# THE INTERNATIONAL JOURNAL OF HUMANITIES & SOCIAL STUDIES

# Measures for Supervision in Efforts to Achieve Government of the Net

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*Abstract:*
*Supervision is an attempt systematically to review the implementation of objectives set standards with Planning objectives, designing information systems Manufacture Sar forth, comparing the real activities with established standards, define and measure deviations Proofreading as well as taking action it takes. Types of Monitoring Namely; Introduction supervision (control early), supervision of work currently underway on (control co-current), supervision Feed Back (feedback control). Phase Process Control; Set standards Implementation (Planning), Implementation of activities Determination Measurement, Benchmarking Implementation activities and analyzer standard deviation, Taking measures Proofreading. Supervision is important due because Environmental Change and the organization, as well as the organization Increased complexity, high Minimize Errors, managers need to review delegate authority, Communication and Information Assessing and take action Proofreading. That such Supervision Process Design; Formulate the findings in want, bookmark Establish the findings, pointing Setting a standard commercial articles, Establishing Information Network and Making SAR behind Dan Assessing the information and take action Proofreading. Strategic field is the Financial Transactions Oversight hearts, Relation Manager Dan Liege, Dan Operations Productive. The Monitoring tools are pale Sales Manager Exception Management (Management by Exception), Management Information System (MIS), Ratio Analysis and Budgeting.*

*Keywords: Control measures, clean government*

## 1. Introduction

In order to rescue and normalization of national life according to the demands of reform, required a common vision, perception, and the mission of the whole country and community organizers. Common vision, perception, and the mission should be in line with the demands of conscience of the people who wanted the establishment of state apparatus that can perform the functions and duties seriously, a sense of responsibility are carried out effectively, efficient, free of corruption, collusion and nepotism, as well as mandated by Decree No. XI / MPR / 1998 on State Officials Clean and Free of Corruption, Collusion and Nepotism (KKN).

The provisions mentioned above contain provisions relating directly or indirectly to the enforcement of the law against criminal acts Corruption, Collusion and Nepotism specifically indicated to the state officials and other officials who have a strategic function in relation to state officials in accordance with the provisions of the legislation applicable. Law No. 28 of 1999, a part or sub-system of laws and regulations relating to the enforcement of the act of corruption, collusion and nepotism. The main targets of this legislation include the state officials, state officials at the highest state institutions or officials and others who have a strategic function in relation to administering the state in accordance with the provisions of the legislation in force. Realizing the state administrators are clean and free from corruption, collusion and nepotism, in this legislation, set out the general principles of state administration which include the principle of legal certainty, the principle of orderly organization of countries which include the principle of legal certainty, the principle of orderly administration of the state, the principle of interest Generally, the principle of openness, the principle of proportionality, the principle of professionalism, and the principle of accountability.

Ignoring moral principles and moral humanitarian sublime as ordered by the Constitution 45, will mean not "clean" in terms of morals or ethics. The necessity to realize the government's "clean" is a normative constitutional rule. Clean nature will have a sympathetic appeal, containing participate attitude. Instead dirty nature, give rise to negative, because it would alienate sympathy, even invited the indifference of those who should participate.

His relationship with the emergence of clean nature appeal to participate in the nature of "powerful and authoritative" his command. The government does not put in the hands of a. The government is run by the President, assisted by the many helpers. Aides also cannot do without the help of the people. People just want to help, if they need help, apply and can attract sympathy. Strong government is a government that gained the sympathy of the people, support for actions not Corruption, Collusion and Nepotism and not arbitrary.

Popular support for his government to attract their sympathy, can arise due to the actions and policies are believed by the people, reflecting the aspirations of the people that have been proven and was in accordance with what is wanted. Such a government, not just a formal ruling, has the power to his power, but increased to governmental authority, which means strength and power and justified and accepted and supported by the people.

