

# COMPENSATION POLICY IMPLEMENTATION OF FUEL OIL, IN THE DISTRICT KONAWE, SOUTHEAST SULAWESI PROVINCE (STUDY ON IMPLEMENTATION OF DIRECT CASH ASSISTANCE)

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**ABSTRACT** - *This study titled Compensation Policy Implementation Fuel Particularly Direct Cash Assistance in Konawe, Southeast Sulawesi Province. This research uses descriptive method with qualitative approach, which starts from the initial informant, and data that is not provided by the initial informant, hereinafter through the second informant and rolling on until sufficient data required. Data acquisition is done through informal and unstructured interviews using the interview guide as a handle.*

*Based on the results of the study showed that, (1) the communication factor in implementation was less socialized; (2) Disposition factor or attitude implementor basically not shown seriousness in implementing services to poor families; (3) Human Resources readiness factor (executor) in carrying out policy is not optimal; (4) Factor bureaucratic structure / organization implementing compensation Fuel particular direct cash assistance was not implemented according to operational standards, so the chance of overlapping duties and authority between sectors.*

*Based on the results of research and discussion, it can be argued that the findings from this study is that the compensation policy implementation Fuel Particularly Direct Cash Assistance, the most influencing factor is the communication of local communities in this regard is the language of the region in the implementation of policies, both between and among executive officers of the local poor.*

**keywords:** Implementation, Policy, Compensation.

## 1. INTRODUCTION

### 1.1 Background Research

Government in an effort to address the problem of poverty has not been able to achieve the optimal goal as expected. This is the result of a policy implemented as a result of planning from above (top down), which considers that the parties above planners know better so that people as a target of the program is less or even not at all included in formulating it. Impact on society as a target does not have a sense of belonging. In addition, policies that lowered less coupled with follow-up efforts. Consequently objectives that have been formulated by a policy is not achieved optimally. To tackle poverty, it is necessary a public policy.

Funds were launched for the poor comes from the fuel compensation fund which is implemented through Presidential Instruction RI. No. 12 of 2005 on the implementation of cash transfers to poor households. Fuel compensation program specifically direct cash assistance in accordance Presidential Instruction No. 12 2005 has the goal of:

1. The definition of target households in Presidential Instruction is households that fall into the category of very poor, poor and near poor.
2. All costs in the framework of the preparation, execution, control, and monitoring program providing cash transfers to poor households, in order to compensate the reduction of direct cash assistance subsidy charged to the State Budget and expenditure.
3. Strict legal action in accordance with the provisions of the legislation applicable to any person, firm or entity conducting or reasonably suspected of

committing irregularities and fraud in the preparation and implementation of a program of cash transfers to targeted households.

4. Cash transfers to households targets referred to in this Presidential Instruction, ending on 31 December 2005.
5. In order to implement this Presidential Instruction coordinated manner and with full sense of responsibility and report the results to the President.

The prospect of an effective policy implementation, is determined by the clarity with which the standards and objectives stated and communicated to the implementers (*implementors*) consistently and accurately (*accuracy and consistency*). According to Smith (1973: 202-205) suggests a theory in an effort to succeed in the implementation of the policy, namely (1) *The idealized policy*, (2) *The target group*, (3) *The Implementing, organization*, (4). *The environmental factors*. Smith uses theoretical models in the form of a system in which a policy is being implemented, then the interactions within and between these four factors lead to a mismatch and will cause pressure or dependency.

Data on the poor in Konawe ie 57.415 families who receive direct cash assistance in stage I, then in the second stage as many as 59.570 households, showed a difference of as much as 3.62 percent, the data showed that the various problems that arise in the previous description and reality-the fact is found in the field, was the implementation of compensation policies fuel (BBM), particularly the implementation of direct cash assistance, to the poor, has not run optimally in

alleviating poverty so as to attract the interest of researchers to conduct research to identify and analyze "compensation policy implementation of fuel oil Konawe, Southeast Sulawesi Province ". Therefore, identification of issues that could be addressed in this study are: the opinion refers to Edward III (1980), namely, communication, resources, disposition, and a bureaucratic structure.

