

Public Administration Policy Innovation Towards The Realization Of Good Public Policy Governance

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ABSTRACT

The use of public policy to balance the interests of the public and government has not always worked well. The government's tendency to change or cancel some policies points to overlapping policies, a lack of innovation among public officers, and a low motivation to innovate. Consequently, a novel strategy that might support resolving societal issues is needed. The research aimed to describe and analyse policy innovation in the public administration approach and policy innovation toward effective public policy governance. The first qualitative approach was the methodology used. An academic literature review on public policy science was used to gather ideas pertinent to studying public policy innovation. Data collection was conducted by examining many sources and literature, including government records, printed and electronic media, journals, and public administration and policy innovation publications. Policy innovation application is modelled by using NPS to apply innovative concepts. A method that allows the public the room to cooperate and be focused on performance development views the public in a holistic, compassionate, and humanist manner. 1) Support type; 2) Innovation management; and 3) Qualities in value application will lead to sound public policy governance.

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Introduction

Innovation has become an essential component and necessity for public institutions in federal and local governments because it makes sense. This is in line with several shifts and dynamics of cultural expectations. Innovation is expected to be a tactic used to increase the leverage of organisational performance in producing goods and services. Public companies use the creation of new products (goods and services), structure, connections, and culture as one of their strategic approaches to continue to bring about such change. As a public service entity, public organisations should logically apply

service principles based on productive, efficient, and successful indicators rather than continue to apply concepts only provided to society.

Innovation in central, regional, and public institutions needs more serious attention, simultaneous implementation, and integration. This is because innovations applied simultaneously and holistically have a spreading power that impacts all company lines. Partial innovation will only touch certain areas within the company and will not have much impact on the vision and goals of the organisation.

Law 23 of 2014 mandates establishing innovation laws and regulations in Indonesia. Local governments can innovate to improve the efficiency of their governance because regional innovation is considered necessary. In running Local Government, innovation includes all types of revitalisation. Communities, local governments, state civil servants, DPRD members, and regional leaders are potential sources for innovation efforts.

(Nur et al., 2022) Despite Indonesia's rapid development, innovation is still incomplete, fragmented, and stagnant. In general, there is not always a direct causal relationship between discoveries. Not knowing what will happen is not part of the company's strategy. Their discoveries were made gradually, one after another, because they did not want to have a significant and collective impact. Therefore, progress in new ideas stalls. There are strategic objectives in the current five-year growth plan, but they have not answered the need for innovation (Setiawan, 2016). Therefore, collaboration and elaboration are necessary for innovation in enabling public institutions.

The ability to innovate, particularly in the policy area, is essential in harnessing the potential of national and local resources at the government level (Zaelani, 2019). This capacity is supported by the creative thinking of bureaucrats working at various levels. Government policies that encourage innovation are also critical (Khoiron, 2016). This is because the government has a vital role in establishing or amending laws, trade and investment policies, fiscal and monetary policies, and other incentives and disincentives, in addition to providing funding, educational and research facilities, and laboratories for innovation. The government should support the aforementioned innovative efforts, even if they may be challenging. As mentioned earlier, innovation must have a measurable impact. Increasing competitiveness, impact, and benefit to the public interest are the goals of policy innovation in this environment. Thus, the synergy pattern of central and local government policies in concept formation, implementation, and assessment is an inseparable whole. One practical way to create synergy is by rearranging rules considered obstacles (Sayekti & Putarta, 2016).

A policy cannot be considered innovative without encouraging competitive impact and providing benefits to the public interest. Bureaucratic intelligence in generating the power of change and new ideas is essential for encouraging the expansion of policy innovation. These policies differ in several fundamental ways. First, policies tend to eliminate outdated or conflicting policies. Second, the degree of originality between policy and innovation is different. Most of this strategy's innovative features will disappear once implemented (Nur et al., 2022).

The Perda/Perkada was revoked due to negligence in policy formulation and not following the correct formulation procedure. In addition, regarding regional policy development, the federal government's role as an intervention to assess and control is still lacking compared to state and local governments. Manual policies that only aim to avoid government commitments cause public disappointment and anxiety, especially regarding the interests of people's livelihoods and why public policy innovation is needed.

The role of local public officials in implementing public policy innovations is expected to increase along with the implementation of regional autonomy, giving local governments the authority to formulate policies (Subianto, 2020). This is expected to positively impact the quality of policies or regulations to be prepared. Therefore, one of the primary measures of the effectiveness of local government is the quality of local regulations. Civil servants in local and central government agencies are experiencing difficulties due to their limited capacity and motivation to innovate (OUTANG, 2022). However, as different policy-making institutions continue to produce overlapping policies, public policy has not worked well to bring society and government together. An example of the failure of public service policies in Indonesia is when the policy is disconnected from the output of the activities of ministries and non-ministerial institutions. For example, several reservoirs built by the government cannot function due to the absence of irrigation canals, and ports cannot function properly because there is no road connecting them with industrial estates (Dwiyanto, 2021).

