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Editorial

Journal of Social and Development Sciences (JSDS) is a scholarly journal deals with the disciplines of social and development sciences. JSDS publishes research work that meaningfully contributes towards theoretical bases of contemporary developments in society, business and related disciplines. The work submitted for publication consideration in JSDS should address empirical and theoretical contributions in the subjects related to scope of the journal in particular and allied theories and practices in general. Scope of JSDS includes: sociology, psychology, anthropology, economics, political science, international relations, linguistics, history, public relations, hospitality & tourism and project management. Author(s) should declare that work submitted to the journal is original, not under consideration for publication by another journal, and that all listed authors approve its submission to JSDS. It is JSDS policy to welcome submissions for consideration, which are original, and not under consideration for publication by another journal at the same time. Author (s) can submit: Research Paper, Conceptual Paper, Case Studies and Book Review. The current issue of JSDS consists of papers of scholars from Indonesia, Lesotho, South Africa and Malaysia. Feasibility analysis seaweed long line system, influence of the servant leadership, organizational culture & employee motivation on work performance, gender disparities in the labour market, weaknesses and opportunities in implementing public service policy, seeking for recovering the identity and human security threat in international relations perspective are some of the major practices and concepts examined in these studies. Journal received research submission related to all aspects of major themes and tracks. All the submitted papers were first assessed, by the editorial team for relevance and originality of the work and blindly peer reviewed by the external reviewers depending on the subject matter of the paper. After the rigorous peer-review process, the submitted papers were selected based on originality, significance, and clarity of the purpose. Current issue will therefore be a unique offer, where scholars will be able to appreciate the latest results in their field of expertise, and to acquire additional knowledge in other relevant fields.

Prof. Nek Kamal Yeop Yunus, Ph. D.
Editor In Chief

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PAPERS

Feasibility Analysis Seaweed (Eucheuma Cottonii) Long Line System in the Village District of Pa'jukukang Rappoa Bantaeng

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Abstract: This study aims to calculate and analyze the feasibility of seaweed farming (*Eucheuma cottonii*) long line system in the village of the District Rappoa Pa'jukukang Bantaeng. Subjects were farmer's seaweed farming in the village Rappoa. With the number of respondents as many as 30 people. Data were collected by using observation, interview and questionnaire administration. The data were analyzed qualitatively and quantitatively using criteria analysis: analysis of the feasibility of operating revenue, revenue analysis cost ratio (R / C), analysis and Breakeven point (BEP). This research was conducted in the village of the District Rappoa Pa'jukukang Bantaeng selected intentionally (purposive) based on the consideration that the village Rappoa Bantaeng located in the coastal city where people do a lot of seaweed farming activities, to meet their needs. The results showed that the analysis of revenues and revenue cost ratio (R / C) can be interpreted that the cultivation of seaweed at the water village of the District Rappoa Pa'jukukang Bantaeng experiencing gains, based on the criteria of the R / C is more than 1. While based Break Event point (BEP) break-even point will be reached when the cultivation of seaweed dried seaweed produce as much as 264 kg or breakeven will be achieved at the price of selling seaweed for Rp.5.461 / kg. So that it can be interpreted that the cultivation of seaweed (*Eucheuma cottonii)* long line system in the village Rappoa feasible, or can be explained that the capital Rp.3.429.482 we can get the seller by 1.46 times the amount of capital. So from the results of this study can be generalized that seaweed farming (*Eucheuma cottonii)* with Long line system in the village of the District Rappoa Pa'jukukang Bantaeng feasible.

Keyword: *Feasibility Analysis, Seaweed (Eucheuma cottonii) Long Line System*

1. Introduction

Seaweed or other designations known as kelp, seaweed or agar-agar is a marine biological resources that have significant potential. See today the need for seaweed growing, both to meet the needs of domestic and overseas. The need is obtained from the extraction process of seaweed are widely used as a food ingredient or as an additive to the food industry, pharmaceuticals, cosmetics, textiles, paper paints and others. Not only that, but it can be used as green manure and animal and fish feed components. Indirectly seaweed well as aquatic ecological balance. The above reflects that the overwhelming human needs in seaweed, then the best way to not always depend on the supply of natural is to make the cultivation of seaweed. Until now very large seaweed production is supported by cultivation. Based on data DKP 99, 73 percent of Indonesia's production is the result of natural cultivation (Fahmi, 2013). Sapto (2011) also cited the development of aquaculture business that developed and developing comprehensive prosecuted. Moving on from the year 2009 by the National aquaculture production by 70% every year to reach the target production is expected reach 353% in 2014. Seeing that Indonesia should be able to reach the achievement of the main line up to 353% and even more than that. Given this country has the potential of fishery resources been quite large with a wide variety of marine organisms, which allows providing considerable contribution to the development of the economy. Moreover, supported by the Indonesian State layout dubbed with this archipelagic country, has a coastline of 81,000 km. Of course, the land or the wide area will be support in the future to streamline farming, including the cultivation of seaweed course. On the other hand seaweed as high commodity and perspectives to be cultivated turns proportional result in increased income for the farmers / fishermen who live on the coast. Even for this effort can be done only by using technology that is very simple and relatively inexpensive. To perform seaweed farming is a lot of technique or method that can be done by farmers / fishermen. If the first cultivation of seaweed usually performed sea waters but now also has to be done in brackish waters (ponds). One of the most common techniques is a technique long line, because it is quite effective and relatively inexpensive in terms of operating costs. Simply by using a rope and a buoy in the form of a bottle of mineral traces. This long line technique is also one way chosen by the farmers cultivating seaweed in the village Rappoa, District Pajjukukang Bantaeng district which is the location of the research.

According to Heryati (2011) the development of seaweed farming at present is still focused on the technical aspects of production and has not paid much attention to marketing and financial aspects. For that purpose in creating an increase in seaweed farming is sustainable not only in terms of the stages of production, processing and marketing, but also the financial aspects provide significant influence in building and launch a business. Whether it's to see how big the feedback obtained in investing, a capital to an enterprise. But it can also be a reference or guidelines for developing and stop these efforts while if it has experienced a condition that does not allow getting a receipt or expected benefits. Given the reality on the ground is often discouraging farmers in buying and selling the harvest is due to unstable prices and chain sales. Sometimes the price determined by the traders are in line with expectations despite that peasant farmers still sell it and continue his efforts to grow seaweed in the hope that when the seaweed can be sold at the desired price. This has become a benchmark for researchers to conduct studies to assess the feasibility aspects of seaweed farming especially in rural districts Rappoa Pajjukukang Bantaeng district, which is one of the districts chosen as a center for the cultivation of seaweed in Indonesia. It is based on the Decree of the Director General of Processing and Marketing of Fishery Number: KEP.08 / DJ-P2HP / 2009, the contents of which stipulate that the district Bantaeng as one Seaweed Treatment Centers of 15 centers fishery industry development in Indonesia.

Formulation of the Problem: According to the background above, the problem in this research is how the feasibility in seaweed farming (Eucheuma cottonii) system Rappoa long line in the village, District Pa'jukukang Bantaeng district.

Research Objectives and Purpose**:** The purpose of this study was to determine the feasibility of seaweed farming (Eucheuma cottonii) long line system which was developed in the village Rappoa, District Pa'jukukang, Bantaeng district. While the usefulness of this study as a parameter or a simple tool that can be used by seaweed cultivator's long line system in calculating and analyzing financial business. Whether it's to see how much acceptance or profits and more than that with the feasibility analysis will facilitate farmers see when the business is in a state of breakeven, in the sense not suffered a loss or not nor profit.

2. Literature Review

In Indonesia seaweed cultivation is still performed quite simple. To determine the success of aquaculture and seaweed produce good quality, there are several factors to consider. These factors are (Fahmi, 2013): The choice of location that meets the requirements for seaweed species to be cultivated. This is necessary because there is a different treatment for each type of seaweed, election or selection good seed, seed supply and the way the nursery appropriate methods proper cultivation, crop maintenance, harvesting methods and post-harvest treatment correctly, coaching and mentoring continuously to farmers. Lina (2013) there are several factors to consider in site selection, among others, the risk factors, the ease factor (accessibility) and ecological factors. At the risk factors seen from several things, the first is the problem keterlindungan seaweed and its facilities were used from the effects of wind and big waves, it would require a protected location. The second is the issue of security from theft and sabotage acts that could possibly happen so we need good relations with the surrounding community. Third is the issue of conflict of interest, some fishing activities such as fishing, ornamental fish collectors and other activities such as tourism, sea transportation, and industry can also affect the activity of seaweed business and interfere with some means of rafts.

Lina (2013) in the provision of seeds should be selected good seed from the harvest to see some of the criteria that is highly branched, dense, and spiky, there are no patches and flaky, a specific color (bright), aged 25-35 days with heavy seed planted is between 50-100 grams per clump and not exposed to ice-ice disease. It also needs to be considered regarding the handling of the seeds in bringing order to avoid damage during transit. Seeds should be kept wet / humid during the trip, is not exposed to fresh water or rain, and is not affected by oil or other impurities. Then, away from heat sources such as vehicle engines and sunlight. Long line method is a method of cultivation by using a long rope stretched. Of the several existing methods Long line of choice that is in demand by the people of seaweed farmers because of the many advantages that can be gained among others (Wishnu, 2011): Plants receive enough sunlight, the plants more resistant to changes in water quality, free from pests usually attack from the bottom, it grows faster, easier way it works, the cost is cheaper, the quality of the resulting good seaweed.

Heryati (2011), the determination of whether or not a business is by comparing the respective value of the eligibility criteria with the limits of feasibility. There are two approaches that are typically used to evaluate the feasibility, namely financial and economic analysis (Erlan, 2012). Financial analysis therein is considered in terms of cash-flow which is the ratio between the proceeds or gross sales (gross sales) by the amount of the costs (total cost) expressed in value. The results of the feasibility analysis commonly called the private returns while economic analysis considered is the total yield or productivity gains from all sources that can be used in the project to the communities receiving the results of the project. The result is usually called the social return (Soetriono, 2011). Analysis of operating income can be calculated using the following formula:
π = TR-TC
Information:
Π: profit / revenue
TR: total revenue (total revenue)
TC: Total cost (total cost)
Criteria:
TR> TC: a profitable venture
TR = TC: attempt at a balance point (breakeven)
TR <TC: Business losses
Components of total costs comprise variable costs (variable costs) and fixed costs. Variable costs are the costs that a total change proportionally degan changes in activity, in other words the variable costs are the costs which amount is influenced by the amount produced, but the variable costs per unit are constant. While costs are always kept as a whole without being influenced by the level of activity (Heryati, 2011).

Kartika (2012) revealed that the Revenue-Cost Ratio Analysis (R / C) aims to look at the relative advantages of a business within one year of the costs used in the activity. The criteria used in the analysis of R / C ratio are as follows:
If the value of R / C ratio> 1 is said to be a viable and profitable business
If the value of R / C ratio <1 venture to say unworthy and unprofitable
If the value of R / C ratio = 1 break-even venture to say (no profit and no loss)
Mathematically to calculate the Revenue-Cost Ratio (R / C) of a business then used the formula below:
R / C = (Total Revenue) / (Total fixed costs + Total Variable Costs)

Break Event Point is an analytical technique to study the relationship between fixed costs, variable costs, profits and volume of activity. Therefore this analysis in the planning of profit is profit planning approach that is based on the relationship between cost (cost) and revenue / income (revenue) (Sapto, 2011). This analysis is also commonly referred to as the break-even analysis. An attempt is said to break even if the amount of proceeds from the sale of a business at a particular period is equal to the amount of costs incurred, so that the business does not suffer a loss, but also did not make a profit. If the results of these efforts are unable through this point, then the business cannot provide earnings (Heryati, 2011)
Break Event Point can be formulated as follows (Ontje, 2013):

$$\boxed{\mathbf{BEP_{(Kg)}} = \frac{\textbf{Total Cost}}{\textbf{Priceeach unit}}}$$

$$\boxed{BEP_{(Rp)} = \frac{Total\ Cost}{Total\ Production}}$$

3. Methodology

Time and Place Research: This research was conducted in the village of the District Rappoa Pa'jukukang Bantaeng district for more than two months, starting from November-December 2015.

Data Collection Methods: Heryati 2011 cited that for research descriptive population sizes above 1000, a sample of approximately 10% is sufficient, but if the population size of about 100 the number of samples that must be taken so that the results are representative of the population that is peling least 30%, and if the size of the population is 30, then the samples must be 100%. The method used in this research is descriptive research method by using qualitative and quantitative approaches. Based on the source, the data collected in this study included primary data and secondary data. The primary data obtained through interviews namely data collection techniques with a question and answer based on a list of questions that had been developed previously by the authors submitted to the seaweed farmers, as well as other parties who will support and dealing with issues that are being investigated. The researcher also observation and direct observation in the field to see the activities of farmers cultivating seaweed and administration of questionnaires during the study to get a more significant information regarding the profile data and component costs seaweed farming. Secondary data obtained from periodic data results seaweed cultivation in Bantaeng in government offices and agencies concerned.