- 1) The ineffectiveness of the implementation of the communication that is characterized by a lack of socialization compensation policy implementation Fuel particular direct cash assistance, so that people do not know clear information about the implementation of compensation policies Fuel particular direct cash assistance, especially in Konawe, Southeast Sulawesi Province.
- 2) The lack of resources in the implementation of policies compensation Fuel Direct Cash Assistance Particularly well as the executor of Human Resources and other support resources, such as the Post Office, resulting in suboptimal implementation of compensation policies Fuel particular direct cash assistance. It is characterized by poor data collection less in line with expectations, by the people, then the distribution of direct cash assistance to experience a variety of obstacles.
- 3) Disposition or the attitude and behavior of the executive officers who showed officials still lack seriousness in implementing the policy implementers.
- 4) From the aspect of bureaucratic structures include implementing an organizational structure that is very hierarchical, overlapping duties and authorities as well as between sectors and between levels and competencies required for each executor largely unmet;

These four factors, communication, resources, disposition, and bureaucratic structure, is a theory of policy implementation by Edward III.

### 1.2 Formulation of The Problem

Of these phenomena can be concluded that the statement of the problem (*problem statement*) in the proposed research is: "There are still weaknesses in the implementation of compensation policies Fuel particular direct cash assistance in Konawe, Southeast Sulawesi province, which resulted in the ineffectiveness of the implementation of the compensation Fuel Particularly Direct Cash Assistance, From the statement of the problem can be formulated question problems (*problem question*) which serve as the basis in this study as follows:

How the implementation of compensation policy of Fuel Oil particularly Direct Cash Assistance in poverty reduction.

### 1.3 The purpose of this research is:

To obtain a new concept for the development of the science of public policy. Besides, to increase the vocabulary of concepts in the evolving science of administration.

## 2. FRAMEWORK

In the process of policy implementation, according to Edward III (1980: 9-10) stated, that communication plays an important role, because the implementers need to know what they will do. Commands to implement a policy should be forwarded to the authorities, with precise and consistent. Lack of resources will result in ineffectiveness policies. Disposition or attitude executor interpreted as a desire among the implementing agreement to implement the policy. If the implementation of the policy will be implemented effectively, executing not only know what they do and have the ability to implement it, but they also have to have a desire to implement this policy. Finally bureaucratic structures having an impact on the application, in the sense that the application will not work if there are deficiencies in the bureaucratic structure.

According Howlet and Ramesh (1995: 153), "*Its is defined as the process whereby programs or policies are Carried out; it donotes the translation of plans into practice* ". Means that policy implementation is the process of implementation of programs and policies, which is a translation of the plans into practice.

Based on these opinions, according to Edward III that the implementation of the policy there are four requirements that must be met, among others: (1) communication, (2) the disposition or attitude implementers, (3) resource, and (4) the structure of the bureaucracy. Furthermore, to clarify each of these variables, expressed as follows:

### 1) Communication

Dimensional communication indicate a role as a reference for implementing the policy in order to know exactly what they will do. Means of communication can also be expressed with orders from superiors to implementers of policies, so that policies are not out of the desired target. Thus, the communication must be stated clearly, accurately, and consistently.

So that implementation can be run effectively, then that should be responsible for a policy, should know what to do. The command to implement policies must be clear, accurate and consistent to those who can afford. If the policy implementation is expected by policy makers seem not clearly specified, possible misunderstanding by the appointed executor. So that there will be confusion of the implementers of the problem had to do and provide the opportunity to not implement the policy as desired.

Incomplete communication aspect can lead implementers interpret the policy as an authority, such as measures to restrict public policies into specific actions. Thus, implementation instructions are not transmitted and distorted in the transmission process. Inconsistencies can result in serious obstacles for the implementation of the policy. Instead, the instructions that are too detailed can hinder the implementation of the policy itself, because it is understood as a limitation of creativity and adaptability by the policy implementers.

Edward III (1980: 17) argues communication factor in the implementation of policies have an important role not only for the implementor, but also for *policy makers*. Because after the effective implementation, the *policy maker* in asking the implementers (*implementors*) not only with a clear indication, but more important is the consistency of communication from top to bottom, in the sense of the flow of the communication that occurs must be clear and unequivocal. If not, then there will be some concessions for the implementers to interpret the policy. In other words, to avoid the existence of something that can cause a commotion, confusion among implementers, as a result of concessions in interpreting the policy, the more important again have the precision and accuracy of information policy, so that the executive can know clearly the objectives of the policy implementation, and they can know unequivocally and clearly, what they should do. In order to obtain effective implementation, implementers need to know what the objectives to be achieved in the implementation of the policy. Provisions or rules for the implementation of a policy to be submitted to the appropriate people, and they must be clear, accurate, and consistent with the provisions or rules. If not, there will be misunderstandings between them in implementing the policy and the results are not as expected. Clearly, the policy implementers confusion, will provide greater opportunities, that they are not going to implement a policy in accordance with the provisions, the rules are desired in the technical instructions and guidelines. Likewise, the policy makers, in order mandates discretion to implementor not just through instructions or commands alone, but they have to perform two-way communication with the policy implementers.