Controlling or monitoring and control (wasdal) is a process for continuously observe the implementation of activities in accordance with the work plan that has been prepared and entered into a correction if it occurs. Controlling or monitoring is a management function in which the role of personal own duties, powers and carry out monitoring its implementation needs to be done in order to run with purpose, vision and mission of the company. In the modern corporate management control function is usually performed by the audit division internal. Supervision is a management function that is no less important in an organization. All other management functions, will not be effective without the oversight function. Principles of Supervision is done by the leadership Supervision should be understood by the staff and the results are easily measured. For example, about the time and the main tasks that must be completed by the staff. Leadership oversight function must be understood as an activity that is essential in order to achieve organizational goals. Performance standards should be explained to all staff for the performance of the staff will continue to be assessed by the leadership as a consideration to give rewards to those who are considered capable of working.

When the function is executed with proper supervision, the organization will obtain the benefits: to determine the extent to which the program has been done by staff, whether accordance with the standards or the work plan, whether the resources have been used in accordance with the established. Wasdal functions will improve the efficiency of the program; Can be aware of any irregularities in the understanding of staff in carrying out their duties; Can determine whether the time and other resources sufficient and have been used efficiently; Can find out the causes of irregularities; Can know the staff who need to be given the award, promoted or given further training.

## 2. Measures Establish Government Oversight in the Net

### 2.1. Clean Government
One characteristic of the reform movement is the demand for clean government. The implementation of good governance, clean and dignified (clean and good governance) into the ideals and expectations of every nation. Governance is a resource management mechanism involving economic and social influence of the state sector and non-government sector in a collective activity. Good in good governance, containing two (2) understanding:
   a) The values that uphold the desire / will of the people, and values that can improve the ability of people in the achievement of objectives (national) self-reliance, sustainable development and social justice;
   b) Functional aspects of an effective and efficient government in its efforts to achieve national goals.

Governance good orientation are:
   a. ideal orientation of State directed to the achievement of national goals; This orientation refers to the democratization of the life of the state with elements of its constituents, such as: legitimacy (whether government selected and earn the trust of the people), accountability (accountability), securing of human rights, autonomy and Devolution of power, and assurance of civilian control.
   b. ideally a functioning government, that is effective, efficient in its efforts to achieve national goals. This orientation, depending on the extent to which governments have the competence and the extent to which the structure and the mechanisms of political and administrative function effectively and efficiently.

Based on this description it can be said that the manifestation of good governance is a solid state governance and responsible, and efficient, effectively, by keeping 'synergistic' constructive interaction between the domains the state, the private sector and the public (society).
United Nations Development Programme (UNDP) filed governance some good characteristics, namely:
   a. Participation; Every citizen has a voice in decision-making, either directly, or through intermediary institutions legitimacy of representing their interest. Such participation is based on freedom of association and speak and participate constructively;
   b. Rule of law; The legal framework should be fair and carried out indiscriminately, particularly the law on human rights;
   c. Transparency; Transparency is built on the basis of free flow of information. Processes, institutions and information are directly amenable to those in need. Information must be understood and can be monitored;
   d. Responsiveness. Institutions and processes should try to serve all 'stakeholders'.
   e. Consensus orientation; Good governance mediates differing interests to obtain the best options for a wider interest, both in terms of policies and procedures;
   f. equity; All citizens, both men and women, have the opportunity to improve or maintain their well-being;
   g. Effectiveness and efficiency; Processes and institutions produce the best possible according to what is outlined by using the resources available;
   h. accountability; The decision-makers in government, the private and the public sector (civil society) are accountable to the public and the institutions 'stakeholders'. Akuntabilitasn depends on the organization and nature of the decision that is made, whether the decision is internal or external to the interests of the organization;
   i. Strategic vision; Leaders and the public must have a good perspective of human development governance, spacious and far ahead in line with what is required for such development.
In the introduction we mentioned about the authority as a condition for the successful implementation of the tasks of government's good law state and the welfare state in achieving national goals. It required the Civil Service as an element Apparatus country, servants of the State and Abdi Society loyal obedient to the Pancasila Constitution 45, the State and the Government ser-ta unite,

mentally good, powerful, clean, high-grade, conscious of its responsibility in performing tasks governance and development and ultimately authoritative.