Data Analysis: Data were obtained in the form of qualitative and quantitative data which will be processed in a simpler form to be easily read and interpreted, which will be displayed in the form of tables and descriptive data analysis. Based on the data obtained to analyze the feasibility of seaweed farming (Eucheuma cottonii) system long line then use the analysis by using the following formula:

Analysis of Operating Revenues

π = TR-TC
Information:
Π: profit / revenue
TR: total revenue (total revenue)
TC: Total cost (total cost)
Criteria:
TR> TC: a profitable venture
TR = TC: attempt at a balance point (breakeven)
TR <TC: Business losses

Analysis of Revenue Cost Ratio (R / C)

This analysis aims to look at the relative advantages of a business within one year of the costs used in the activity. The criteria used in the analysis of R / C ratio are as follows:
If the value of R / C ratio> 1 is said to be a viable and profitable business
If the value of R / C ratio <1 venture to say unworthy and unprofitable
If the value of R / C ratio = 1 break-even venture to say (no profit and no loss)
Mathematically to calculate the Revenue-Cost Ratio (R / C) of a business then used the formula below:
R / C = (Total Revenue) / (Total fixed costs + Total Variable Costs)

Break Event Point Analysis of Price and Production

Break Event Point is an analytical technique to study the relationship between fixed costs, variable costs, profits and volume of activity. Therefore this analysis in the planning of profit is profit planning approach that is based on the relationship between cost (cost) and revenue / income (revenue) (Sapto, 2011). This analysis is also commonly referred to as the break-even analysis.
Break Event Point can be formulated as follows (Ontje, 2013):

$$\mathrm{BEP}_{(\mathrm{Kg})} = \frac{\text{Total Cost}}{\text{Price Per unit}} \quad \text{and} \quad \mathrm{BEP}_{(\mathrm{Rp})} = \frac{\text{Total Cost}}{\text{Total Production}}$$

4. Results and Discussion

Feasibility Analysis: Feasibility analysis is used to determine the level of financial viability of farmers in doing business. On average in a year respondents cropping season activities as much as 5 (five) times, so that in this analysis the calculation of total costs, depreciation, the amount of revenue and profits do perproduksi. Calculation of the feasibility of seaweed cultivation using analysis of operating revenue, revenue cost ratio analysis, cost benefit analysis and break-even point of price and production. In advance will be discussed about the costs of both investment costs and operating expenses including depreciation costs. Capital seaweed farming is detailed in the investment component to result in planting and harvest handling activities.

Investment costs: The investment cost is a permanent working capital or the costs incurred to acquire investment goods. Capital investment is generally a capital which is usually used in the long term. The value of investment capital will experience shrinking from year to year and even from month to month. For more details, capital investments seaweed farming can be seen in Table 1.

Table1: Average Price Cultivation Equipment and Depreciation Seaweed (Eucheuma cottonii) Rappoa Rural District of Pa'jukukang Bantaeng 2015

No.	Type Item	Number	Value (US $)	Total Number	Economic Age	Depreciation per Production
1	Seed	960	2.000	1,92 million	-	-
2	Straps seaweed (rope Pous)	17 ball	75.000	1.275 million	2 years	127.500
3	Ropes stretch of 5 mm	64 kg	34.000	2.176 million	2 years	217.600
4	Rope anchor	18 kg	34.000	612.000	2 years	61.200
5	Strap plot 12 mm (bund)	35 kg	34.000	1.19 million	2 years	119.000
6	Sacks (containing sand as an anchor)	24 pieces	2.000	48.000	2 years	4.800
7	Jergen (5 liters) to	16 pieces	5.000	80.000	2 years	8.000
8	Jergen (20 liters)	4 pieces	25.000	100.000	3 years	6.666
9	Aqua bottle (600 ml) as a float	720 pieces	200	144.000	2 years	14.400
10	Bottle aqua (1500 ml)	15 pieces	300	4.500	2 years	450
11	Boat	1 pieces	8.000.000	8.000.000	5 years	320.000
12	Machines Katinting	1 piece	1.500.000	1.500.000	5 years	-
13	Knives	20 pieces	10.000	200.000	2 years	20.000
14	Stretcher (tool hauling seaweed)	1 pieces	100.000	100.000	3 years	6.666
15	Sacks of plastic	30 pieces	2.000	60.000	2 years	6.000
16	Tarpaulins (8x6 meters)	1 pieces	240.000	240.000	3 years	16.000
17	Waring	48 meters	4.000	192.000	2 years	19.200
18	Points of drying (8x6 meters) (rack)	1 pieces	3.000.000	3.000.000	5 years	120.000
19	Fuel (watercraft)	30 liters	7.000	210.000	-	-
Total				18.661.500		999.482

Source: Primary Data after processing, 2015.

Table 2: Operational Costs of Business Seaweed (Eucheuma cottonii) Long Line System in the Village District of Pa'jukukang Rappoa Bantaeng

Cost Type	Costs
Fixed Costs	
Shrinkage	999.482
Total Fixed Costs	999.482
Variable Costs	
Seeding	1.92 million
gasoline (fuel boat)	210.000
Power binder seedlings	480.000

Workers planting	300.000
maintenance personnel	400.000
power harvesting	850.000
The drying power	400.000
Total Variable Costs	2.43 million
Total operating costs	3.429.482

Source: Primary Data after processing, 2015.

Operating Costs: The production costs are those costs incurred to finance all production activities. The production costs are calculated in seaweed farming activities are divided into two, namely fixed costs (fixed cost) and variable costs (variable costs). The operational costs seaweed farming used amounted to 3,429,482 rupiah. This is shown in Table 2 operating costs consists of fixed costs is the cost of depreciation and variable costs are labor costs. For more details can be seen in Table 2. The value of the eligibility criteria seaweed farming (Eucheuma cottonii) Long Line System in the Village Rappoa. Sub district Pa'jukukang Bantaeng district is as follows:

Analysis of Operating Revenues: The average size reception seaweed farmer respondents using formula TR = P x Q can be seen in Table 3.

Table 3: Average Revenue Seaweed Cultivation In the village of the District Rappoa Pa'jukukang Bantaeng, 2015

No	Revenue	Kg (Q)	Price (P)	TR (Total Revenue)
1	Dried Seaweed	720 kg	13.000	9.360,000,-

Source: Primary Data after processing, 2015.

Table 3 shows that the amount of revenue an average of 30 respondents in the research area is 9.36 million, - million is calculated based on an average production of 720 kg at an average price of 13,000 rupiah for one production. Thus the amount of total revenue (total revenue) obtained an admission per production. The value of TR and TC has been known so the average gains of 30 respondents can be calculated as follows:
π = TR-TC
π = 9.360.000- 3429482
π = 9.360.000- 3429482
π = 4734518
So that the average profit earned by the respondents in the study area is 4,734,518 million.

Analysis of Revenue-Cost Ratio (R / C): Revenue Cost Ratio analysis is an analytical technique that aims to see the relative advantages of a business within one year of the costs used in the business activities. The analysis Revenue Cost Ratio depends on total income or Total Revenue (T / R) and total expenditures or Total Cost (T / C) as follows:
R / C = TR / TC
R / C = (Total Revenue) / (Total fixed costs + Total Variable Costs)
R / C = 8,164,000 / (999,482 + 2,430,000)
R / C = 8.164 million / 3429482
R / C = 2.38
Based on the calculation analysis of revenue cost ratio (R / C) obtained values of R / C for the dry seaweed is 2.38. Based on the criteria of revenue cost ratio (R / C) obtained values of R / C> 1, so that it can be interpreted that seaweed farming in the village Rappoa profitable.

Analysis of Break Event Point (BEP): BEP shows a picture that must be achieved to obtain a breakeven point (no profit and no loss). The state of the breakeven point is a situation where the seaweed business receipts (TR) together with the costs (TC) or TR = TC. The following results BEP calculation:

$$BEP_{(Kg)} = \frac{Total\ Cost}{Price\ Per\ unit}$$

$$BEP_{(Kg)} = \frac{3.429.482}{13.000}$$
$$BEP_{(Kg)} = 264\ kg$$

And

$$\mathrm{BEP}_{(\mathrm{Rp})} = \frac{\text{Total Cost}}{\text{Total Production}}$$

$$BEP_{(Rp)} = \frac{3.429.482}{628\ kg}$$
$$BEP_{(Rp)} = 5460,95$$

or

$$BEP_{(Rp)} = 5461$$

Thus, the value of Break Event Point (BEP) production from the calculation of 264 kg means that the cultivation of seaweed (Eucheuma cottonii) system long line as conducted in the study experienced a breakeven during business production reached 264 kg. BEP value price of Rp.5461, - suggests that seaweed farming in the study experienced a breakeven or no profit and no loss at the time of the sale price of dried seaweed Rp.5461, - per kg.

5. Conclusion and Recommendations

Analysis of operating revenues and Revenue Cost Ratio (R / C) can be interpreted that the cultivation of seaweed at the water village of the District Rappoa Pa'jukukang Bantaeng district experiencing gains, while based Break Event Point (BEP) break-even point will be reached when the cultivation of seaweed produces grass 264 kg of dried sea or breakeven will be achieved at the price of selling seaweed for Rp.5.461 / kg.

Recommendations: From the research that has been done, it could be said a few suggestions as follows:

- Required role of government in setting the selling price of seaweed that is stable in the research area.
- Institutional strengthening such cooperation should be improved in order to provide for the welfare of society, especially the seaweed farmers in facilitating the needs of the cultivation of grass types cotton ii method Rappoa Long line in the village of the District Pa'jukukang Bantaeng.

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Influence of the Servant Leadership, Organizational Culture and Employee Motivation on Work Performance

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Abstract: Servant Leadership, Organizational Culture and Work Motivation is a very important variable that to Achieve the performance of employees / employee better. Performance is an aspect to measure the quality and quantity of individuals in an organization. Employee performance affects the achievement of organizational goals. The dynamics of working in organization need individuals who are effective and efficient in their work, both personal and team. The purpose of this study is: to analyze the effect of servant leadership to employee performance Mimika District Hospital, to analyze the influence of organizational culture on employee performance Mimika District Hospital, To analyze the effect of work motivation on employee performance Mimika District Hospital. This study uses a saturated or census sampling methods and the data used in this research is the primary data is in the form of a questionnaire. This study used a sample of as many as 198 people. The analysis technique used in this study is the technique of path analysis (path analysis) using the program Structural Equation Modeling (SEM) with the help of program Analysis Moment Structures (AMOS) and qualitative analysis using interactive methods .. Based on test validity and reliability by using factor analysis shows, the instruments used in the study are valid and reliable. The results Showed that (1) Effect of servant leadership to employee performance Mimika district hospitals have a significant effect, in the which the servant leadership Directly Contribute to or influenced by 1.6% on employee performance and influence indirectly because of his association with two other independent variables by 1.2% and by 2.5% job satisfaction. The influence of organizational culture on employee performance Mimika hospitals have a significant effect of the which contributes greatly to the performance of employees. The effect of work motivation on employee performance hospitals Mimika has a significant influence on employee performance Mimika district hospitals, where the higher work motivation will improve employee performance.

Keyword: *servant leadership, organizational culture and work motivation on employee performance hospital*

1. Introduction

Law No. 21 of 2001 on Special Autonomy for Papua Province Papua province acquired the rights to make a special and more widely in managing government. This has led to the consequence that the powers of governance more likely to be in the area. In the framework of the implementation of special autonomy for Papua Province, one of the factors of concern to the general public is to increase the capacity of local officials. Therefore, efforts to improve the performance of the officers through the improvement of human resources. To mobilize followers, leaders must have a role. The leader has the authority to direct the activities of the member or group. The behavior of the leadership is often also a leadership style *(style of leadership).* Each leader can have different leadership styles between one another, and not necessarily a leadership style is better or worse than the other leadership styles. Of the various theories regarding leadership style, according to the contemporary view, the leadership style of today's latest and much in demand by researchers is the servant leadership style *(servant leadership).* Leaders in the region given the authority to manage local resources held to make people become more prosperous. They have been selected and entrusted with the leadership of the people to be more prosperous and build the region becomes more developed. In the hands of the leaders of that determined how the future of the people, and on the shoulders of the leaders hung expectations of the people being led. *Servant leadership* is a leadership that begins with sincere feelings that arise from a heart that desires to serve (Greenleaf, 2002). The orientation of *servant leadership* is to serve the followers of the spiritual and moral standards. The servant leaders *(servant leaders)* usually puts the needs of followers as a priority and treat it as a partner, so the closeness between the two is strong for each other engage with each other.

Hospital services Mimika as needed leadership, organizational culture, employee motivation and job satisfaction mediated performance to produce good employees. The standard of service in Mimika District

Hospital is located at the level of employee satisfaction and perceived directly by hospital patients. If the organizational culture must be changed, then the first thing to be done is an employee he must learn to modify the old culture, produce innovative work that could affect their performance. Research Ojo (2009) prove the organization's culture is very important for each organization, and there is a positive influence on employee performance. In addition, organizational culture positively affects the productivity of the organization. Koesmono study (2005) showed that organizational culture influence on performance.

Objective: (1) to analyze the effect of servant leadership to employee performance Mimika. (2) to analyze the influence of organizational culture on employee performance Mimika. (3) To analyze the effect of work motivation on employee performance Mimika.