## **2) Resources**

The dimensions of resources not only includes the amount of human resources / personnel alone, but also include human resource capacity to support the implementation of the policy. This may explain the thesis that adequate resources and qualified will result in the implementation of appropriate policies and effective.

No matter how clear and inconsistent policy implementation orders and the orders delivered accurately, but if the people who are responsible for policy implementation shortage of resources in their work, then the implementation of the policy will not be effective. Important resources include: sufficient numbers of staff with sufficient expertise, sufficient and relevant information regarding the implementation of policy instructions, authorities ensure that the policy is implemented in accordance with what is meant, and facilities, including buildings, land and supply to provide services. Insufficient resources and services shows that the law can not be implemented optimally, as well as rules that make sense will not be drafted.

Orders the implementation of a public policy may have been transmitted accurately, clearly and consistently, but if the implementers shortage of

adequate resources to implement the policy, the implementation of a policy will not be effective. (Edwards III, 1980: 10-11 and 53-82).

## **3) Disposition**

The third important factor in the study of public policy implementation is the dimension of the disposition or attitude that is interpreted as a desire executor or executors to implement the agreement among policy. If the policies are carried out effectively, the executive must not only know what they have to do, but they also have the ability to implement it, and should have a desire to implement this policy. Most implementers use wherever possible the authority to implement a policy.

One reason for this is due to their independence towards policy makers. Another reason is the complexity of the policy itself. Moreover, the attitude of the implementers are not always carry out the policy in accordance with the wishes of the policy makers. As a result, policy makers are often faced with the tasks for manipulating or working in the disposition of the executing environment or even restrict its authority.

In the field, if the executor get a good disposition towards certain policies, they tend to carry it out would have been expected from previous policy makers. But if the opposite occurs, the different implementers of policy makers, the process of policy implementation obstacles and can not work effectively as expected. (Edwards III, 1980: 11 and 89-119).

## **4) Structure of Bureaucracy**

Last dimensional study of public policy implementation is a bureaucratic structure. These dimensions have an impact on the implementation of a policy, in the sense that policies will not be successful if there is a weakness in the structure of the bureaucracy. In this case there are two common characteristics of bureaucracy, namely the use of attitude and routine procedures, as well as fragmentation in responsibilities among the various organizational units. Although resources are sufficient to implement policies and implementers to know what to do and are willing to implement, policy implementation is still hampered by the inefficiencies of bureaucratic structures.

Although the policy implementers to know what to do and have the will and adequate resources to carry out the policy, but will remain hampered in the process of implementation by bureaucratic structures they serve. Two characteristics of the bureaucracy that stands out is the standard operating procedures and fragmentation. As administrator of the organizational unit policy, they establish a standard operating procedure for handling routine situations as they normally handle. Unfortunately, the standard is designed to policies that have run and are less able to function properly for the new policies, making it difficult changes, delays, renewal, or actions that are not desired. The standard is sometimes more of a hindrance than help in the implementation of the policy. This leads to wastage of scarce resources, closing the opportunity, creating confusion, herding

policies to generate cross-purposes, so it can lead to important functions to be forgotten. Therefore, different bureaucratic fragmentation may hamper coordination, which in turn provide opportunities for the failure of a policy implementation. (Edwards III, 1980: 11-12 and 125-148)

It appears that the human resource has two sides or aspects, namely human resources and aspects. Human resource (HR) is a man whose life depends on and is influenced by the environment concerned (subject), and requires a source of environmental, even the right to be treated fairly as possible by the environment.

The ability of social actors and even the elite and ruling political actors to give birth to social structures, cultural formations and patterns of social action that benefits their own interests are very limited. In this regard, Dessler (1997: 19-21) argues that:

Increased productivity is essential in today's global competitive environment and Human Resource plays a very important role in lowering labor costs, making the company become more *tanggap* to product innovation and technological change. Human Resource plays an important role in service companies.