Civil Servants to foster the said Government strives continuously to the road, among others:
a. Imposed sanctions such as criminal law provisions of the Criminal Law Act (Article 413 s / d of Article 437, Article 552 s / d Article 559), and the Anti-Corruption Legislation
b. Conducting upgrading Guidelines The Pancasila, UUD'45, Guidelines / Propenas, Doctrine and Code of Ethics of Indonesian Civil Servants Corps as a movement based on Presidential Instruction No. 10 of 1978.
c. Establish various other regulations.

2.2. Law Enforcement rule of law principle means 'good governance' has the characteristic form of guarantee legal certainty and sense of justice of any public policy is made and implemented. Good governance, a government that is able to account for all the attitudes, behaviors and policies made by political, legal and economic and informed openly to the public, as well as open public event to supervision (control) and if in practice has been detrimental to the interests of the people, with thus should be able to account for and received the prosecution of the action. The quality of construction and the law enforcement community demanded this SAA is not just formal qualities, but especially the quality of the material / substantial. Strategies aimed at building and law enforcement should address the substantive qualities as revealed in some of the central issues of today's society demanded, among other things: a. the protection of human rights; b. upholding the values of truth, honesty, fairness and trust between people; c. there is no abuse of power / authority; d. net of the practice of favoritism (favoritism), Corruption, Collusion and Nepotism and mob justice; e. the realization of the power of judicial / law enforcement independence and the establishment of a code of conduct / code of the profession; f. the implementation of good governance and authoritative. The role of law in society free which is to enforce the truth and justice, the rule of truth and justice. This will be achieved when law enforcement is done without favoritism that there is no discrimination and not biased or impartial. Law enforcement, conducted without questioning the legal consequences imposed fun / terrible or not. Law enforcement also do not conflict with the needs, awareness and public order. Fulfillment feeling of unfairness can be ignored in the law, because of the nature grows spontaneously in the human heart, that the law is a question of justice, where an unjust law it is not legal. Ideology and conception of state law requires a variety of consequences, among others: "1. Id law of all life within a state and a society based on the rule of law. States and societies are organized and governed by law and not by humans. The role of the rule of law in public life, became a foundation element (basic ingredient) coercion order of life in any form. Forceful measures undertaken in any dispute, it should be in accordance with the process prescribed by law (due process of law) based on: equal treatment before the law or equal dealing (to equal treatment before the law); equal protection of law (the same protection before the law). 2. The role and functions of their main judicial authority, authorizing the judiciary to "pressure valve" or "pressure valve" for any violations of the law committed by any party whom and without exception; on any action to be unconstitutional (uncontiticional), public order (public policy) and propriety (reasonableness). 3. In connection with the role, functions and powers of the judicial authorities as "a pressure valve" in a state of law and democratic society, by itself puts the position of judicial authorities as the "last place" or "the last reason: in efforts to uphold" truth and justice," In this case, there is no other substitute who serves as a search for truth and justice confirmation (to enforce the truth and justice), if a dispute arises over the violation of the law. 4. The role, functions, powers and status of judicial power as a pressure valve and the last resort, judicial power through justice authority is empowered as the implementation of "law enforcement". This rule commonly expressed as "Judiciary as the upholders of the rule of law". Giving power to put the position of the judiciary as an institution or the institution acting as an instrument of state: "guard the independence of the public (in guarding the freedom of society). Of judicial power as guardian of society (judiciary is regard as custodian of society). 5. constitutional judicial authority to act "fundamentally undemocratic". In accordance with the independence and freedom given to the constitution of the judicial power, justice agencies are authorized to act and take a decision "fundamentally undemocratic". At the time of the judiciary to take action and decision: does not require access from anyone; does not require negotiation of any party; and do not need to ask the compromise of litigants; 6. Have immunity in exercising its functions and powers of the judiciary. Framework immunity, implies; immunity of judges in exercising its functions and authority of the judiciary (the immunity of jugles0; the nature of immunity absolute and total, in the sense that they cannot be prosecuted or implementation of judicial, even though their actions malpractice (malpractice), overreaching (exceeds his authority) or do error process (procedural error).