It is necessary to reorient the policies of each service or institution to be more targeted in terms of procedures, techniques, and outputs of each public policy produced to prevent policy termination. Public policies fail to address several problems, including overlapping poverty, health, and unemployment policies, development gaps due to improper policy analysis, corrupt behaviour of public officials due to weak regulations, and low levels of public education. It is, moreover, addressing social issues.

Substantial public policy innovation is needed to strengthen the community problem-solving process. Innovation in public policy does not always follow seasonal patterns or trends but provides alternative options here, now, and in the future. Most government-sponsored innovation initiatives and policies aim to fix market problems. Therefore, innovation in public policy and the public sector is focused on correcting market failures in all their forms.

The magnitude of the public sector's influence on a country is apparent when we look at GDP in percentage terms. However, private-sector innovation relies on public-sector innovation and vice versa. Public sector innovation can increase the value of products through organisational improvements and affect overall productivity growth. Policies must be in line with economic developments in the global era.

According to research (Kartika & Oktariyanda, 2022), introducing a new approach has improved public administration performance, governance, and the ability to effectively deal with problems the public faces. Society and government must first decide to address it in order to be effective. To do this, they must also determine the most

efficient methods and approaches and establish systems to cultivate the values and capabilities necessary to make them happen.

The purpose of the public administration innovation process, according to (Batalli, 2015), is to modernise administrative capacity and form a more effective and responsible government. In addition, innovation drives economic growth and improves public policy and administration (Batalli, 2016). As a result, the functions of the state passed from "ruler" to "servant". There are three paradigms in the field of public administration: Old Public Administration, New Public Administration, New Public Management, and New Public Service.

Research Methods

A qualitative approach is applied to this process. To find ideas relevant to the study of public policy innovation, the researchers conducted a literature review in the field of public policy science. Information collection methods include reading various papers on public administration, policy innovation, and related fields, including official records, news articles from traditional and online media, and academic publications. Data requirements determine the processing and narrative description of secondary data. The next step is to analyse the data using public policy theories, concepts, and innovations. After that, the data will be interpreted.

Results and Discussions

Policy Innovation in Public Administration Perspective

Policy innovation is represented by a public administration paradigm based on the principle of New Public Services (NPS). The following are the principles of NPS:

- a. Placing a strong emphasis on building trusting relationships and cooperation with other citizens and consumers.
- b. The common interest creates common interests and obligations.
- c. The importance of public service and the willingness of the community to contribute
- d. Act democratically and strategically;
- e. Accountability is not easy; and
- f. Guide by assisting individuals in identifying and achieving common goals.
- g. Treat others with respect and do not just concentrate on results.

Innovation in policymaking through generating new knowledge in the form of creative services for the public interest is required in public administration. This is where the capacity of innovators to utilise technical-based talent and administrative capabilities is highlighted. Planning, organising, mobilising, and monitoring are critical components of policy innovation. However, the capacity of innovators to incorporate science and technology into their work is also a key component, according to public administration experts.

Policy Innovation Criteria in Public Administration Perspective

1. Policy innovation by process

The performance of various stakeholders is improved by implementing process-based innovations that are carried out efficiently and effectively. There has been a shift in the work process of public organisations from slow, convoluted, and complicated to fast, accurate, and productive. Process innovation's ultimate goal is service delivery that meets or exceeds customer expectations.

Researchers at the Institute of State Administration (2016) have identified two different forms of innovation in the work process. As the first category, we have "internal innovation", which focuses on processes within the organisation, not outside the organisation. Second, innovations from the outside world are applied by departments that deal with clients and other outside parties to provide public services or carry out routine business operations.

2. Innovation by Method

New policy models and strategies lay the groundwork for new approaches. Switching from the old procedure to the new procedure aims to get more ideal results. The decision-making criteria, depending on the approach, are carried out as follows, according to the study (Yusra, 2019)

Organisational policies that establish new procedures in organisational work processes are the basis of this innovation. This innovative approach can be used across several disciplines, including decision-making, product manufacturing, service delivery, and more.

This innovation is applied when the company determines the previous approach is no longer profitable and efficient.

Because this discovery is macro and can be applied to various fields, it must be distinguished from other innovations using a holistic and paradigmatic inventive approach. Operations and organisational sectors are all subject to the new methodology.