At this time all the conditions have changed and different. HR has become more central role which plays an important role in designing a strategy and the formation of a compact team that directed the work to strengthen the responsiveness / promptness companies improve and develop productivity. Thus, at this point is something that is common when human resources are at the earliest stages in the development and strategic planning of the company, not just a reactive or welcome the company's strategic plan is rolled out. Thus it can be argued that the organizational human resources (HR Micro) is a part of other human resources in the community. While human resources in society are also called *manusia* resources (HR macro), as much as possible to enter an employment, or is the source of livelihood. The need to encourage employment dynamics and social mobility, both vertically and horizontally as the selection, competition, promotion, urbanization, migration and even family plan.

Human resource development at the macro level is important in order to achieve development goals effectively. Human resource development of targeted and well-planned with good management will be able to save the use of natural resources, or at least the processing and use of natural resources can be made efficient and effective.

Similarly, the development of human resources in an organization micro very important in achieving optimal results. Both micro and macro, human resource development is a form of investment (*human investment*) and a *conditio sine quanon* (must exist and occur within an organization), but in practice needs to consider factors both internal and external.

Internal factors include the entire life of an organization that can be controlled by leaders and members of the organization, the organization's mission and objectives, strategies for achieving

objectives, the nature and type of activity, and the type of technology used. While external factors are environmental factors in which the organization is located, ie government policy, socio-cultural, and development of science and technology (Notoatmodjo, 1998: 8-10).

### 3. RESEARCH METHODS

#### 3.1 Research Methods

Based on the background, issues and goals of this research, according to researchers appropriate is to use qualitative research with descriptive analysis method, Locke, Spriduso and Silferman (in Creswell, 1994: 147) argues that *qualitative research is interpretive research. As such, the biases, values and judgment of the Researches Become explicitly stated in the research report. Such openness is considering to be useful and positive.* The use of this method is to describe and assess qualitatively, how the public perception of the implementation of the compensation Fuel particularly direct cash assistance, find the process of implementation of the public in receiving compensation. All data is obtained directly from informants in the field by using interviews and observation.

#### 3.2 Informants Selection Techniques

Determination of the informants in this study determined purposively, the snowball technique. At first researchers to meet the informant base (Indigenous People, Indigenous Board, Community leaders, village chiefs, district head) who knew the other informants as (key informant / key informant). that can provide the data sought in this study. Key informants in this study obtained or known based on a recommendation from the base of the first informant researchers encountered.

As for the informants in this study are: Traditional leaders who receive direct cash assistance, Community Leaders who receive direct cash assistance, and society as a receiver as well as executive compensation as a principal fuel oil.

#### 3.3 Data Collection Technique

Data collection techniques in this study using three ways namely; participatory observation, interview and documentation study in accordance with the tradition of ethnographic study. According to Creswell suggests there are three main points the data collected in the ethnographic studies, the participation of observers, interviews, and document analysis (Creswell, 1997: 122-123).

#### 3.4 Data Analysis Techniques

Data analysis is the process of preparing the data so that the data in the study can be interpreted. Data analysis is the process of drafting, simplification of data to be simpler and easier to read, and easy to integrate. Analysis of the data has started to formulate and explain the problem, before plunging spaciousness and continue *samapai* writing of the results of research. According to Sutopo (1999: 82) in qualitative research there are three major components in the process of data analysis are: (1) data reduction, (2) presentation of data, and (3) conclusion or

verification. The third process data analysis plays an important role in the process and inter-related as well as determining the outcome of the analysis.

#### 4. RESULTS AND DISCUSSION

##### 4.1 Compensation Policy Implementation Fuel particularly direct cash assistance in Konawe, Southeast Sulawesi Province.

Implementation of compensation policies Fuel particular direct cash assistance in Konawe, under Presidential Instruction No. 12 of 2005, has been implemented as mandated in the Instruction on, but empirically still relatively experienced various kinds of constraints, such as lack of effective implementation of data collection, which resulted in many people who deserve kompensasi program Fuel particular direct cash assistance but did not receive, the case that many people are less entitled to compensation Fuel particular direct cash assistance but kenataannya receive such assistance, so as to cause social jealousy, this indicates that the implementation of compensation policies Fuel particular direct cash assistance has not been implemented optimally. Formulation and preparation of the operationalization of policy implementation that must be taken and done in an effort to provide understanding and wide dissemination has not been done systematically and continuously, so that the implementation is not implemented effectively.