*2.3. Measures Monitoring*

2.3.1. Understanding Oversight
Supervision can be defined as a systematic attempt by business management to compare the performance standards, plan, or purpose which has been determined in advance to determine whether performance is in line with these standards and to take healing actions necessary to see that human resources are used as effectively and efficiently as maybe in achieving objectives. George R. Terry (2006: 395) defines oversight as the determiner of what has been done, means to evaluate job performance and, if necessary, apply action corrective measures so that the work in accordance with a predetermined plan. Robbin (in Sugandha, 1999: 150) states that supervision is a process very fundamental activity, thus requiring a manager to run errands and work organization. Kertonegoro (1998: 163) states that oversight is through the process of trying to obtain faiths manager that activities undertaken in accordance with its planning. Terry (in Sujamto, 1986: 17) states Supervision is to determine what has been achieved, an evaluation of his superiors and take corrective action when necessary-an act to ensure that the results are in accordance with the plan. Dale (in Winardi, 2000: 224)

said that oversight is not just seeing things carefully and report the results of overseeing the activities, but also connotes repair and straighten it so as to achieve the goals in accordance with what was planned. Admosudirdjo (in Febriani, 2005: 11) says that in essence is the overall supervision rather than activities that compare or measure what is or has been carried out with criteria, norms, standards or plans that have been previously defined. Siagian (1990: 107) states that the definition of control is the process of observation rather than the implementation of all activities of the organization to ensure that all work is being done going according to plan predetermined.

In conclusion, supervision is a systematic effort to define a standard implementation of the objectives with the objectives of planning, designing information feedback system, comparing the real activity with predetermined standards, define and measure the deviations and take corrective action as necessary.

2.3.2. Types of Monitoring
Donnelly, et al. (In Zuhad, 1996: 302) grouped into 3 Type supervisory oversight, namely:
  i.   Control Introduction (preliminary control).
  ii.  Control at work in progress (co-current control)
  iii. Control of Feed Back (feedback control)

Ad. 1) Control Introduction (preliminary control).
Oversight that occurred before the work is done. Supervision Introduction eliminating important deviations in desired work produced before such deviations occur. Introduction Supervision includes all the managerial efforts in order to increase the likelihood that actual results will be adjacent the results were compared with the results planned. Addressing the problems preventing deviations in quality and quantity of resources used in organizations. These resources must meet job requirements set by the structure of the organization concerned. With this, creating management policies, procedures and rules aimed at behavior that led to the loss of work do not want in the future. In light of such perspective, the policy wisdom are good guidelines for future action. Preliminary supervision includes; Monitoring the introduction of human resources, supervision of preliminary materials, supervision and oversight of capital preliminary financial resources.

Ad. 2) Control at work in progress (co-current control)
Oversight happens when work is carried out. Monitoring work is underway to ensure that the goals have been achieved. Co-current control consists primarily of the actions of the supervisor who directs the work of their subordinates. Direction relates to the actions of the managers as they strive to:
a) To teach their subordinates how method application of methods and procedures appropriate-safe procedure.
b) Keep an eye on their work so that work is carried out properly.