2. Literature Review

***Servant* leadership**: Russell & Stone (2003) about servant leadership which a concept of the potential to transform individuals and organizations. This statement was confirmed by Hayward (2005) in his research on a very weak relationship between emotional intelligence and transactional leadership. The results showed that a significant positive correlation between the direction of the weak emotional intelligence and transformational leadership. Sari (2012) conducted a study with the aim of measuring the relationship participation of leadership, motivation to performance. The results showed that participation to make an impact on the performance. Agung (2011) in his research the effect of leadership on performance and employee stress. The study states that there is a relationship between the leadership on performance and employee stress. Ni-Made and I-Wayan (2014) in research on the influence of leadership style and organizational culture on job satisfaction have an impact on financial performance. The results showed that the positive effect of leadership style on job satisfaction and financial performance. Based on these characteristics Wong and Page (2003) developed a conceptual framework for measuring the *servant leadership* as follows:

A. Character orientation (As if being a leader is that?): In connection with the planting of an attitude of service, focusing on the value, credibility and motives of a leader

- Integrity
- Modesty
- Service

B. Orientation community: (How leader of relating to others): Related to resource development, focusing on the relationship with the community leadership and commitment to the development of others.

- Care for others
- Empower others
- Developing others

C. Task Orientation (What is done by a leader). In connection with the achievement of productivity and success, focusing on tasks and skills needed a leader to achieve success.

- visionary
- designing destination
- Lead

D. The orientation process (How a boss can affect organizational processes). Related to the improvement of efficiency in the organization, focusing on the ability of leaders to create and develop a system of flexible, efficient, and open.

- Become a role model
- Build teamwork
- Share in decision-making

Organizational culture: Humans are social creatures who tend to always live in a society. Other human tendency is to plan and organize his plans and then the goal can be realized. In reality human needs and plan it so complex that will have difficulties to realize the goal. Due to the limitations of man must cooperate with other human together to achieve the expected goals. The condition is the basis why humans have always lived in a variety of organizations such as corporations, hospitals, universities and various other organizations. The definition of organization is contextual meaning almost every discipline can define the appropriate means each discipline of science. The many definitions of organizations indicated that organizational problems are multidisciplinary problems and cannot be monopolized by one discipline alone. Cultural organizations also provide shared meaning as a basic communication and provide a sense of mutual understanding. If the function of culture is not done properly, then the culture can significantly reduce the efficiency of the organization. Kreitner and Kinicki (1995) suggest that organizational culture is the social glue that binds members of the organization. In order for a characteristic or personality varies from one person to another person can be incorporated into a strength of the organization hence the need for social cohesiveness. In a business context, an organization called the company because the company is a form of organization or rather the organization of production that includes a variety of functions and is coordinated through a specific system to produce goods or services to be consumed by the consumer or to other users. There is a linkage between the culture and company. Culture is a system of meaning that is embraced by the people in a particular area and further away from that culture is regarded as *a way of life.* While the corporate culture is a system of meaning that is believed and embraced as a pattern of behavior and the perception of a thing by all components of the company concerned. So the *fundamentals of* company concerned region strongly influenced by the beliefs of the *founders* and eventually formed the idealistic values established company.

Tichy (1982) defines organizational culture as "the adhesive normative" binding together in the organization. Schein (1990) defines culture as the values and behaviors that are believed to support the success, and therefore will be taught to new members of the organization. Titiev (1959) states that the culture must learned and disseminated. According to Schein (1997) one of the theoreticians of the organization and leading management also provide a formal definition of the corporate culture that *"A pattern of shared basic Assumptions that the group learned as it solved its problems of external adaptation and internal integration, that has worked well enough to be Considered valid and, therefore, to be thought to new members as the correct way to perceive, think, and feel in relation to Reviews those problems."in* other words, the corporate culture is a pattern of basic assumptions are accepted, invented or developed by a certain group with the intention that the organization learns to overcome or cope with the problems arising from adaptation of external or internal integration that has been running pretty well, so it needs to be taught to members of the new organization as the correct way to perceive, think about, and feel with regard to these issues. According to Robbins (2006) there are six (6) dimensions of organizational culture, namely: (a) the relationship with the dominant environment on the environment are varied, the reverse is also subject to, and harmony to the dominance of the environment, (b) time orientation: is capable oriented variation period past, present, and future, (c) human nature, is a variation of the view that human nature is composed of a mixture of good qualities and bad, (d) orientation activities consisting of variations of emphasis "do", "experience", and "control" measures, (e) the responsibility of focusing on individual variation, group, and hierarchy, (f) variation of the concept of space with respect to ownership of space for private, public, and a combination of both.

Work motivation: Associated with Maslow's hierarchy of needs, two (2) it is the level of physical needs and safety course. The approach in the theory of X is still widely applied in the organization. The main principle of the theory X centered system and the direction of the organization and implementation of the central authority. This theory can be linked to a hierarchy of needs that is consistent with the traditional view of direction and control. This view assumes that basic human needs are dominant to motivate others to perform organizational tasks. Generally someone does not like the job and tend to shy away if the situation allows. Someone working satisfy the physical needs and security, through money income. Through threats and punishment, then one can be controlled and monitored to complete the work and improve its performance. According to McGregor (1960), a person who worked will self-correct and self-control. Someone has the potential to grow will seek responsibility, and have the drive to meet the needs of self-esteem and self-actualization. The fulfillment of all those needs, then someone will be helped to achieve individual and organizational goals. So, based on the theory Y, one's motivation will occur at the level of need for affiliation, self-esteem, and self-actualization, and on the other hand, will take place at the level of physical needs and safety in the theory of Maslow's hierarchy. If management will apply theory Y, it is advisable to optimize resources aspects of a comprehensive individual holistically in order to realize the effectiveness and efficiency of the organization.
According to Herzberg (1959) in Robbins (2006) measurement of work motivation include intrinsic motivation consists of: (1) progress, (2) recognition, (3) responsibility, and extrinsic motivation consisting of:

(4) surveillance, (5) salary, (6) the company's policy and (7) the condition of the work, while to measure the motivation tested in this study proposed by Vroom (1964) in Luthans (2002), which includes indicators: valence, expectation and instruments, with items as follows: (1) Indicators Vale consists of items: Believe, Match, and comfortable, (2) Indicators expectations consists of items: Allows, Recognition, and enjoy Indicators Instruments consist of items: wages / salaries, Rules achievement award, Opportunity, and a form of reward

Performance: Performance is defined as *"the extent of the actual work performed by the individual"* or the extent to which actual work shown by self (Shore, 1995). Robbins (1996) states that employee performance is function of the interaction between ability and achievement motivation. Employee performance refers someone who measure standards or criteria set by the company. Performance is the outcome or success of a person's overall level during certain periods of duty compared to the standard of the work, the target or targets or criteria that have been determined in advance and have been agreed (Riva, 2004). Rival further stated that the performance does not stand alone but is related to job satisfaction and compensation, influenced by the skills, abilities and properties - properties of individuals. In other words, performance is determined by the ability, desire and the environment. Therefore, in order to have a good performance, one must have a high desire to work and know the work and can be increased if there is a match between the job and ability. Soedjono (2005) mentions six (6) criteria that can be used to measure the performance of individual employees, namely: (1) quality: the results of the work carried out near-perfect or meet expected goals of the work, (2) the quantity: the quantity produced or the number of activities that can be completed, (3) the timeliness, which can be completed at a predetermined time and maximize the time available for other activities, (4) the effectiveness, is the use of maximum available resources to the organization to increase profits and reduce losses, (5) self-reliance, which can carry out work without assistance in order to avoid perverse outcomes, (6) work commitment, the commitment of the employees working with the organization and (7) the responsibility of employees towards the organization.

Bono and Judge (2003) to measure the performance of many aspects, both objective and subjective, so they conclude that transformational leadership will affect employee performance in any situation. Employee performance during a certain period of time measured by the quality and quantity of output produced, formed of eight indicators, namely: (1) innovative behavior, the extra work beyond the required time and work harder, (2) taking initiatives, including orientation on customers and initiative to work independently, (3) the potential is to have hard work in developing the potential, knowledge and skills (4) management of time, it means to work on time and maintain neatness, (5) the achievement of the quantity and quality of work, including the quality of work and finishing work well, (6) the ability themselves to achieve the goal, that is to say the achievement of objectives to work and to work as intended, (7) the relationship with coworkers and customers means it can cooperate and understand the needs of customers, (8) knowledge of the product / service companies, covering knowledge the company's products and the products / services of other companies.

3. Methodology

Population and Sample Research: The population in this study was all employees of RS Mimika in Papua Province. In this study, a population that is officer RS Medical Timika ie 48 people, 181 paramedics, medical support personnel 54 people, public workers 109 people, so the total 392. The sample in this study is partly Hospital employees Mimika in Papua province were selected through a representative sampling procedure. The determination of the sample based on the criteria Slovin as follows:

$$n = \frac{N}{\left(1 + Ne^2\right)}$$

Description: n = sample size,
N = population size,
E = precision clearances sampling
(e-values between 5% to 10%, in this study determined 0.05%).
Thus obtained sample as follows:

$$n = \frac{392}{\left(1 + 392\,x\,0{,}05^2\right)}$$

So the sample (n) = 197,98atau rounded up 198 people.

Method of data collection

- Interviews with employees of the Regional General Hospital (Hospital) Mimika were selected as respondents or informants.
- Questionnaires posed to respondents in this study consisted of closed questions with Likert scale and open-ended questions. Data were obtained using a questionnaire used for quantitative analysis.
- Observations made by observing the activities of employees at the Regional General Hospital (Hospital) Mimika

Methods of Data Analysis: Qualitative by finding and systematically compile data obtained from interviews, field notes, and other materials that easily understood, and its findings can be communicated to others (Sugiono, 2008: 244).

Quantitative analysis: The quantitative analysis used in this research is the analysis of descriptive and inferential statistical analysis in the form of structural equation model *(Structural Equation Modeling* -SEM), in which the model is based on causal relationships (Hair, et al., 2006). The use of descriptive analysis is used to obtain information about the perception of employees to construct various indicators of servant leadership, organizational culture, motivation and job satisfaction have an impact on employee performance. Employee perception of information then used as a basis to clarify the contribution of each indicator to variable constructs (latent). While the use of SEM as an analytical tool based on reasons other than the hassle of the model used, also based on the limitations of the multidimensional analysis tools that are often used in quantitative research such as multiple regression analysis, factor analysis, and discriminant analysis.

4. Results

Effect of servant leadership on employee performance Mimika District Hospital: The analysis showed that *servant* leadership qualities significant effect on the performance of employees, either directly or through job satisfaction. This indicates that the improved quality of service in terms of the quality of physical evidence, quality reliability, quality responsiveness, quality assurance, and quality of empathy will increase employee loyalty. In results showed that the leadership of the airport will increase the level of employee satisfaction in performing the tasks resulting in good performance. According to Bass (2000) believes that the *Servant Leadership*, where the leadership must have a moral purpose, not just relies on the skills related to the ratio and regulations. *Servant Leadership* is a better way and deep to lead, but it is not easy, since it consists of set a pretty high standard and must be done. Build competence when dealing with employees is the best way to produce employees who have a good performance on an organization's potential. *Servant Leadership* also produces a positive output for the organization. Pursuant to the results of the interview above shows that good leadership can increase the level of employee satisfaction in performing their duties that could impact on the performance of each employee that can be direct to the patient.

Effect of organizational culture on employee performance Mimika District Hospital: The results showed that organizational culture has a significant influence on the performance of employees in Mimika District Hospital. Schein (1990) defines culture as the values and behaviors that are believed to support the success, and therefore will be taught to new members of the organization. Titiev (1959) states that the culture must learned and disseminated. Armstrong (2009) suggested the culture is a means of social cohesiveness and generate closeness, so as to minimize differentiation in an organization. Thus the organization culture provides shared a basic communication and provides a sense of mutual understand. The results of studies show that the organizational culture variables directly contribute to or influence by 2.0% to employee performance, then the effect of indirectly because of his association with two other independent variables of 3.1%. In total cultural organizations contribute to or influence by 8.8% against the performance of employees in Mimika District Hospital. Based on the interview above shows that the attitude of the organization's culture and work motivation that can increase employee satisfaction levels, ie, with no distinction between male and female employees as well as the guarantee of protection of the employees to do the job. And with good motivation cannot be separated from the attitude of the leadership, organizational culture can boost employee satisfaction performance to produce a good employee.

Effect of work motivation on employee performance hospitals Mimika: The results showed that motivation has a significant influence on the performance of employees in Mimika District Hospital. This test provides empirical evidence that in Mimika District Hospital higher work motivation will improve employee performance directly. Results of previous studies found the same by Koesmono, 2005) about the influence of organizational culture on the motivation and job satisfaction and employee performance in the sub-sector medium-scale wood processing industry in East Java that motivation influence on the performance of 0.387. and also in line with previous research by (Mahesa, 2010) that motivation significantly positive effect on employee performance. Based on the interview above shows that the attitude of servant leadership, organizational culture and work motivation which can increase the level of employee satisfaction to be able to produce the performance of personnel.