##### 1) Communications Factors

In implementing the policy, the communication aspect is quite an important role, incomplete communication can lead to the implementers interpret the policy as an authority, such as measures to restrict public policies into specific actions. Thus, implementation instructions are not transmitted and distorted in the transmission process. Inconsistencies can result in serious obstacles for the implementation of the policy. Instead, the instructions that are too detailed can hinder the implementation of the policy itself, because it is understood as a limitation of creativity and adaptability.

In order for implementation of the policy to function effectively, it is required to all implementers to know what to do. An implementation of the policies and instructions to be transmitted to the appropriate implementers before being implemented. Such communications must be accurate and must be understood by the executors. Many barriers to communication transmission in implementasi a policy. (Edwards III, 1980: 10 and 17-44).

In the implementation of compensation policies Fuel particular direct cash assistance in Konawe corresponding author's observation that in the implementation of direct cash transfers were carried out at the office-post office, according the communication factor, officers generally using local languages in implementing the direct cash assistance /BLT, and the community so understand, so that the public will hold regular queue, however, is inevitable

because of the condition of post office facilities were inadequate resulting in the accumulation.

However, from the results that the executive compensation Fuel particular direct cash assistance has been trying to implement a compensation program Fuel particular direct cash assistance to the maximum in accordance with the available facilities provided by the government or Konawe, because there are no guidelines that provide facilities additional program distribution kompensasi Fuel particular direct cash assistance, especially in Konawe, Southeast Sulawesi Province. Then the officer is also relatively less balanced between the number of officers by the number of recipients of compensation of fuel, which resulted overwhelmed officers in carrying out the program, ranging from public data collection process, the process of proposing to the Centre, to process payment, very dense schedule with the limited number of officers who implement the policy, it is this which indicates that the officer's performance is relatively low.

Later in the implementation of public policy is defined as a tendency, wishes or agreements of the implementers (implementors) to implement the policy. Implementation of the policy, if it is to succeed effectively and efficiently, the executor (implementars) must not only know what to do and have the ability to carry out that policy, but they also have to have the will to implement the policy, so it will show the level of performance. Most of the implementers (implementors) can not freely carry out the policy implementation. The reason is the presence of their dependence on the superiority of those who formulate policy, and the complexity of the policy itself.

The dimensions of resources not only includes the amount of human resources / personnel alone, but also include human resource capacity to support the implementation of the policy. This may explain the thesis that adequate resources and qualified will result in the implementation of appropriate policies and effective.

##### 2) Disposition

Implementer attitude / disposition basically involves understanding the program, authority, growth opportunities, and the commitment of the executive to implement a policy. On this basis there are three possible attitudes implementer namely: first, to implement the policy program; second, rejected the policy program (overt or covert); and a third neutral, in the sense that if the program was worked on benefit. If there is a second possibility, it is possible that a policy program will fail. Edwards III (1980: 90) says: *Many policies fall within a "zone of difference". This policies will probably be implemented faithfully because implementers do not have strong feeling about them.*

From the internal perspective of the organization, the implementor is influenced by the attitude of integrity, loyalty and competence of the executive to the organization and policies that run .. Being from the external perspective of community support

organizations through NGOs, political organizations, and the mass media against the policy program will assist in the moral implementor run policy programs. Therefore it is the duty of the manager or head of the organization implementing to raise the morale of the executive through career opportunities and incentives that support most needs of the implementers.

However, the way which the *implementors* do their free, it largely depends on their propensity (*disposition*) to a policy. Then, their attitude, it will be influenced by his views on a policy and how to see the effect of the policy was against the interests of his organization and his personal interests. Variables as described earlier, remains to be *filtered* advance through the perception of the *implementors* within the limits of the policy is implemented. There are three kinds of response elements that can affect the ability and willingness to implement a policy, among others, consists of the first, knowledge (*cognition*), and deepening understanding (*comprehension and understanding*) of the policy, the second, the direction of their responses whether to accept, neutral or reject (*acceptance, neutrality, and rejection*), and third, the intensity of the policy.