Ad. 3) Control of Feed Back (feedback control)
Supervision Feed Back is measuring the results of an activity that has held order to measure the deviations that may occur or not in accordance with the standards. Supervision is focused on organizational performance in the past. Corrective action is directed towards the purchase of resources or actual operations. Cash nature of the methods of surveillance feedback (feedback) is that it is focused on historical results, as the basis for correcting the actions of the future. The amount of feedback control method is mostly done by the business world, namely:
  a. Analysis of Financial Statements (Financial Statement Analysis)
  b. Analysis of Cost Standard (Standard Cost Analysis)
  c. Quality Monitoring (Quality Control)
  d. Evaluation of Full Employment (Employee Performance Evaluation).

2.3.3. Stages of Process Control
    1. Phase Determination Standards
The goal is to be goals, quotas, and the target implementation that is used as a benchmark in decision making. A common standard form, namely:
        • physical standards
        • monetary standard
        • standard time
    2. Determination Phase Measurement Implementation Activities
Used as the basis for the implementation of the activities carried out appropriately.
    3. Implementation Phase Activity Measurement
Some processes are repeatedly and continuously, in the form above, observations, reports, methods, testing, and samples.
    4. Implementation of the Phase Benchmarking and Analysis Standard Deviation
Used to determine the cause of the deviation and analyze why this is so, it is also used as decision making tools like the manager.

Stage 5. Taking Corrective Action
If it is known in practice there are deviations, where there needs to be improvement in the implementation.
According Kadarman (2001, p. 161) steps oversight process, namely:
        • Setting the Standard

Because the plan is a benchmark for designing the surveillance, then logically IRRI means that the first step in the regulatory process is to formulate a plan. Planning is meant here is setting standards.
- measure performance

The second step in monitoring is to measure or evaluate the performance achieved against predetermined standards.
- Correcting Irregularities

The regulatory process is not complete if no remedial action against the deviations that occur.
According to G. R. Terry in Sukama (1992, p. 116) the regulatory process is divided into four stages, namely:
1. Determine the basis for a standard or control.
2. Measure implementation
3. Comparing the implementation of standards and find the differences, if any.
4. Improve irregularities in ways appropriate action.

Terry (in Winardi, 1986: 397) that comprises supervision rather than a process that is shaped by three kinds of measures that are universal namely:
1. The measure of employment,
2. compare the results with standard work and ensure the differences (if any difference),
3. correcting undesired deviations through corrective action.

Ukas Maman (2004: 338) mentions three main elements or stages are always present in the regulatory process, namely:
1. Measures which serves the requested forms. Standard sizes can be real or may not be real, general or special, but for a still assume that the result is as expected.
2. Comparison between the real results with the earlier measure. This evaluation should be reported to the general public who can do something about this.
3. Activities held correction. Measurements in a surveillance report would not mean the absence of correction, if in this case it is known that the general activity does not lead to the desired results.

From the above opinion can be concluded that the process of monitoring carried out by several steps that must be done.
a. Setting the standard implementation (planning), resulting in monitoring managers have a clear standard. \
b. Determination of measuring the implementation of activities. Measuring the performance of employees, the extent to which employees can apply the planning that has been created or established by the company so that the company can achieve its objectives optimally.
c. Comparison of the implementation of the standards and deviations analyzer
d. Taking corrective action

Make improvements if found deviations.

### 2.3.4. Importance of Monitoring

An organization will continue and more complex over time, the number of people who make mistakes and to evaluate the results of activities that have been done, this is what makes the supervisory function is increasingly important in every organization. Without a good supervision of course will produce a less satisfactory destination, both for the organization itself and for its workers. There are several reasons why supervision is important, including:

1) Changes in organizational environment; Various changes in the organizational environment occurs continuously and cannot be avoided, such as product innovation and the emergence of new competitors, the discovery of new raw materials and so on. Through its oversight function managers detect changes that affect the goods and services of the organization so as to face the challenges or take advantage of the opportunity created by the change.
2) Increased complexity of the organization; The larger the organization, the more formal require more supervision and careful. Various types of products must be monitored to ensure the quality and profitability is maintained. All require the implementation of the supervisory function more efficiently and effectively.
3) Minimize mistakes height; If subordinates do not make mistakes, managers can simply perform a supervisory function. But most members of the organization often make mistakes. The monitoring system allows managers to detect these errors before they become critical.
4) The need for managers to delegate authority; When managers delegate authority to subordinate's responsibility boss itself is not reduced. The only way managers can determine whether subordinates had done his job is to implement the system long experienced.
5) Communication;
6) Assess the information and take corrective action; The last step is the comparison with a standard bookmark, determining whether corrective action needs to be taken and then taking action.