Policy Innovation by Product

Product-based innovation is applied through various organisational goods modified to increase competitiveness. A study (Yusra, 2019) states that the following factors are used to determine product innovation:

Customers take advantage of or enjoy these discoveries firsthand

The company uses its internal processes to actively, directly, and fully participate in producing outputs that customers enjoy.

A product is considered successful if it is new and has never been made before or if it is produced with higher quality and continues to improve over time, thus increasing consumer satisfaction. In ways previously unthinkable, this novelty meets consumer expectations and needs.

Policy Innovation Based on Concepts

To overcome these problems, public organisations must always experiment with new concepts, ideas, and paradigms as part of their organisational innovation. LAN research identifies several requirements for product innovation, including:

1. A shift in the perspective of a problem gives rise to these innovations, which are then implemented in policy.
2. This achievement can be evaluated by comparing it with previous policies based on an old-fashioned point of view. Conceptual innovation may be considered adequate if the new policy delivers better results or performance.
3. To carry out this shift in viewpoint, we often look at problems from a more optimistic point of view or update paradigms.

Policy Innovation Based on Science and Technology (Science and Technology)

Applying science and technology innovation includes updating various problems organisations face, such as organisational systems, equipment, and apparatus skills. This is the demand of the organisation in the face of changes and the development of an increasingly dynamic society.

Policy Innovation Based on Organizational Structure

Innovations in organisational structure enable companies to adapt to changes and internal needs. To enable organisations to provide better equipment performance, an organisational structure that considers the nature and growth of society must be built.

Policy Innovation Based on Relationships

Interaction with outsiders is inevitable in every business, especially in the public sector. The development and structuring of relationship mechanisms with external partners must be inventive, mutually beneficial, and mutually supportive if organisations achieve their goals more efficiently and use their resources better. Thus, stakeholders can develop effective organisational governance and drive innovation through mutually beneficial and efficient relationships.

Human Resource Development Policy Innovation

Since people are an organisation's most valuable asset, human capital innovation is, in theory, an essential component. If human resource innovation does not succeed, then no other innovation can function as planned. Companies need to have internal organisational policies that prioritise innovation in human resources. Human resource development is done creatively, including training, competence, career promotion, and employee empowerment.

Policy Innovation Towards the Realization of Good Policy Governance

The power of policy innovation is studied to encourage strong public policy governance using the four qualities of policy innovation defined by Freddy (Navarro, 2016). These characteristics are as follows:

Types of support

Good Public Policy Governance can be achieved by implementing innovative policies through cooperation between non-state actors and government officials at all levels. The goal is to foster creativity and realise improvements in organisational procedures. In this case, a policy innovation orientation centred on solving problems is obtained by analysing the identification of policy challenges with the help of several stakeholders.

Innovation Management

In this context, innovation management takes the form of administrative and organisational arrangements that arise from cooperation involving internal and external resources. A policy, including institutional management and organisational innovation, must undergo a process of restructuring creative policy-making methods.

Types and Characteristics of Relationships

Mutualistic and symbiotic interaction between all stakeholders is necessary for policy innovation. The desired results will be achieved using this relationship-based strategy—the capacity to facilitate transparent cooperation and best use available resources to achieve good public policy governance.

Characteristics in the application of values

Applying principles that are good for the public interest is how policy innovation achieves its success. To achieve this goal, it is necessary to foster partnerships between public and commercial entities to improve human resources in policy design.

Conclusion

Contribution to creating fresh and practical knowledge in the public interest is necessary for innovative public policy governance. As stakeholders of creative policy products, people expect policy outputs that focus on solving public problems and can produce measurable impact factors. A policy encouraging competitive impact and serving

the public interest is a simple policy innovation. One example of implementing policy innovation is using NPS to implement innovative principles. By creating an environment that encourages public participation and focuses on improving the effectiveness of every aspect of the organisation, the public is seen as a humane and compassionate entity. Regarding policy innovation, NPS takes a comprehensive, all-encompassing approach that seeks to uphold the public interest.

The strategies to be used to achieve good public policy governance are as follows:

- 1) Forms of support through the implementation of policy innovations carried out through cooperation between government officials at all levels and levels with non-state actors;
- 2) Innovation Management through organisational and administrative structuring as a result of collaboration involving external and internal resources;
- 3) Types and characteristics of relationships through the characteristics of mutualistic symbiotic relationships between all stakeholders;
- 4) The characteristics of the application of values measured through the application of values that are beneficial to the public interest. One way to do this is by encouraging collaboration between the public sector, the business world, and the government to improve human resources in policy design.

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