5. Conclusion

Effect of servant leadership to employee performance Mimika district hospitals have a significant effect, in which the servant leadership directly contribute to or influence on employee performance. The results of this study indicate that increased the quality of service in terms of the quality of physical evidence, the quality of reliability, responsiveness, quality, quality assurance, and quality of empathy will increase employee loyalty. In results showed that the leadership of the airport will increase the level of employee satisfaction in performing the tasks resulting in good performance. The influence of organizational culture on employee performance hospitals Mimika significant and positive impact on employee performance. This shows that the culture of quality improvement organizations can improve employee performance Mimika District Hospital, where most employee cultural feel organization Hospital Mimika quite support a task before beginning to work is essential for success and the creation of good organizational culture will tend to improve employee performance. The influence of work motivation on employee performance Mimika District Hospital has a significant influence on employee performance Mimika District Hospital. This means that the higher work motivation will increase the employee in performing its duties and responsibilities towards society waiter.

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Analyzing Gender Disparities in the Labour Market in an Urbanizing City- Maseru, Lesotho

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Abstract: The study aimed at investigating the gender differences in the labour market of the urban formal sector in Maseru. The research was undertaken to illustrate the existing gender gap between men and women both in occupation and remuneration thus exposing inequality manifestations particularly in an urbanizing city, Maseru. The assessment was carried out in Maseru urban formal sector in three government entities: the National Manpower Development Secretariat, Office of the Auditor General and Ministry of Labour. The three government entities were purposively selected because of easy access of documented data and availability of resource persons to assist during data collection exercise. While at the same time a few interviews were conducted with men working in the taxi industry and the informal sector. Observations as well formed part of approach to the study to ascertain the validity of information obtained from the documented data and interviews. The main finding of the paper is that women in Lesotho the paper concludes that the formal labour market in Maseru is characterized by gender gaps where women occupy well salaried positions as opposed to their male counterparts with these low income jobs thus making men live in vicious cycle of poverty.

Keywords: *Labour market, gender disparities, formal sector, urbanizing city, well-salaried positions*

1. An Overview of Gender Dynamics and Education in Lesotho

Gender dynamics in Maseru are better understood within the history and development of the country. The colonial epoch best illustrates how modern institutions played a role in widening the gap between a male and female child within Basotho society, which better explains the origins of the current disparities in the labour market of Lesotho particularly, Maseru, the capital city. During the colonial era, gender disparities became visible with the introduction of modern education. The Paris Evangelical Mission opened a few schools in 1893. However, the strict church rules and discipline at the mission schools deterred many parents from sending their children to schools (Ambrose, 1993). The main inhibiting factor was the cultural values of the Basotho. As part of culture male children had to engage in initiation, which was not acceptable according to the religious values of Christian churches, hence restraining boys from getting education. After initiation, they were believed to be grown up and aspired to mining employment imitating their elders, thus giving less value to formal education. This education, meant for creating Christian elite, excluded the majority of the people who adhered to traditional belief systems. Again, primary education offered throughout most of the colonial epoch was targeted at producing helpers, half teachers and half evangelists (GOL Report, 1982). This was typical of colonial Africa, as Rodney (1982, p.250) noted, 'education was limited to producing only clerks and messengers'. Later, in 1940, government constructed a few schools in Maseru, the capital town, to allow Basotho higher education (Ambrose, 1993). These schools were only for the elite not for ordinary poor Basotho who only acquired their education through schools run by churches.

After independence churches in Lesotho continued to play a prominent role by providing services such as education as the state could not adequately provide these services. To date, churches and private individuals own almost 80 percent of the schools and the government owns 20 percent (Atema et al., 2004). Since 2006, primary education has been free while subsidization of secondary education commenced in 2007. However, there are concerns about lack of adequate capacity to accommodate all primary graduates, as there are fewer secondary schools than there are primary schools (Maleleka, 2009). It is estimated that Lesotho has 1, 249 primary schools and more than 60 secondary schools. The primary enrolment is 374, 628 of the total enrolment which is 67 percent, secondary is 68, 132 which is 31 percent and higher level (tertiary) is 4, 614 which is 2 percent. Female enrolment rate is high at 57 percent at primary, 36 percent at secondary and 3 percent at higher level (World Bank, 2009). There are several challenges regarding the male population enrolment in Lesotho. The process of learning has been more difficult for male children of Lesotho when fathers are part of the migrant labour system and spend long periods in the mines of RSA and the mothers have to take more responsibility than usual. With fathers gone, a new tension with lasting effects on the academic progress of male children is there. The male children exhibit negative attitudes toward learning. The absence of fathers could be part of the problem behind the high dropout rate and the relatively small number of children who go beyond primary level (Cranmer and Woolston, 1980).

Approximately 25 percent of children do not attend school particularly in rural areas where families are involved in subsistence activities. In many cases, families cannot afford the cost associated with attendance. Uniforms, books and other educational materials are beyond the means of many families where family stress, poverty, the spread of HIV/AIDS and divorce have led to a rise in child homelessness and abandonment, creating growing numbers of street children. Boys are more affected by nonattendance than girls. Again, in traditional Basotho society, livestock herding by young boys is a rite of passage and prerequisite to manhood in community. In the absence of fathers, boys are exposed to this heavy burden to tend flocks all day for months at the very young age of twelve, sometimes even for a yearly or monthly payment either in cash or in kind (Cranmer and Woolston, 1980).The enrolment in tertiary institutions also indicate a greater number of females versus males particularly, the National University of Lesotho which for many years have been the only university in the country (Table 1).

Table 1: NUL Undergraduate Student Population by Sex, Full-time (1996/97- 2015/16)

Year	Male	Female	Total
1995/96	882	973	1855
1996/97	947	1101	2048
1997/98	959	1159	2118
1998/99	1004	1204	2208
1999/00	1142	1329	2471
2000/01	1289	1523	2812
2001/02	1503	1664	3167
2002/03	1989	2078	4067
2003/04	2221	2544	4765
2004/05	2439	2701	5140
2005/06	2838	3083	5921
2006/07	3247	3477	6724
2007/08	3473	3874	7347
2008/09	3613	4148	7761
2009/10	3650	4399	8049
2010/11	3718	4465	8183
2011/12	3291	4160	7451
2012/13	2654	3786	6440
2013/14	2548	3672	6220
2014/15	2430	3705	6135

Source: NUL Statistics Office, 2016

Statement of the Problem: The prevailing gender gap in Lesotho cannot easily be narrowed for the fact that the country still has male children who are not attending school because they tend herds. These boys spend time in the remote areas without any opportunity to learn through formal education system mechanisms created. On the other hand, female children are given chance to go to school and are well supported by their families. This situation has spillover effects to the labour market where there are also marked gender differences between males and females both in terms of occupation and remuneration one gets. This observably exists in the formal sector of the rapidly urbanizing city, Maseru. This paper therefore assesses the extent of this gender gap by examining the occupation and remuneration between males and females in the public sector of Lesotho

Research Objectives: The study aimed at fulfilling the following objectives:

- To ascertain whether there is a gender gap between males and females in the labour market in Maseru
- To establish the manifestations of these gender differences

In line with these overarching objectives, the research questions are:

- How does the labour market position of women in the public sector compare with that of men?
- Are there alternative mechanisms developed by those suffering consequential to the existing gender gap?

Significance of the Study: It was worth conducting this type of investigation to illustrate that while the equality has been advocated for worldwide by various organizations and governments including the United Nations, some segments of society are still marginalized. This being the case, other sectors including the public sector as well reflects the deficiencies mainly due to the cultural and historical developmental experiences. Many studies in Lesotho have focused on other aspects of gender but not on how education relates to the gender gap in the labour market. Hence why this study was worth undertaking.

2. Literature Review

This section is divided into two sections. First is the debate on gender disparities in the labour market in the African cities' context where Maseru, the capital city of Lesotho belongs. Second, is the theoretical framework which informs the current study explaining how gender disparities in the labour market can emerge? In the 1980s and early 1990s, labour force growth was substantially higher for women than for men for every region of the world except Africa (Lin, 2016).Some studies done focused on specific African countries marked by huge gender disparities between men and women in the labour market, such as Mali and Botswana (African Development Bank, 2015 and Robles, 2012). A recent study, conducted by the Bank in Botswana shows that men were more advantaged in securing well-paying employment opportunities than women. The study revealed that men have an up to 44 percent advantage over women in paid employment. Women are more likely to be hired in low-paying clerical jobs or as unpaid family workers in Botswana. This effect is more pronounced in cities, towns and urban villages. Men are also twice as likely as women to be employed in professional job categories. Similarly, in Bamako, Mali's capital, 30 percent of men were employed as salaried workers compared to women at 14 percent. Paid employment offers limited opportunities to women in Uganda. Only one in ten women in Uganda is in paid employment according to the 2008 Gender Productivity Survey (Kasirye, 2011).

While this position may be shared by many other countries in Africa, in the recent times women have increased their share of the labour force; the increasing participation of women in paid work has been driving employment trends and the gender gaps in labour force participation. Lesotho to a greater extent differs with other African countries like those mentioned earlier in that women are more at an advantage than men in the labour market as this paper argues (Field Survey, 2016).Several factors have contributed to this. The cultural practices of Basotho as a nation influenced parents' decisions to send a child to school combined with the history of Lesotho that served as a labour reserve for the South African economy requiring male labour force to migrateled to prioritizing a female child over a male child (Cranmer and Woolston, 1980 and GOL Report, 1982), thus creating this gender gap. The preceding section on gender dynamics in Lesotho better exposed reasons for this scenario.

Theoretical Approach: It is imperative to illustrate that gender gap in the labour market cannot just be ignored for a number of reasons. The first reason is that there is a need to understand how two different sexes spread within occupations in organizations and how these can affect remuneration which normally translates into one's welfare through income. In order to understand this, one adopted some theories which explain the relationship between gender and labour market, how one sex may seem to be more dominant in the employment sector. Such theories are the 'horizontal and vertical sex segregation' and the 'dual labour market approach'.

Horizontal and vertical segregation: The differences exhibited by men and women in the labour market can be explained by the horizontal and vertical sex segregation. Horizontal sex segregation refers to the fact that women's employment tends to be crowded into particular sectors and occupations in the labour market, unlike the pattern of male employment, where there is a much more even spread. A number of studies used this approach. For example, Muzvidziwa and Seotsanyana (2002) observed that in the UK in 2003 there were more than twice as many women than men in administrative and secretarial, personal service and sales and customer service occupations Vertical sex segregation, as opposed to horizontal sex segregation, reflects the under-representation of women in higher levels of all organizational hierarchies and occupations, in particular the lack of women in higher management roles in the UK. This approach is relevant in this study context in assisting to unpack the reality in relation to the spread of men and women in the labour market of Maseru, a rapidly urbanizing city.

Dual labour market approach: The dual labour market approach helps to explain the occupational distribution of men and women by considering factors that lead to such distribution within different sectors of the economy. Such factors include training required to occupy a certain occupation which eventually make these occupations female or male dominated. For instance, there are female occupations which require specific training, at the same time, there are male occupations requiring relatively few skills and where stability is not an important factor, such as to become a driver. This approach further uses sex segregation in explaining the segmentation of the labour market. The sex segregation of occupations within both the primary and secondary sectors has led some writers to suggest that sex also needs to be considered as one of the dimensions on which the labour market is segmented. For example, Siltanen, Jarman and Blackburn (1993) argue that the labour market is characterized by segregation. Segregation refers to the separation of the two sexes across occupations. They argue that "*Segregation concerns the tendency for men and women to be employed in different occupations from each other across the entire spectrum of occupations. The relationship of women workers to men workers is its key feature (*1993, p.4) and this cannot only be explained using economic variables. Other factors outside the economic sphere can give insights into sex inequalities in the labour market. This study also concurs with this theory in trying to give other reasons explaining the existing inequalities in the labour market of Maseru.

One widely used measure of female concentration in labour market studies is the percentage of workers in an occupation who are women; male concentration would be reflected in the percentage of all workers in an occupation who are men. The percentage of women in an occupation will partly depend on the share of the labour force which is female. The greater the female representation in the work forces the more women there are likely to be in any single occupation (Siltanen, Jarman and Blackburn, 1993). Thus in the same manner, this study also looks at the representation of women versus men in the labour market of an urbanizing city, Maseruto expose the existing gender inequalities. The study highlights why a certain sex category concentrates in different organizational occupational hierarchies in three government entities.

3. Methodology

This study used qualitative and quantitative approaches to expose gender disparities within the labour market of Lesotho mainly Maseru, the capital city. Furthermore, the study applied the theoretical framework to help illustrate the manifestations of the inequalities between men and women both in occupation and remuneration. The study used occupation and remuneration as parameters to illustrate gender gaps across the three entities of the public sector in the capital Maseru. Occupation here refers to the established positions while remuneration refers to the salary received by respective employees at a given position. Data displayed was gathered from three government institutions (National Manpower Development Secretariat (NMDS), Office of the Auditor General (OAG) and Ministry of Labour) to unfold the gender dynamics contained in the labour market. Total establishment of each of these entities, the number of females versus males, how they spread across various positions and the income range were considered. Various positions existing in these entities were classified into three categories: high income (senior management), middle income (middle management) and general staff (low income bracket). This categorization was adopted with the intention to understand the gender dynamics existing in these entities, whether indeed there are disparities between the two gender streams, male and female. In addition, interviews were conducted with men in the low-income bracket to ascertain factors to the differences in remuneration compared to women. About 10 of those working in the construction and taxi industry were also interviewed to establish why they could not obtain jobs in the formal sector.