### 2.3.5. Design Process Monitoring

William H. Newman establish procedures proposed surveillance system where 5 types of approaches, namely:
1. Formulate the desired results. Associated. With individuals who carry out.
2. Setting bookmarks results. With the aim to overcome and correct deviations before finalized activity, namely by:

a. Measurement input
b. results in the early stages
c. Symptoms faced

3. Conditions change is assumed. Setting the standard pointer and results Linked to the circumstances faced.

4. Establish a network of information and feedback. Where communication is based on the principle of management supervision by exception that superiors be informed in case of deviation to the standard.

5. Assess the information and take corrective action. Based on the above, it can be concluded that the regulatory process is important in running the organization, therefore, every leader should be able to perform the function of supervision as a management function.

Monitoring carried out by the leadership of the organization will have implications for the implementation of the plan, so that implementation of the plan would be good if the control is done well, and new goals can be achieved with well-known or not after the regulatory process is done. Thus the role of supervision is very determined whether the poor implementation of the plan. Regarding the importance of monitoring the implementation of the plan to succeed, Winardi (2000: 172) states that: "supervision means to make something happen, according to what was scheduled to happen. Planning and supervision can be said we cannot separate them from each other, and they like: the conjoined twins in the field of management ".

2.3.6. Strategic Oversight Fields

Strategic fields that can make the organization as a whole to achieve success, namely: Financial Transactions; Analysis of Financial Report (Financial Statement Analysis); Cash Management (Cash Management); Management Fee (Cost Control).

The relationship between managers and subordinates should be good and awake. As much as there may be a 2-way relationships between managers and subordinates, not a unidirectional relationship where the manager kept giving orders to subordinates without going to hear complaints and feelings of subordinates. If there is a harmonious relationship as a family in a company, it will create a solid working team and strong in running the company. Productive operations

## 3. Conclusions and Recommendations

### 3.1. Conclusions

a) Supervision is a systematic effort to define a standard implementation of the objectives with the objectives of planning, designing information feedback system, comparing the real activity with predetermined standards, define and measure the deviations and take corrective action as necessary.

b) Types of supervision, namely; Supervision Introduction (preliminary control), supervision at work in progress (co-current control), supervision Feed Back (feedback control). Phase Process Control; Setting the standard implementation (planning), Determining measurement implementation, Benchmarking implementation of the standard and deviation analyzer, Taking corrective action.

c) Supervision is important due to changes in environment organizations, Improved organizational complexity, high Minimize mistakes, Requirement manager to delegate authority, communication and assess the information and take corrective action.

d) The design of the regulatory process among which; Formulate the desired results, the results Establish bookmark, bookmark Set standards and results, establish a network of information and feedback and assess the information and take corrective action. Strategic fields in surveillance is Financial Transactions and Subordinate Relationship Manager, and Operations Productive. The tools are the most common supervisory Exception Management (Management by Exception), Management Information System (MIS), Ratio Analysis and Budgeting.

### 3.2. Recommendations

1. Surveillance considered very necessary in an organization. Because if there is no supervision in an organization will cause the number of errors that occur both from subordinates and the environment.

2. Monitoring become indispensable because it can build up a good communication between the leaders of the organization with member organizations. And monitoring can trigger appropriate follow-correcting in formulating a problem.

3. Supervision better done directly by the organization's leader. Due to the need for the right and authority firmness of a leader in an organization. Supervision is done routinely recommended because it can change an organization from a good environment for the better again.

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