition are greater efficiency so as to bring in more money, competition forces the government (or private) monopoly to respond to the needs of its customers, competition rewards innovation, and competition generates a sense of self-worth and morale for civil servants. Fourth, mission-driven government: changing the organization that is driven by regulations. This means that a government that is run based on regulations will be ineffective and less efficient, because it works slowly and wordy. Therefore, the government must be driven by mission as its basic objective

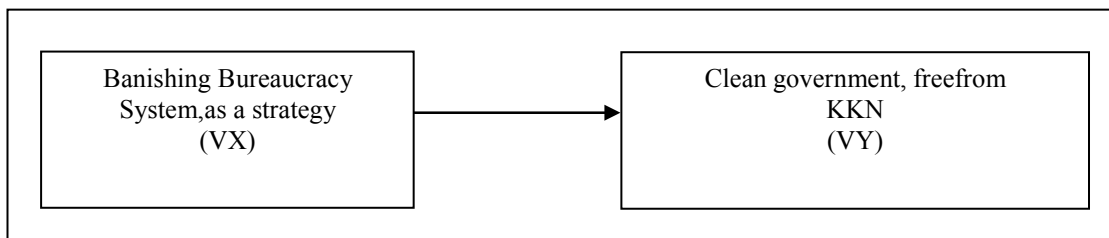
so that it will run more effectively and efficiently. Because by placing the organization's mission as an objective, government bureaucrats can develop their own budget and regulatory systems that give their employees flexibility to achieve the organization's mission. Among the advantages of a mission-driven government is that it is more efficient, more effective, more innovative, more flexible, and more highly motivated than rule-driven government. Fifth, results-oriented government: financing results, not input. This means that if government institutions are financed on the basis of income, there is very little reason for them to try hard to get better performance. But if they are financed on an outcome basis, they become obsessive about achievement. Payroll and reward systems, for example, should be based on the quality of work results not on tenure, budget size and level of authority. Because they do not measure results, bureaucratic governments rarely succeed. They spend more on public education, but test scores and dropout rates have barely changed. They spend more on the police and prisons, but the crime rate continues to rise. Sixth, customer-oriented government: meeting customer needs, not bureaucracy. This means that the government must learn from the business sector where if it does not focus and pay attention to the customer (customer), then citizens will be dissatisfied with the existing service or be unhappy. Therefore, the government must place the people as customers whose needs must be considered. Governments must begin to listen carefully to their customers, through customer surveys, focus groups and a variety of other methods. The tradition of bureaucratic officials so far has often been rude and arrogant when serving members of the community who come to their office. This tradition must be changed by respecting them as sovereign citizens and must be treated with kindness and fairness. Among the advantages of a customer-oriented system are forcing service providers to be accountable to their customers, depoliticizing decisions on service provider choices, stimulating more innovation, giving citizens the opportunity to choose between a variety of services, not being wasteful because supply is adjusted to demand, encouraging to be a committed customer, and create greater opportunities for justice. Seventh, entrepreneurial government: produce rather than spend. This means that the government actually experiences the same problem as the business sector, namely financial limitations, but they differ in their responses. Instead of raising taxes or cutting public programs, entrepreneurial governments must innovate how to run public programs with these few financial resources. By institutionalizing the concept of profit motive in the public world, for example setting costs for public services and the funds raised are used for investments to finance innovations in other areas of public services. In this way, the government is able to create added value and guarantee results, even in difficult financial situations. Eighth, anticipatory government: to prevent rather than cure. That is, traditional bureaucratic government focuses on providing services to combat problems. For example, to deal with illness, they fund health care. To deal with crime, they fund more police. To fight the fires, they are buying more fire trucks. This kind of governance pattern must be changed by focusing or concentrating on prevention. For example, building water and sewerage systems, to prevent disease; and establish building codes, to prevent fires. Prevention (preventive) patterns must be put forward rather than treatment considering that current public problems are increasingly complex, if not changed (still oriented towards treatment) then the government will lose its capacity to respond to emerging public problems. Ninth, decentralized government: from hierarchy to participation and teamwork. This means that when technology is still primitive, communication between various locations is still slow, and public workers are relatively uneducated, a centralized system is needed. However, now that the information and technology age has experienced rapid development, communication between remote areas can flow instantaneously, many civil servants are educated and conditions are changing at an extraordinary rate, it is a decentralized government that is most needed. There is no longer time to wait for information to move up the chain of command and the decision to step down. The burden of decisions must be shared among more people, allowing decisions to be made "down" or at the "periphery" rather than concentrating them on the center or upper levels. Cooperation between the government sector, the business sector and the civil society sector needs to be encouraged to form work teams in public services. The tenth principle is market-oriented governance: driving change through the market. That is, rather than operating as a mass supplier of certain goods or services, the government or public organizations are better off functioning as facilitators and brokers and seeding investors in existing or emerging markets. Entrepreneurial government responds to environmental change not with traditional approaches, such as trying to control the environment, but rather with innovative strategies to shape the environment that allows market forces to prevail. The market is outside the control of only political institutions, so the strategy used is to shape the environment so that the market can operate efficiently and guarantee equal quality of life and economic opportunity. In the context of optimizing public services, the 10 principles above should be implemented by the government at once, all gathered into one government system, so that public services carried out can run more optimally and maximally. These ten principles aim to create a public service organization that is smaller (small, efficient), faster (performance is fast, effective), cheaper (operationally cheap) and competitive (Martin Baru, et al: 2019).