4. Results

Gender gap in Occupation: In Lesotho, cultural practices highly influence decisions to send children to school which in turn influence the labour market in that more of the educated group tend to get jobs in the formal sector. Those who have received less education mainly men are found in the lower echelons with low pay particularly in public service as well as in other formal sectors of the economy like construction and taxi industry. This study established that 15.7 percent of women are occupying well salaried positions in the formal sector. Only a few men of about 6.1 percent are absorbed in the well salaried positions, that is senior and middle management positions (Table 2). From the table one observes a significant number of women in the low income bracket. This is mainly because women are at an advantage to secure formal employment because they attended school. Men are already few in numbers who attended school but still many of them concentrate in the low income bracket

Table 2: Categorization of Employees in the Public Sector

	Males	Females	Males in Senior Management positions	Females in Senior Management positions	Males in Middle Management positions	Females in Middle Management positions	Males in low income bracket	Females in low income bracket
Office of the Auditor General	44	166	2	7	11	26	31	123
National Manpower Secretariat	32	120	3	6	5	23	28	87
Ministry of Labour	53	100	4	8	5	14	44	78

Source: Field Survey 2016

Table 2 illustrates the existence of the vertical sex segregation as opposed to the horizontal sex segregation where across the public sector; men are fewer than women in the upper positions. For example, in the OAG, there are about 31 (15.5%) females as opposed to 13 (6.5%) males in the management positions. This applies also to the two other institutions where females dominate the upper occupational structures. In NMDS, there are about 29 (19%) females as opposed to 8 (5.3%) males in the management positions and in the Ministry of Labour there are about 22 (14.4%) females as opposed to 9 (5.8%) males in the management positions (Field Survey, 2016).The scenario differs from the UK experience of 2003 where women were fewer in this categorization of organizational hierarchies and occupations. This indicates progression of women in the labour market of the capital, Maseru unlike in other African countries where males are still dominant in these positions. There is therefore a pattern of sex segregation in the three government entities which is indicated by the spread of women versus men as depicted by the statistics in this paragraph as well as Table 2.

Moreover, these professional positions in the case of the OAG (including auditors, accountants) require longer schooling in order for one to be in higher management roles. Many of these Basotho women have university degrees which men do not have, the position which concurs with the dual labour market approach which looks at the occupational distribution of men and women in the formal sector in relation to schooling which translates into training one has acquired that goes with the position without really looking at the sex segregationas the only factor. The dual labour market approach considers the lengthy schooling as one requirement for one to engage in a professional job category. Some of these jobs were initially male dominion particularly during colonization and recent past relying more on experience than schooling, for instance, the position of the Auditor General and deputy Auditor General. In the same manner the directorship and other senior management positions in NMDS used to be occupied by males. Today these are occupied by female incumbents. The occupation hierarchies also relate to the remuneration.

Gender gap in Remuneration: It was further established that four categories of remuneration exist in the public sector as depicted in Table 3. Data depicts that in the OAG out of 200 employees, only 44 are males and 166 are females. However, 31 males are in low income bracket while 13 in management. This means that for the fact that fewer males attended school for the reasons stated in section 2, fewer are able to occupy well paying positions (management) when majority of those who secured a job in the public sector cluster in low-income positions. On the one hand, if we examine the position of women, women who are already the majority in the public sector. In the OAG again 31 are in the high income bracket (management), 123 are in low-income bracket. If we take 31 of males in low-income bracket and 31 of females in high-income bracket, the gap in remuneration between men and women is quite remarkable almost half if we consider the first stream in each range. For example, M/R365, 880.00 to 414,012.00 of top management as compared to M/R 159, 036.00to 189, 204.00 in the first category of low-income bracket stream (Field Survey, 2016). There is greater representation of women in high-income bracket as compared to men. These marked differences in remuneration can be interpreted differently as indicating the level of welfare of each recipient. In this case, the low-income bracket will remain in vicious circle of poverty; hence, men in the labour market of Maseru suffer this setback as compared to women.

Notwithstanding, we cannot deny the fact that women remain the majority in the low-income bracket in all the three entities, mainly because they are the majority who received formal education in the country as a whole. It is apparent therefore that in responding to the employment need of its nation, the public sector has no option of not absorbing these women, hence why some will have to take the available jobs, not necessarily because they do not have enough education but simply to put them to work. This concentration of female labour force in the low-income bracket in the case of the overall public sector in Maseru does not necessarily explain the issue of gender composition of an occupation to the gender composition of overall employment. However, it illustrates why a certain gender, females in this case, turn to be over-represented in this low-income bracket. What is important is that women in Maseru today have increased their share in the labour force and participate in paid employment. They are grabbing new frontiers in the labour market, thus increasing the gender gap even in terms of remuneration.

Table 3: Remuneration in the Public Sector

Categories	Salary Scale per annum
Top Management	365,880.00 - 414,012.00
	291,180.00 – 346,212.00
Middle Management	234,360.00 – 276,324.00
	193,944.00 – 230,604.00
General Staff	159,036.00 – 189,204.00
	128,580.00 – 155,184.00
	91,188.00 – 105,756.00
	68,316.00 - 79,224.00
	42,996.00 - 51,060.00
	28,560.00 - 33,972.00
	21,660.00 - 25,124.00

Source: Field Survey, 2016

The study further established factors to men occupying subservient positions in the other formal sectors of the economy like the construction and taxi industry. The main factor was lack of adequate education which pushes them to these minimal paying jobs. They claimed to earn between M/R1 000.00 per month to M/R2 000.00 (Field Survey, 2016). With the prevailing economic repercussions including inflation of 8 percent per year, this salary is unsustainable besides other problems of uncertainty of continuity in the employment as layoffs are also common depending how the employer may decide. It means that men in the labour market of Maseru, a rapidly urbanizing city are continually exposed to these dilemmas which indicate that they are susceptible to poverty than their female counterparts.

5. Conclusion and Recommendations

It is apparent that the labour market of Lesotho particularly the urbanizing city Maseru is characterized by disparities between males and females. This is due to cultural influences which had greater bearing on deciding to send a female child to school over a male child in the historical and political economic development context of Lesotho. As a remedial action to this disparity, one can propose a road map. Various stakeholders working towards empowering different groups in the country need to refocus on empowering men which in the Lesotho's context have been an ignored area since independence. More emphasis has been placed on women in the development agenda which in turn has widened the already existing gap between them and already disadvantaged men. This polarization has also translated into creating other social ills including high divorce rates in the country mainly between couples of educated women and uneducated men. Maseru is likely to have more couples divorcing since half of the total population of Lesotho of 1.2 million lives in Maseru and this population is likely to increase due to opportunities existing in Maseru including education and employment which trigger urban-rural migration.

Empowering men through educational campaigns which will encourage them to enroll in part-time programmes such as those offered by the National University of Lesotho which is offered in the evening, will eventually lead to the capability development. This will translate into them obtaining formal jobs that are sustainable unlike in construction, taxi driving and informal sector where their fate is unpredictable as it depends on factors such as the employer's willingness to keep them or the availability of capital to continue operating in the informal sector. For those who did not go beyond primary level education, there is a need to encourage them to enroll through the existing distance learning programme that would enable them to upgrade their standard of education. The Ministry of Education needs to have outreach strategies (including radio programmes) of disseminating this programmer so that the less privileged segments of the population can know its benefits. Though the proverb of Basotho states that 'Thuto boholo e ea roba'- meaning that the education you receive at an old age makes someone broken. It is however noticed that through capability building one is able to improve own's life. Though some will be receiving this education at an old age that will translate into one's welfare improvement, thus breaking the vicious circle of poverty existing today in most male-headed households in Maseru.

A New area for future research: This study has recognized other gray areas which need further investigation to unfold the magnitude of their impact on household poverty prevailing in Maseru, the capital of Lesotho. Hence, future research will be on 'Assessing the impact of divorce rate on household poverty in an urbanizing City, Maseru- Lesotho'

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Weaknesses and Opportunities in Implementing Public Service Policy in the Government of Palembang, Indonesia

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Abstract: The enactment of Indonesian law No. 25 of 2009 on Public Service is a milestone and a hope to the realization of public services quality. The substance of this law has led to the implementation of public services quality expected by all parties (stakeholders). This article is about to discuss the implementation of public service policy in Palembang. By using qualitative descriptive method, the conclusion showed that there are some weaknesses in the implementation of public service policy: (1) the information submitted is inaccurate, incomplete, inchoate; (2) Staffing / apparatus are still not in accordance with the disciplines and expertises; (3) Unclear job descriptions and procedures, by who does the job and to whom should be the report submitted; (4) The use of facilities, infrastructure is not optimal use; (5) The behavior of officers and management commitments are still low; (6) The incentives expected are still in material / value for money; (7) Awards and supports given to the implementor are still very low; (8) The organizational structure is "*gemuk/tambun*" (increasing); (9) Duplication of duties and functions among related agencies. While the opportunities that can be exploited are: (A) The use of information technology using online services; (B) Higher educational qualifications of apparatus; (C) Some facilities and infrastructures have been adequate; (D) With the slogan "*Miskin struktur dan Kaya fungsi*" (lean and mean) is expected to realize the organizational structure more effective, efficient, and easier for public services.

Keywords: *Policy Implementation, Public Service, Palembang*

1. Introduction

Before the reformation era, the implementation of state and government characterized by the practice of maladministration including corruption, collusion, and nepotism that is why absolutely necessary to reform the bureaucratic organization to realize the implementation of good state and government, effective and efficient, honest and clean, transparent and free from corruption, collusion, and nepotism. Good state administration and governance can only be achieved by improving the quality of state and government apparatus and law enforcement on principles of public governance (Explanation of Law No. 37 of 2008 on the Ombudsman). Nurman (2016) says that the most important purpose of public service is to give satisfaction to the public with the applicable standard of service quality, through optimal service strategy based on the performance of human resources. Furthermore, the performance of the government staff who provide public services are required to be upgraded by doing some workshops and training on public service quality. Various policies, regulations, rules, and other means have been tried and provided by the government/local government to the realization of public services quality. But in fact, in reality shows that the services are still much less from what to be expected by all people (stakeholders). Finally, the government together with the legislature has enacted Law No. 25 of 2009 on Public Service. Article 3 states that the aims of the Law on Public Service are: (a) establishing boundaries and clear relationship among rights, responsibilities, obligations, and authorities of all parties related to the provision of public services; (B) establishing a eligible system of public service in accordance with the general principles of good corporate governance; (C) the fulfillment of public services in accordance with the legislation; and (d) Establishing protection and legal certainty for people in public service.

So far, the position of populace in public service activities is at a forced circumstance and there is no choice but undergo with variety will of apparatus who serves them. Under these conditions, the policy implementation of Law No. 25 of 2009 on Public Service at one side provides enlightenment and hope for better conditions, but on the other hand, in fact that there is now still a lot of frauds, especially in the city of Palembang as informed by *Komisi Pemberantasan Korupsi* (KPK) (Indonesia's Corruption Eradication Commission). KPK exposes some frauds in public services in Palembang, from public service in land agency, vehicle tax services, civil records, immigration offices, notaries and others. Governor of South Sumatra (Alex

Noerdin) promises, if there is no better change to the next three months, the office of the public service will be taken into legal action. This was revealed in a seminar on eradication corruption, with the theme of eradication corruption through improving the quality of public services, which was held at Hotel Aryaduta Palembang. Governor of South Sumatra (Pratama, 2010) says that "Despite of many indications of poor public services and rampant of corruption cases, but we still have to be optimistic, because many local governments have been able to improve public services, because the spirit of otonomous local government attempt to provide ample opportunities area with many innovations and improvements on public services, such as *one-stop services* to cut bureaucracy and corruption which has been implemented by South Sumatra government at office PTSP BPMD in South Sumatra". Based on the introduction above, this article will discuss comprehensively on "Implementation of Public Service Policy: the Analysis of Weakness and Opportunities in Palembang."

2. Literature Review

The concept of Policy Implementation: Implementation of the policy, in general, is an action of policy process soon after the laws are set by regulatory authorities, and subsequently carried out by the government, individually or by groups of people to achieve goals. The actions undertaken must be capable of linking between goals defined with the realization, or the results that will be or have been performed, so there will be synchronization. Grindle (1980:6) corellated between the goals of public policies to the realization of outcomes from the activities done by government, he states that: In general, the task of implementation is to establish a link that allows the goals of public policies to be realized as outcomes of governmental activity. In involves, therefore, the creation of a "policy delivery system", in which specific means are designed and pursued in the expectation of arriving at particular ends.

The activities in an organization are undertaken by government officials who have the authority based on appropriate mechanisms and procedures, and utilizing facilities and infrastructure provided as well as done together to achieve goals. Regarding to the meaning of implementation, Lester and Stewart (2000) argues that Implementation means undertaking the laws in which various actors, organizations, procedures, and techniques work together to implement policies in the pursuit of policy goals or programs. Implementation on the other hand is a complex phenomenon which may be understood as a process, an output as well as an impact (outcomes). The definitions above indicates that the implementation of the policy is to realize the laws in the form of work programs more operational by actor/implementor in well designed organization, carried out with the working procedures and techniques, and done together to achieve the goals of the policy. In fact, in reality shows that policy implementation is complex, because the implementation is a system that can not be separated from the sub-systems existed (input - process - output) to the outcome or impact.