### 3) Bureaucratic Structure

The bureaucratic structure is one important factor in policy implementation can be a barrier even if the structure of existing jobs can not accommodate a variety of work to be done. Edwards III (1980: 125) says "*policy implementors may know what to do and have sufficient desire and resources to do it, but they may still be hampered in implementation by the structures of the Organizations in the which they serve*".

Talking about the bureaucratic structure means we are talking about the organization. Robbins (1994: 4) says that the organization is unity (entity) consciously coordinated social, with a relative limitation can be identified, which is working on a relatively continuous basis to achieve a common goal or group of destinations. Medium Jones (2001) memaknani organization as a means or a tool used by humans to coordinate their actions in order to create something of value that they expect, namely organizational goals to be achieved. Based on these definitions implication is: (a) with respect to the efficiency of the organization in achieving its objectives; (b) the organization is a social system in which there is interaction between members; (c) an organization formed to foster the strength in the face of the environment; (d) the organization is pleased with the hierarchical system that regulate and curb freedom; (e) organization serving the interests of a group of people; (f) the organization is a tool to dominate others; (g) organization institutionalize norms and values for a particular purpose; (h) the overall organization is a tool that gave birth to certain attitudes and behavior of the so-called "structural attitudes and behavior"; and (i) in the everyday life of this tool has pushed the achievement of complex goals, encourage and ward off interference from outside the organization, but also at the same time pose a structural barrier to humans.

According to Edwards III (1980: 125) there are two important things to note in this the working procedures basic measures or so-called *Standard Operating Procedure* and Fragmentation. *Standard Operating Procedure* evolving internal response against time and limited resources of the executive as well as the desire for uniformity workings of complex organizations and widespread. Medium fragmentation comes from outside the organization (*bureaucracy*), in the form of pressure from interest groups, legislative, executive officer bureaucracy affecting the operation of the policy.

### 4.2 Factors Influencing Skills Executive Compensation Fuel Particularly Direct Cash Assistance

Factors that executive compensation mempengaruhi skills Fuel particular direct cash assistance in accordance with the objectives of the program are the external factors and internal factors. External factors include implementing institutional, environmental and internal factors such as education, experience, knowledge, and attitudes implementers.

The role of the implementing organization of Fuel particular compensation Direct Cash Assistance is forwarding the information obtained from the top level institutions, policy makers to implementers to be conveyed to the public by first giving the provision in the form of a message. The message conveyed by the executor as a communicator to the public as a communicant by using the channel (channel). For that (Rogers and Shoemaker, 1971: 18) says that implementing the policy in their communication with the public must be matched (tuned) to enable the similarity information. Besides implementing compensation Fuel particular direct cash assistance as kamunikator must have the ability to communicate well.

Implementing organizational structure compensation Fuel Particularly Direct Cash Assistance are now not able to improve the capabilities and skills of executive compensation Fuel particular direct cash assistance. Implementing organizational structure compensation Fuel particular direct cash assistance was not different from the organizational structure of the past. In fact there is a tendency implementing organizations compensation Fuel particular direct cash assistance at the district level less functionalized, then the village chief / headman feel apparatus less utilized in terms of compensation Fuel particular direct cash assistance, while knowing exactly the problems in their region is the Head Village / Village Chief in each region.

The results showed that the management function that is on the implementation of the compensation Fuel particular direct cash assistance is relatively not running, meaning that five management function was not running. Perencanaan compiled by policy makers compensation Fuel particular direct cash assistance is only a short-term plan, while the program's medium-term and long-term programs do not exist. Besides the preparation procedure compensation program implementation Specifically Fuel Direct Cash Assistance is still using the approach "from above",

meaning that the objectives and targets to be achieved are not sourced from the problems faced by the community. Thus the mechanism of the preparation of the action plan are still using the old pattern, which is concerned with the needs of the government rather than the needs of the community. It is also contrary to the procedure of preparation of executive compensation program Fuel Particularly Direct Cash Assistance delivered Leagens (1971: 411) through five stages and then developed by Slamet (1978: 21) into 8 stages, namely: (1) the collection of data based on facts; (2) analysis of the situation based on facts; (3) identification of issues based on the analysis of the situation; (4) the determination of objectives; (5) the preparation of a work plan; (6) the implementation of the work plan; (7) evaluation; and (8) reconsideration.