Bureaucratic reform with an entrepreneurial spirit or "Reinventing Government" as mentioned above, can run effectively through structuring strategies to transform bureaucratic systems and organizations into entrepreneurial systems and organizations. To that end, Osborne and Plastrik proposed five main strategies,

which are believed to be able to change the "DNA" of the government. The five strategies are referred to as "Banishing Bureaucracy", namely: (1) the core strategy (center strategy), which is a clear restructuring of the goals, roles and direction of the organization; (2) Consequences strategy, which is a strategy that encourages healthy competition in order to increase employee motivation and performance through the application of "reward and punishment" by taking economic risks into account and giving rewards; (3) Customer strategy (customer strategy), which is to focus attention to be responsible for customers. The organization must win in the competition and provide quality assurance for customers; (4) Control strategy (control strategy), which is changing the location and form of control within the organization. Control is transferred to the lowest level of the organization, namely the implementer or the community. Organizational control is formed based on a predetermined vision and mission. Thus there is a process of empowering organizations, employees and the community; (5) Cultural strategy, which is changing the work culture of the organization which consists of elements of habit, emotion and psychology so that people's views on public organizations change (Pasalong, 2007: 78-79). The core strategy is in the form of programs to clarify the objectives of public systems and organizations, because unclear objectives will cause overlaps that can affect the performance of the bureaucracy. Meanwhile, the other four strategies focus more on the role of the government as an improving steering, whether the achievement of goals will be effective if its management is left to the private sector (private), or vice versa by the bureaucracy. In this strategy, it is also necessary to pay attention to customer satisfaction as the ultimate goal, so to encourage increased performance, a system of reward and punishment is needed for government administrators. With the reward and punishment system, it will be a means of mobility for the bureaucratic apparatus in carrying out their functions and duties better, and the five strategies will become more comprehensive if they can be implemented simultaneously in order to improve the performance of the public sector.

Thus, the Banishing Bureaucracy System is a strategy in building a clean government, free from elements of corruption, collusion and nepotism (KKN). As a strategy, in the form of a program that clearly defines the vision, mission, objectives and main functions of the government, namely serving the community by developing a social control system. For this reason, the analysis formula can be constructed for the relationship between variables as a hypothesis, namely:

1. H_0 = There is no influence of the Banishing Bureaucracy System as a strategy for efforts to build a clean government, free from elements of corruption, collusion and nepotism (KKN).
2. H_a = There is the influence of the Banishing Bureaucracy System as a strategy for efforts to build a clean government, free from elements of corruption, collusion, and nepotism (KKN),



RESEARCH METHODS

This study uses a quantitative approach to determine respondents' assessment of the Banishing Bureaucracy System as a strategy, and an effort to build a clean government, free from elements of corruption, collusion, and nepotism (KKN). Data were collected through distributing questionnaires to 150 respondents who were randomly selected in 6 sub-districts, Ponorogo Regency. Each sub-district was assigned 25 respondents by random sampling, consisting of: 8 employees and 17 service users. The respondent's assessment is measured using a Likert scale with a gradation from very positive to very negative, in the form of words including: a) Strongly agree with a score of 5, b) agree with a score of 4, c) Doubtful with a score of 3, d) No agree with a score of 2, and e) Strongly disagree with a score of 1. While the data analysis method uses a regression analysis model with processing through SPSS.

RESULTS AND DISCUSSION.