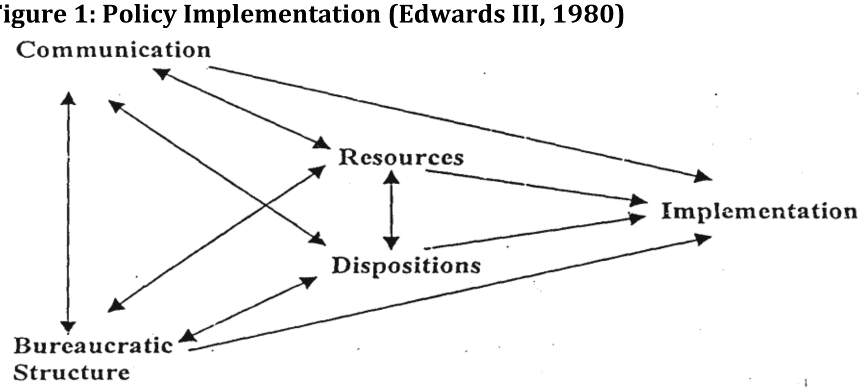
The impact of the implementation of the policy is the main target, therefore consensus or agreements from subordinate officials (implementors) are required to participate. Furthermore, this consensus shows that motivation and responsibility from implementor in estalishing the organization as a place to undertake the public trust and prosperity to be realized. Gross and Berstein in Winarno (2007) suggests the factors that affect the consensus in achieving the goals, namely: First, staff participation leads to high motivation and it is necessary to successful implementation; second, participation causes great commitment, and high commitment affect to changes; third, participation creates greater clarity about a renewal, and clarity is needed for implementation; and fourth, participation facilitate the successful implementation; the subordinates will tend to oppose reformation, if initiatives on the implementation of the policy comes individualy from their superior officials.

Other experts' point of views, that absolute implementation policy consists of three (3) main elements that are related to each other as a system. According to Abdullah (1988), the three main elements include: "1) implementing elements (implementor); 2) the program will be implemented; 3) the target groups". At the government level, the parties especially obligated to implement public policies are administrative units or units of the bureaucracy (Ripley & Franklin, 1986). The government bureaucracy undertaken as the responsible party for the implementation of policies in the hierarchical position is authorized official personnel within the organizational structure. Authorized personnel regarding to Winarno (2007) can be measured from: First, the officials is taking responsible in recruitment and selection, assignment and correlation, promotion, and dismission. Secondly, officials shall control the budget at existing units, and have the authority to respond to policy achievement whether satisfactory or unsatisfactory, and have the authorityr to influence the behavior of subordinates. The responsibilities undertaken by government is responsbility in policy implementation programs that have been created and agreed in advance through public policy decisions. Tachjan (2008) states that: "The essence of the policy implementation is implementing the programs". Grindle (1980) supports that: *"Implementation is that set of activities directed toward putting a program into effect".* Various operational programs are to be understood by the implementor / executor on programs related to various aspects of the contents, purposes/goals of the programs, allocating budget and the accuracy of the designation, methods and procedures work properly, and the clarity standards for guidance in the policy implementation.

Policy Implementation Models: Some experts have different views on the success of policy implementation when applied in reality. it means that there are some experts state that the implementation of the policy can be successful if it is mutually supported by reinforcement factors as an interconnected system, and on the other hand, some experts suggest as variables. Various views and sugestions related are logical because it depends on the context in which policy experts. In reviewing various factors or variables affecting the implementation of the policy, the writer shall present several models of policy implementation as following:

First, Edwards III Model: Edwards III (1980) argues that in reviewing policy implementation, first need to be asked the following questions: "What are the preconditions for successful policy implementation? What are the primary obstacles to successful policy implementation?" It means what a prerequisite for the successful policy implementation? What are the main obstacles to successful policy implementation? Edwards tries to answer two important questions by outlining four crucial factors or variables in policy implementation. These factors are: communication, resources, dispositions or attitudes, and bureaucratic structure (Edwards III, 1980). These factors influence the policy implementation and work simultaneously, and interact one another to help and hinder the policy implementation. It can be shown on Fig.1 of how the relationship between the factors influencing each other, either directly or indirectly to the policy implementation, it can be described as follows:

Figure 1: Policy Implementation (Edwards III, 1980)



From Fig. 1, it shows that factors of communication, resources, attitudal implementor, and the bureaucratic structure may directly affect the implementation of policy. Furthermore, these factors indirectly influence the implementation of policy through the impact of each factor. In other words, each factors interferencely affecting, then simultaneouly influence the policy implementation. Second, Van Meter and Van Horn Model: Meter and Horn (1975) state that the performance of policy implementation is basically an assessment of achievement level of specific standards and targets set out in a policy. The model they developed known as A Model of the Policy Implementation Process. This model explains that the policy performance is influenced by several interrelated variables. Models offered include six variables that make up the association (linkage) between policy and performance. This model not only defines the relationships between independent variables and the dependent variables, but also describes the relationship between the independent variables. These variables as described by Tachjan (2008), include: standards and goals of policy, resources, implementing organizational characteristics, communication between associated organizations with implementation activity, the attitude of the implementor, social, economic and political.

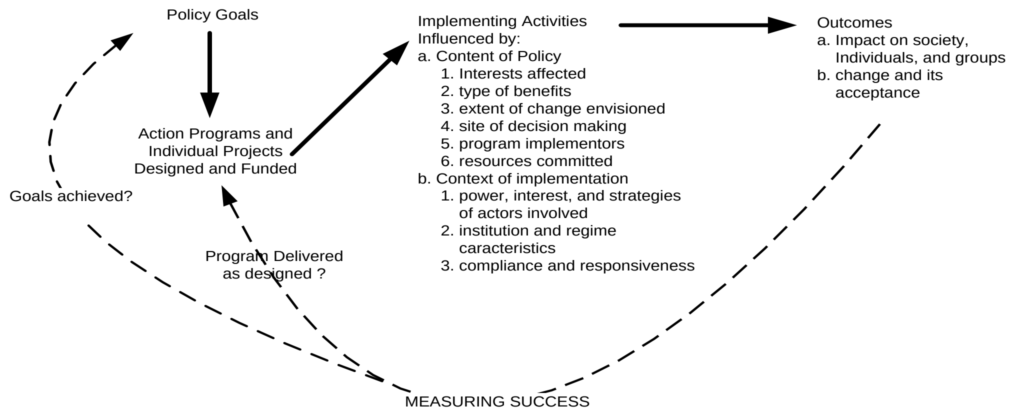
Determining indicators to measure the success of the policy implementation is crucial stages faced by the implementor in the field. Therefore, Meter and Horn suggest that before a policy is implemented, it needs to be predetermined written standards and goals of program, so that the implementor perform their activities refer to existing standards, and the work is done in line with the goals. Winarno (2007) more specifically interprets Meter and Horn's thoughts; particularly in organizational communication needs to be updated are the recruitment and selection, assignment and relocation, promotion and dismission. It means that the nature of organizational communications is firm, but walks in the corridor or following the existing rules and does not put aside the ambience of flexible communications, humorous and comfortable atmosphere are needed. Communication organization is often too tense, even heats up between officials and implementors caused by miss-interpretation between implementor of policies in implementation activity, such as lack of funds, among implementors do not work on target, and there may not be synchronization between the result of performance conditions in the field.

The policy Implementation cannot be separated with the characteristics of the implementation agencies which affecting the policy achievement. The characteristics of these agencies identified by the Meter and Horn as bureaucratic structure. The bureaucratic structure is generally characterized by rigidity in the workflow, too strict norms and patterns of relationships, applicable routines in the organization or institution that enables dynamic atmosphere is not created. The desirable tendency is less formal and less restricted circumstance and not by too rigid boundaries. Next variables are the economic conditions, social and political. To assess the performance of policy implementation needs to be considered is the extent of the external environment which contributes to the success of public policies. Inconducive social environment, economic, and political could be the culprit of the failure to the policy implementation performance.

Third, Grindle Model: Grindle Model (1980) is known as top-down approach. This approach is well known with: Implementation is A Political and Administrative Process. According to Grindle, variables affecting public policy implementation consist of two things: first, the question whether the implementation of the policy determined (designed) is in accordance with the action policy. Second, whether or not the policy goals are achieved. The criteria are viewed from two factors: 1) the impact or effect on the society as individuals or groups; 2) the level of changes and the acceptance level by public wheter individually or in group. Therefore Grindle (1980) comments on the implementation of the policy as follows: The implementation of the actual policy are not simply concerned with the mechanism of defining of political decisions into routine procedures through the channels of bureaucracy, but more than that, it is related to the conflicta, decisions, and who is getting what from a policy.

The framework suggested by Grindle (1980) on the implementation of policies, particularly in developing countries, is determined by the degree of implementability of the policy, namely Content of Policy (policy content) and Context of Implementation (context implementation). A description of the variables influencing each other in the policy implementation is described in the following illustration.

Figure 2: Implementation as a political and administrative process (Grindle, 1980)



Some models of the policy implementation described above basically have the advantage in according to the view of experts' suggestions to the model and the context in which the policy is implemented. There is no single variable considered perfect right or appropriate well in the policy implementation activity. The success of the policy implementation is determined by many factors, both related to the implemented policy, implementor of policy, and the environment in which this policy is implemented (target group). In this article, the writer shall propose and elaborate the Implementation of Law No. 25 of 2009 on Public Service in Palembang using Edwards III Model Approach. The main reason of adopting the Edwards III Model is that the four dimensions of the model can comprehensively explain the policy implementation.

The essence of Public Service: According to Article 1 act (1) of Law No. 25 In 2009, public service is an activity or series of activities to meet the needs of service in accordance with the laws for every citizen and people for getting goods, services, and / or administrative services provided by public service providers. The essence of public services according to Ibrahim (2008) are: (1) improving the quality and quantity/productivity; (2) performing the duties and functions of the agency (institution) of government/governance in public services; (3) encouraging all efforts to effectiveness and efficiency of the implementation systems and procedures, so that public services can be organized more efficiently and effectively; and (3) encouraging the growth of creativity, participation and the role of public in developing and improving social welfare.

3. Methodology

To define comprehensively and naturally on the implementation of public service policy in Palembang, the design of the research is a qualitative method with descriptive approach. To analysis the data descriptive method is used, and case study is used to find the facts in interpreting and describing the essence of some phenomena occured and then to explore and clarify the phenomena or social reality. The data used in this research are including facts and information regarding the implementation of Law No. 25 of 2009 which were obtained through interviews with informants and observation, and the information from informants related to the object of research problems and secondary data obtained from a variety of documents, archives, journals, scientific papers, statistical data, maps, and other organizational structures. Informants in this study are the people who are requested the information in accordance with the social status or position. The informant in this research field of public service officials (integrated service office), members of the local legislative commission III, and people who use services that are incident. The main instrument in this study is the writer himself as the researcher and supplemented additional instruments such as recorders, cameras, mobile phones, stationery such as pencils, pens, papers, books, markers, and many others.

4. Results and Discussion

Weaknesses and Opportunities: As described above, that the problems in a policy often have appeared on implementation, due to related parties (stakeholders) with that policy are very heterogeneous and complex dealing with a variety of community characteristics. Suppose that the number of people in an area is two million people, and then it means that there are two million people characteristics that must be accommodated in the implementation of existing policies. Various characteristics of the community, of course there will be an opportunity or a success factor in the policy implementation and along with that also there will be a factor of weakness. More or less, opportunities of success and weaknesses of implementation of policy are also greatly influenced by what, who, where, when, why and how this policy shall be implemented.

Regarding to relationship and connection with the policy implementation on public services using Edwards III Model approach in terms of the opportunities and weaknesses in Palembang, based on interviews, observation, and empirical data as well as the results of previous research, can be concluded a series of analyzes as follows: According to Edwards III, there are four factors affecting the policy implementation. These factors include: communication, resources, attitudes of implementors, and bureaucratic structures. Each factors influence the policy implementation through the impact of each factor. In other words, each of these factors interferently affecting, then simultaneouly influence the policy implementation. Furthermore, each of these factors or variables influences each other, either directly or indirectly to the implementation of the policy, described as follows.

Communication Factor: Clarity of standard and purpose of the policy is necessary to be designed appropriately with the implementors. The consistency of standards and goals need to be communicated so that the implementors know the exact standard and purpose of the policy. Communication within the organization is a very complex and complicated process. A person can hold only for specific purposes, or redistribute it. In addition, different sources of information will also provide different interpretation. In order to have effective implementation, implemetors who are responsible for implementing a decision have to find out wheter or not they are capable of doing the duty. Actual implementation of the policy must be accepted by all personnel and must be clear and accurate about the aims and goals of policy. If the actors of policy makers have seen ambiguity in policy specifications, actually they do not understand what it actually means to be redirected. The policy implementors are confused for what they are supposed to do and if they have to do it so there will be no optimal outcomes achived. Insufficient communication to the implementors seriously affects the policy implementation.