#### **4.3 Support Facilities In Compensation Policy Implementation Fuel.**

The state of physical facilities postal services in Konawe 2005, seen the number of physical facilities postal services, there were 58 pieces consisting of 1 piece post office, post office and giro helper 8 pieces, two pieces of additional post office, postal circumference 2 pieces village, heading home 10 pieces, 20 pieces mailbox, the mailbox 11 pieces, zip around town and post school 3 pieces 2 pieces.

With the availability of facilities means postal services that are in all the district and the city, then the smooth exchange of information between people, organizations and government agencies in Konawe will increase. Similarly, the postal service objects such as letters and other notes to the public until countryside corner will be more smoothly. Likewise, implementation of compensation policies Fuel Particularly Direct Cash Assistance held in Konawe, payment is carried out at the Post Office helpers.

#### **4.4 State Human Resources (public) compensation policies receiver Fuel particular direct cash assistance.**

According to the results of research that the implementation of compensation policies Fuel Particularly Direct Cash Assistance held in Konawe relatively still on target, empirically that the target communities who receive compensation Fuel particular direct cash assistance in Konawe, which are varied, there are use the rocks for the purpose, pay debts, the purpose of eating, drinking, buying clothes, home repair, and in general is for school for their children, such as buying books, school uniforms and school payments, with the hope that their children can obtain a decent education for their future so that they can improve their lives.

Thus the policy implementation of compensation programs Fuel, particular Direct Cash Assistance is the central program that should be implemented at the lowest level of our system of government, therefore understanding of program officers in the field will have an absolute so that ultimately they can disseminate to the poor and run this program to the public, especially poor families in their respective work areas.

Furthermore, if the communication is transmitted in the local language supported by sufficient personnel competence on the resources of a variable policy implementation, the meaning of which can be taken that the local language as part of the regional culture helps foster confidence in the officials thus eliminating any doubt of the patient poor families to utilize services at health clinic organizers compensation policies Fuel particular direct cash assistance. In other words, the use of local languages could complement the concept of Edwards III, especially in communication.

## **5. CONCLUSION AND SUGGESTION**

### **5.1 CONCLUSION**

Based on the results of research and discussion, the conclusion can be stated as follows: The implementation of compensation policies Fuel particular direct cash assistance, of the factors that communication, implementation is still less socialized so many people who are eligible for compensation Fuel particular direct cash assistance did not receive help Direct Cash. Factors readiness of Human Resources (executor) in carrying out policy is not optimal. It is that with low levels of education and low levels of implementing a good understanding of, and lack of knowledge about the implementation of compensation policies Fuel particular direct cash assistance. Disposition of factors or implementor attitude that basically already running the policy, but has not shown seriousness in implementing services to poor families. From the bureaucratic structure or organizational factors implementing compensation Fuel particular direct cash assistance is not carried out in accordance operational standards, that the poor implementation of the proposed data collection by the statistical distribution of identity cards while the receiver *kompensasasi* Fuel particular direct cash assistance carried out by the head of the village so that the chance occurrence overlapping duties and authority between sectors.

Based on these conclusions can be presented findings from this study is that the compensation policy implementation Fuel Particularly Direct Cash Assistance, the most influencing factor in policy implementation is communication, in this case is the local language in the implementation of policies, both between enforcement agents as well as between the executive officer with poor local people.

### **5.2 SUGGESTION**

1) Academically  
Academically, that the theory of Edward III on the implementation of the policy can be applied to compensate Fuel particular direct cash assistance that involves many actors, but that its implementation needs to better utilize the potential (environmental) such as the use of local languages.

2) Practical advice.

- a. The need for program information policy implementation, through the Post Offices, the Office of the village or the village, or by RT /

- RW as well as mass media, such as newspapers, or radio, so that people can find clear information about the implementation of the policy Compensation Fuel Particularly Help Direct Cash.
- b. Importance of Human Resource development such as education and training, in particular implementing the policy, so that the executor has the ability in disseminating the cash aid program to the public clearly, as well as the problem of the poor data collection needs to be transparent to the public so that data collected in accordance with reality in the field.
  - c. The need for the selection of the right people, and have a caring attitude towards compensation program Fuel Particularly Direct Cash Assistance implemented.
  - d. The relevant institutions in order to further improve the coordination of the implementation of the cash aid program, such as the Post Office, District Office, Village / Village. If there is a weakness or deficiency in their respective positions, can be clearly identified and can be implemented immediately repair or assistance is needed for the successful implementation of the program of direct cash assistance.

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