Regression Test

The results of the regression calculation between the Banishing Bureaucracy System variables as a strategy for efforts to build a clean government, free from the elements of corruption, collusion and nepotism, are:

Table. 1

Effect of the Banishing Bureaucracy System as a strategy towards efforts to build a clean government, free from corruption, collusion and nepotism elements

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.718	2.718		3.575	.001
	BBS, Strategy	.821	.049	.837	16.618	.000

a. Dependent Variable: Clean government, free from KKN

From the regression equation ($Y = a + bX$), it can be identified: (1) The constant value is 9,718; shows that efforts to build a clean government, free from the elements of KKN will be constant if the Banishing Bureaucracy System variable as a strategy is equal to zero (non-existent), assuming other factors remain or do not change in value. (2) The variable of efforts to build a clean government, free of KKN elements, which is valued at 0.821 (positive) indicates the influence of the Banishing Bureaucracy System as a strategy for efforts to build a clean government, free from KKN elements. If the Banishing Bureaucracy System as a strategy increases by 1 unit, efforts to build a clean government, free from corruption, will also decrease by 0.821. Thus the Banishing Bureaucracy System as a strategy has a positive effect on efforts to build a clean government, free from elements of corruption, collusion and nepotism.

T test

To determine the significant effect of the Banishing Bureaucracy System as a strategy towards efforts to build a clean government, free from corruption, can be done through the T test. From the calculation results show:

Table. 2

T test: Banishing Bureaucracy System as a strategy towards efforts to build a clean government, free from corruption, collusion and nepotism elements

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.718	2.718		3.575	.001
	BBS, Strategy	.821	.049	.837	16.618	.000

a. Dependent Variable: Clean government, free from KKN

From the results of the T test, it can be seen that the value of T count is 16,618 > T table is 1,980 with a significant level of 0,000, it means that the Banishing Bureaucracy System variable as a strategy has a significant effect on the variables of efforts to build a clean government, free from the elements of corruption.

Determination Test.

The coefficient of determination (R²) is used to measure how far the model's ability to explain variations in the dependent variable (Ghozali, 2006). The results of the determination coefficient test are:

Table 3

Results of the Determination Test between the variables of the Banishing Bureaucracy System as a strategy and efforts to build a clean government, free from corruption, collusion and nepotism elements

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.837 ^a	.701	.698	3.872

a. Predictors: (Constant), BBS Strategy

b. Dependent Variable: Clean government, free from KKN

The amount of Multiple Coefficient of Determination (R Square) is 0.698 or 69.8%, which means that efforts to build a clean government, free from KKN elements can be explained by the Banishing Bureaucracy

System variable as a strategy, while the remaining 30.2% is explained by other variables that are not described in this study. A clean government is formed when state administrators have a commitment to distance themselves from KKN (corruption, collusion and nepotism). This commitment is built on the basis of high moral values to always be a principle in carrying out its functions and duties. However, a strong urge to abstain from corrupt behavior will be more effective if it is supported by a system that does not provide an opportunity to commit irregularities. Reinventing the bureaucracy with an entrepreneurial spirit or "Reinventing Government" can be a more effective alternative to restructuring the bureaucratic system to anticipate deviant behavior. The transformation of bureaucratic systems and organizations into entrepreneurial systems and organizations must be supported by five main strategies, which are believed to be able to change the government's "DNA", and the five strategies are called Banishing Bureaucracy. Banishing Bureaucracy System as a strategy involving five things, namely: First, the core strategy (center strategy), namely rearranging the vision, mission and goals of the organization; Second, the consequence strategy, namely encouraging healthy competition by implementing "reward and punishment"; Third, the customer strategy (customer strategy), which is to focus on being responsible for customers; Fourth, the control strategy (control strategy), which is changing the location and form of control within the organization; Fifth, the cultural strategy, which is changing the work culture of the organization which consists of elements of habit, emotion and psychology.

CONCLUSION

There are two main factors that influence the realization of a clean government, namely: human factors and the bureaucratic system. First, the human factor as government administrators must have a commitment to distance themselves from KKN (corruption, collusion and nepotism). This commitment must be based on the values of high morality and integrity in carrying out its functions and duties as government administrators. Second, the factor of the bureaucratic system due to deviant behavior is due to the existence of gaps or spaces that allow for acts of corruption. For this reason, the Banishing Bureaucracy System as a strategy can be a solution to create a more credible bureaucratic system and minimize the occurrence of irregularities. The five strategies for changing the bureaucratic system are: the core strategy (center strategy), the consequence strategy, the customer strategy, and the cultural strategy.

CONFLICT OF INTEREST

There is no conflict of interest.

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