Based on the research results from Hardiyansyah (2011), communication significantly affects the service quality on *Izin Mendirikan Bangunan* (IMB) (building permit) at the Department of City Planning, Palembang. The amount of influence on the quality of IMB service communication is determined by the dimensions of communicators, message, media, communicants, and effects. On the communications dimension, there are opportunities that can be exploited, namely the use of communication technology using online service. The internet facility in Palembang strongly supports these services, even some areas provide free hot-spot and wifi facilities for users. It means that if the communication technology is utilized properly and optimally, public services can be accesed easier, cheaper and faster. However, the policy implementation on Law No. 25/2009 still has many weaknesses, such as the information submitted is inaccurate, incomplete, inchoate and sometimes does not publish notice of public services and it is contrary to Article 15 (b) of Law 25/2009. There is still a habit of hiding information such as unclear and confusing rate/service charge and convoluted procedures, such as service for IMB, permit of business place, and the trade license and others.

Resources Factor: The resource components include the number of staff, the expertise of the executive, relevant and sufficient information to implement compliance policies and related resources in the implementation of the program, the authority which ensures the program can be redirected as expected, as well as supporting facilities which can be used to conduct program activity such as funding and infrastructures. The results of the research by Wawointana, et al (2016) state that public service in security and public order is not optimal due to the lack of Local Government role in the values of "*Mapalus*" (mutual cooperation) in policy formulation and implementation, and budget funding factor less transparent, and management of human resources is incompetence, and attitude of local governments less responsive.

Inadequate human resources (numbers and capabilities) resulting in the implementation of the program is not perfectly implemented because they can not supervise properly. When the number of staff in implementing policy is limited, then the thing to do is to increase the skill/ability of the executive in implementing the program. In addition, we need good human resources management in order to improve the program.

Based on resource factors, there are some opportunities that can be exploited for the successful implementation of the policy of Law No. 25/2009, including the personnel education backgroun who have bachelor's and master (72.54%) as well as supporting facilities are quite representative. However, some things can also be a weakness in the implementation of public service policy, such as staffing / personnel are still not in accordance with the disciplines and expertise, it is contrary to Article 14 (c) of Law 25/2009. Because the laws or regulations of the public service, both articles and acts are too many explanations, therefore, to explain all things related to the service policies takes a long time, so that the information is incomplete, unclear and inaccurate. The other weaknesses are related to the authority. Although the authority is in conformity with the job description and duty of each function, but still often be found vagueness of who does and to whom these matters should be reported as well as the use of facilities, equipment and infrastructure are not yet optimal.

Disposition Factor: There are two forms implementor attitudes towards the policy, namely: implementing awareness, and understanding in response to the program so that it can be accepted or rejected. The implementors may understand the purpose and goals of the program, but often fail in implementing certain programs because they refuse the goals in the program so they surreptitiously divert and avoid implementing the program. In addition, the support of the executive officers are needed to achieve the goals of the program. Support from the leadership greatly affects the implementation of the program to achieve the goals effectively and efficiently. The realization of this leadership support is contributing to priority policy, promoting implementor with those who support the program, observing local conditions, religion, ethnics, genders and other demographic characteristics. Besides that, the provision of sufficient funds is necessary to provide incentives for implementor of the program, in order they can totally support and work well in implementing the policies/ programs. On this factor, only a few weaknesses found, for example, the behavior of officers who are willing to be obedient for value money paid and the apparatus response in the service is still low, and the commitment of the leadership to improve the quality of service is still low. The incentives expected are still in material/value money, so the size of the incentives based on the nominal money will be received. In fact, incentives not only in form of money, it may be in the form of recognition of achievements, awards and supports. Awards and supports given to the implementor are still in minimum level, almost no appreciation and support regards to the achievements made by the implementor.

Bureaucratic Structure Factor: The structure of the bureaucracy in the policy implementation has an important role beside communication factor, resources, and behavior of the implementors. One of the most fundamental aspects in the structure of the bureaucracy is the Standard Operating Procedure (SOP). SOP gives directions to the executor or implementor in the use of time, implementation activity, including the actions of officials. SOP also gives opportunity to the implementor in an organization when mutations or transfering employee to another position. SOP gives a clear guidence for employees to implement new activities to whom and what the contents are demanded in his work. Edward III sugests variables or crucial factors that influence the implementation of policy and there are some important things to be noticed: first, variables or crucial factors to be standard to measure the product of a policy made by the government, whether national, regional or local level in an effort to increase the prosperity of society according their needs and their expectations. To meet the needs and expectations of the society is the responsibility of the government in the form of intervention in various policies. Second, in implementing a policy, ideally the government has prepared variety of possibilities/alternative actions in case something unexpected happens; The third, in the policy implementation, the characteristics of the target group needs to be taken into account, so that between the implementor and the target group are synergizing and finally the implementation of policies achieve the expected goals.

From bureaucratic structure factor point of view, there are some opportunities that can be exploited for the success of policy implementation of Law No. 25/2009. These opportunities include: The slogan "lean and mean" is expected to realize a lean organizational structure and would be easier to do service. While the weakness that still will be a problem is personnel/staff that entered the election campaign team, then they need to be accommodated in structural positions. It is necessary to make bureaucratic structures to be lean but not to be "*gemuk/tambun*" (increasing). because it makes service provided becomes slow, difficult, complicated, and even discriminatory. Duties and functions are clear, but still frequently much duplication among local government agencies related, so that service is not effective and the capacity of the team is also less optimal.

5. Conclusion and Recommendations

Based on the discussion and analysis above, it can be concluded that the implementation of Public Service policy in the Palembang still face many weaknesses, among others: (1) Often, the information submitted is inaccurate, incomplete, inchoate and do not publish notice of service to the public, habit of hiding information such as rates / service charges are unclear and confusing. The convoluted procedure; (2) Staffing/apparatus are still not in accordance with the disciplines and expertise, contrary to Article 14 (c) of Law 25/2009; (3) Although the authority is in conformity with the basic tasks and functions of each, but they often found vagueness of who does what and to whom should be reported; (4) The use of facilities, infrastructure is not optimal; (5) conducting an obedient apparatus provided depend on compensation, and apparatus response in the service is still low, and the commitment of the leadership in improving service quality is still low; (6) The incentives expected are material/value money, so large of the incentives depends on nominal money received. Actually incentives are not only money, but also may be recognition of achievements, awards and support; (7) Awards and the support given to the implementor is still very low (8) Since the number of personnel/staff who entered the election campaign team, then they need to be accommodated in structural positions. Bureaucratic structures do not become lean, but getting "gemuk/tambun" (increasing). As the result of service given is slow, difficult, complicated, and even discriminatory; and (9) The primary task and function well indeed clear, but still many duplication of duties and functions among related institutions or agencies, so that service work is not effective and the carrying capacity of the team is also less optimal. Some opportunities that can be exploited for successful implementation of public service policy in Palembang are: (1) Utilizing information technology with online services; (2) Education level of apparatus; (3) Adequate facilities and infrastructure; (4) With the slogan "lean and mean" is expected to realize a lean organizational structure and to be easier for provising qualified public service. Recommendations can be given the appropriate conclusions obtained by minimizing the weaknesses and exploit the opportunities that arise optimal.

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Seeking for Recovering Their Identity: The Melanesian-Papua Treading Returning Roadmap

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Abstract: The study describes 5 main areas, namely, (1)"Hidden Structure" that in the Social Meaning of Melanesian-Papua Cultural highlights Papuanistiecs and Melanesianology; (2) The Prestige and Power exposes the influence of the Big World Power to the problem of Papua; (3) Federalism in Indonesia reveal to the Melanesian-Papua in Land Papua as Special Specific Case versus unitary of The Republic of Indonesia; (4) Constitution vis-à-vis Constitution on constitutional philosophical correlation Indonesia constitution 1945 versus Papua constitution 1999; (5) Unilateral Declaration of Independence/UDI October 19, 2011, concerning Freedom-Melanesian Papuans in Land Papua as Nation and State. The background of this study is based on two main thoughts keys, namely: First, Meteray (2012: 268, 2013: 4) confirmed that, during the 17 years from 1945 to 1962, the process to Indonesian-sizing the Papuans are generally still in the stage of seeding while growth only in some areas of government and urban centres'. Awareness to be Indonesian-ness is yet to reach all areas of Papua. Meteray adding that the presence of Indonesian-sizing in past greatly influenced by the policies and the approach taken by both the Dutch and Indonesian government through the role of nationalists initiators of the period (2012: 264-267); Second; LIPI study in 2007 (Soewarsono, ed) are still questions to the Indonesian-sizing of the Papuans reinforce the view of Meteray stated that it is to Indonesian-sizing among the Papuans still weak (Meteray 2013: 1). Meteray concluded that, in fact, to understand the history of Papua will become a basic reference for the government seek and find out the right way and dignified in overcoming the issues of Papua, though on the other hand Aditjondro, 1999 clamming, the Government and Important People of Indonesia has curled the history of Papua which by the Papuans wanting to be straightened out, He calls this act as: "The dark history of Papua in Indonesian Historiography". Thoughts of Meteray and Aditjondro strengthens the authors thought that the various problems occurred in Papua, especially the facts involves "M"/Merdeka (Freedom) Papua". Referring to the failure of Indonesian-sizing of the Papuans, it appears that it is not necessary regrettable because in fact, they are different. Precisely when indecision of the President of Indonesia to the case of Papua is safe step into alternative measures of the Melanesian-Papua people themselves must be hacked through, UDI October 19, 2011. This research focuses on the study of literature and interviews with the method of Descriptive Analysis and Method of Structure Linkage to assemble the Hidden Structure and Correlation Studies to reflect the relationships between aspects on the basis of Motivation Theory, Theory of Social Change and Theory of Balance and Theory of Realist and related by make use of Hidden Structure as Grand Theory. The formulation of the problem is (1). How to understand the present of Melanesian-Papuans in Land Papua? (2). Whether existing of Papua as "trust territory" of the UN is still attracting the winning of Prestige and Power of "the Big Power of the World" to be back to discusses at the UN of a future in accordance with Article 74 and Article 78 of the UN Charter? (3). Whether, Melanesia-Papua and Indonesian in Papua can together according to the federalist order of Melanesian-Papua? (4). How is the condition of social customs and traditions of Indonesia and Papua can be met?

Keyword: *Declaration, Peace Diplomacy, UN Recognition, Papua and Indonesia*

1. Introduction

The Studies "People of Melanesian-Papua who residing in the Tanah Papua, Keep Seeking for Recovering Their Identity, by Treading Returning Roadmap"[1] refers to the events of Unilateral Declaration of

[1] Tanah Papua is Malay word for Land of Papua which is West Half of Island New Guinea or Papua, used to be a Dutch colony in 1828 to 1949, which in 1949 to1962 became an Autonomous Region of the Kingdom of the Netherland in Overseas called the "Gouvernement van Nederlands Nieuw Guinea (The Government of Netherlands New Guinea)". In the penetration period of Indonesian administration 1963 to 1970 called Irian Barat (West Irian) and in 1970 to 2000 became Irian Jaya and then called Papua again according to Indonesian Law-Decree No. 21 Year 2001 on Special Autonomy for Papua Province which since 2003 divided into two provinces of Papua and West Papua. On the world map, located at 127 ° E to 141 ° E and 2 ° N to 10 ° S, all from West to East 1,300 km and width from North to South

Independence/UDI on October 19, 2011.[2] Based on this unilateral declaration then the main problem is: "Why are the Papuans Deciding to declare UDI?" The question is supported by holding two liaison questions of "hidden-structure" and assemblers correlation reflection (relationship), namely: 1). Why Indonesian-sizing of the Melanesian-Papua in Land Papua until today still questionable or even doubtful? 2). How is the real study on "Melanesian-Papua" in Land Papua? Based on the unilateral declaration meant that the main problem is: "Why are the Papuans decided to launch UDI?" The holding question is supported by two liaison questions "hidden-structure" and assemblers reflection of correlation (relationship), namely: 1). Is the Indonesian--sizing of the Papuan or Melanesian-Papuans in Land Papua until today still questionable or even doubtful? 2). How real is the study on "Melanesia-Papua" in Land Papua? Whether the existence of question or statement that seemed to still doubt of the Indonesian-sizing of Papuan people can be attributed to three extreme keys thoughts: *First*: The failure of the government of Indonesia receiving Papua become Indonesia, *Second*: as " Wise Advisor" to Indonesia and Papua, and the *Third* : Self Defence of Papua as not an Indonesia.

Some views on the issue of Papua expressed either by Benny Giay and Muridan concerning the central government's perspectives. "Talk to Indonesia is tantamount to boiling stones" (Giay, 2003), as well as affirmed by Muridan (in Meteray 2012) "The One, Arrogant" (that is Indonesia) and "The One, stiff-necked" (that is Papua). Thought of Giay and Muridan shows that how difficult to bring together the central government and the Papuans in solving the conflict in Papua. While the other group in this case the Papuans that put Indonesia on the wrong side, but this view is not necessarily true according to the authors. The mistake was, in fact on the side of the Papuans themselves as well. Namely, that in the past has been four times ignore the opportunities that exist. The first was the Papua National Committee formed by the *Nieuw Guinea Raad* (Papua Council) 1961 failed to form a government by rejecting the concept of State proposed by the Representative of Fakfak, Nicolas Tanggahma. The second was at the Act of 1969. The Papuans fear of risk rejecting foreign elements for the sake of saying "independence" and "itself nation, not to be part of anyone". Unless Eduard Hegemur, again of election district Fakfak outspoken with other tones. Third on February 26, 1999 when a team of 100 Papuan in the National Dialogue, should spoke out the demand of "Freedom and State Alone" but were encouraged to "go home and think back". The fourth was Second Papua National Congress from May 26 to June 3, 2000, the Papuan leaders failed to announce the Transitional Government by rejecting the concept on this proposed by the *Komite Independent Papua* (Papua Independent Committee)/KIP, although it was so possible.

While, according to Meteray (2014), the spirit of becomes Indonesia presently for this society of very diverse ethnic, cultural, religious, language, geography, education and the economy is not a mere pride and not something that is "easy". Djuyoto (2007) also stated that the condition is exacerbated by seriously intolerance and weak laws, and the sharing of resources uneven and which also triggers the tendency of separation for example the idealist of *Borneo Raya* (Great Borneo) or Dayak and the tendencies of Eastern Indonesia, where Indonesia is also directed to be a secular state of particular religion (Obama's Doctrine, The Atlantic April 2016). Thus, it does not mean the failure is regret that several efforts to make people of Papua as part of Indonesia have been failed. This phenomenon is very interesting and challenging. This can be seen in the study of Meteray (2013), which confirms that, to be the Indonesian of the Melanesian-Papuans among the "Indonesian-sizing" and "Papuan-sizing" is often questionable when "Papua fall in conflict." Referring the statement of LIPI (2007 in Soewarsono, ed.), stating that why it has been 62 years of Indonesian independence, nationalism of Indonesia in Papua began to be questioned again? A different understanding of the Indonesian government against the people of Papua and instead suggests that there is a difference in perspective. It is not mistaken when, attitude maintaining or Irian or Papua is not unreasonable because the Regional of NKRI according to the proclamation of August 17, 1945 (though not written), translated as there is no justification as a former colonial territory of Dutch. In a meeting of the Preparatory Committee for Indonesian Independence (PPKI) on August 18, 1945, stated that Indonesia inherited the Dutch East Indies includes Sumatra, Java, Kalimantan, Sulawesi, West Nusa Tenggara, East Nusa Tenggara, and Maluku. Papua

is 750 km or breadth of 420.540 km2 (162.371 sq mi) bordering the west by Maluku of Indonesia, north to the State of Palau (Micronesia), the east with the State of PNG, and in the south with the State of Australia.

[2] Basic Guide Line of The Federal State of Papua Barat 2012 and Profile of the Federal Republic of West Papua 2012.

at that time still part of Maluku province. Even Achmad Jamin in furthering the dreams and ambitions of hegemony of Sukarno said:
..... as translated by the author…."According to the understanding of geopolitics, Papua Island is a leap that most end of the Indonesian archipelago proceed towards the Pacific Ocean, and that leap means, the first leap which proceed towards the Pacific Ocean which leap to other power so to enhance the area which means the strong in the Republic of Indonesia...."
However, there had been transparent manner denials by Mr. Muhammad Hatta as said:
… (Ditto) ".......I have proposed a simple request only on the boundaries of Indonesia. At that time, I said, that just does not ask for more than the area of Indonesia which formerly ruled by the Dutch. If wholly given back to us by the Government of Dai Nippon, alone is happy. Previously alone I had raised my opinion about Malacca became independent states which themselves within the Greater East Asia. However, if wanting to unite the people of Malacca they with us alone do not forbid it. Only on Papua, I heard descriptions which somewhat worrying, because it may give the impression to the outside, as if the demands which began somewhat imperialistic. Yesterday, I just heard the theory that the Malacca and Papua asked whether to enter the homeland of Indonesia based on the strategy. I am not an expert of strategist, but relate to my only reading about international politics, just understand that the strategy does not stand alone, but depend on the political constellation in an international environment... (next)...Thus if this being forward, maybe we are not satisfied with Papua alone but Solomon still we asked for and so onwards until the middle of the Pacific Ocean" (BPUKI and PPKI, 1995: 138, 150-51).

The view of Mr. Hatta inspires the RTC of The Hague, then after the Sovereignty of the Nation of Indonesia and the RIS/*Republik Indonesia Serikat* (Republic of United States of Indonesia) was announced, the Dutch Government on December 27, 1949 was also set Papua with separate status in form of Autonomous called *Governments van Nederlands-Nieuw Guinea* (The Government of the Netherlands New Guinea) lasted since 1949 to 1970 (25 Year Development Plan) in the form of province lead by a *Governor* (Governor). This circumstance was proclaimed in the script called "*Proclamatie van Nieuw Guinea*" (The Proclamation of New Guinea) very and perfect memorable Mayor of New Guinea, J.P. van Echoud on the name of the Queen of the Netherlands. Papua in this specific together with The Netherlands Antillean (Suriname, Aruba, Bonaire and Curacao) tighten in the so called *Overzeesche Rijksdelen* (Empire regionalism in Overseas), being prepared for self-governing in a bond with the Kingdom of the Netherlands as do Australia and New Zealand to the United Kingdom. This policy is set in "*Bewindsregeling Nieuw Guinea*" (Governing Regulations of the New Guinea) 1949.[3] This privilege enabling the Melanesian-Papuans in Land Papua since 1949 to 1962 had fiscal affairs and its own currency, stamps and seals on itself, the line of its own economic policy, and even then had a national flag, anthem and emblem of its own country. In economic terms set by the Holding Company called Nijgemij has its headquarters in Hollandia and branch offices in Singapore, Amsterdam, Rotterdam, New York, Hamburg-West Germany, Canada, New Zealand and Australia. Papua own migration and immigration systems that regulate populations tend Metropolitan consists of all the nations of the world. Papua also has a system of Customs and Quarantine set in outgoing goods, services and people and had a Local Company Aircraft "Kroonduif" subsidiary of Royal Dutch Airlines/KLM, ships coast between cities and continents the Kumamba Shipping Lines subsidiary of the Royal Dutch Shipping Lines/KPM. Moreover, before reaching ten years has established one provincial capital city, 6 section cities, a dozen of cities of district and sub-districts.

West Irian then did one province formally as part of the Republic of Indonesia in 1969, according PEPERA (Law-Decree No. 12/1969) which its validity is still questionable and open to debate. As a result of the demands of the Papuans in Land Papua today to regain their sovereign rights through various actions that often there are different views on Indonesian nationalism among the Papuans. Meteray (2011) shows one of the comments came from former care taker (officials) of the governor of province of Papua, Syamsul Rival concerning the action of the people of Papua in Jayapura Papua (Bintang Papua, October 22, 2011, in Meteray 2011) stated:
(Ditto) "…Please gathered, issuing opinion, that is fine, but do not offend the NKRI, the struggle to deviate from the rules, let alone trying to establish a state within a state. If that happens it will be dealt with firmly….."

[3] Don A.L. Flassy, Martin Tuhuleruw, idem, 90.

Meteray (2011) also highlight Member of The First Commission of the House of Representatives of Indonesia, Helmy Fauzi connection with the Third Papuan People's Congress on October 19, 2011 in Abepura, Jayapura, as said:
(Ditto) "….. How the hell it is, can not prosper the people of Papua. Why they are still poor. It must be examined comprehensively. According to this Coordinator Minister of Politics, Legal and Security also need to clarify whether the right information is growing that BIN already knew there is another plan behind the event. If indeed know and not be prevented can be considered neglecting. That is omission. If early warning has been given, there must be early prevention, would so."
"….I worries, whether the seeds of dissent, actually thrives in the public schools there."
"….This if for example there are new layers of the resistance movement, these signs of danger. This means dissident against red and white there is done by a new generation that lives and grows in the public schools. This is no problem what, this is what we should learn. It should be anticipated lest there are new layers that develop as an expression of dissatisfaction over what happened in Papua. There should be an alarm call, that there is a problem in Papua)"(Bintang Papua, 22-10- 2011).

Additionally, Meteray (2012) also mentioned a statement by a Professor of the Institute of Public Administration, Prof. Dr. Ngadisah, MA on June 28th 2012 that questioned the funds that so magnify in Papua:
(Ditto)"…. there are a number of amazements[4] to Papua, which is why in Papua always conflict development as the presence of Freeport, why so many funds that flowed to Papua but poor people still continue (35%)?, why of the many government programs but the community there continually conflicts ?. "It is there only lamentation and misery that never ends. And we hope Papua live peace with other tribes outside Papua….."

Even a dame of Theatre Artist origin from Batak, Lena Simanjuntak in her thin book (80 pages) entitled *Kidung Danau Toba dan Danau Sentani/Song of the Lake Toba and the Lake Sentani* (2014: 6, 7) mediate frankly but satire:
(Ditto) ….."Hmm ….., the Papuans, are sleeping on gold. But why are poor?" …., Then, …. "This joke is actually is my struggle even my lament toward the Papuan. Why is "the little heaven down to earth" as said by Franki Sailatua in his song of Land Papua, filled with violence, HIV/Aids, liquor, dropouts, abandoned children, narcotics, and others? The more I try to live and explore the life, either by eye or hanging out with family or friends of the women who joined the theatre, read the news or books to understand the life and the environment of thee fellows in Papua, the more difficult for me to say, "The issue in Papua is not my problem. I am a Batak. Does not concern me take care of the Papuans ". My conscience continues to be pursued by the feelings, "I have to care about the Papuan!".

Various statements mentioned above it reflects how the response of the elites and the professionals at the central and local level to the problem to the Indonesian-sizing of the Papuans as essence. The author was so impressed with the statement by Lena Simanjuntak, that, indeed concerned, but what can we do. Sympathy is not enough; it is not a common problem, especially "by the Batak" or by anyone else, because it is up also to the Papuans themselves. In Land Papua, the awareness to the Indonesian-ness arises when awareness to Papua's already blossomed and grew slowly through a long process (Meteray: 2012) but also totally different interests. Studies of Meteray not only find consciousness to Papua's in Land Papua is stronger than to the Indonesian-ness at the end of 1962, but also according to the author of the statement by Meteray prove the existence of all Indonesian-sizing in Land Papua is a process of *band going* (hard balance) or *band wagon* (being in the wagon without direction) is strongly influenced by the act, the nature and the behaviour and performance of Indonesian people who first came to Papua (acknowledging *Acub Zaenal: I love the Army*, 1998):
(Ditto) "….how the Indonesian people including myself as the former Commander and the Governor should be ashamed to people of Irian because had been completely razed the luxury goods the Dutch heritage the Irian people, because stuffs that like does not exist in Indonesia…………..)"

It is fitting to what was disclosed by Meteray (2013) that the process to Indonesian-sizing the Papuans for 17 years (1945-1962) has not been completed even still in the stage of seeding, has not grown especially when

[4] Relate statements concerning the same complaints as also stated by Minister of Defence of Cabinet Jokowi, Gen. (ret) Ryasrasyid Ryascudu at a meeting with the KIP delegation on behalf of the NFRPB 10 April 2015 in Jakarta.

linked to the seeding process are not evenly distributed throughout Papua. Most communities in Papua, especially in *Centraale Bergland* (Central Highlands) have not touched the seeds to the Indonesian-sizing but the approach is being used more in military approach so that it can be said as a means inhumane. During this time various views and approaches to resolve the conflict in Papua actually cause problems. Thus, it can be said that the people of Papua experiencing the Crisis of Indonesian Nationalism. Meteray (2013) in her study showed some view of the role of conflict in Papua. In this regard needs to be mentioned that during this time, indeed almost every conflict that continues to occur in Papua is often associated with the problem of nationalism of Indonesia in Papua. What else is triggered by bitter experience "*in-memoria-passionist*" and also the fact of world development in terms of independence of the fellow Melanesians in the South Pacific? We remember Soedjarwo Tjondronegoro, Chief Representative of Indonesia Contingent to UNTEA-UN in Papua (the first alumni DR. HC of UNCEN) after the Victory of PEPERA 1969, wrote:[5]
(Ditto) ....”(Excerpt secret report of Soedjarwo Tjondronegoro to Foreign Minister Adam Malik to President Soeharto, sounds: We only wins the Act but we did not win the future of land Irian. If other areas in Melanesia receive its freedom certainly affect and help the power of nationalism independence which has been rooted in the community of Irian if the government does not immediately help the young ages of Irian).

This is the real entrance, even without all of the above though, or even as a trigger for Papuans to hate, curse oneself and others, even eager to get out of their present towards a happy futurity. And thankfully not to place the words of former Minister of Information that day, Ali Murtopo quipped:
(Ditto) .....“Whether, if the Papuans wanting independence? Ask the United States to provide a place in the moon[6].....!”

It is really an insult, but also to be a challenge at a time when even its time: "Papuans did not need to ask the United States to be able to place in the moon, as since October 19, 2011 has announced UDI Papuans and the Government of NFRPB", after the Coalition Leaders of Merdeka Papua Straight attended US Congressional Hearing on October 28, 2010 in Washington DC, lived through the process, in any way change. View as above, shows that the fundamental issues in Papua is the “M”/Merdeka (Free) Papua" is the demand that has led to the "human rights violations" resulting in "the development of well-being impeded" and then, there was "impoverishment" and "neglect" and "marginalization" as a series of dominoes. These are the parts that have to be understood rather than ignored. The problem of "M-Papua" is the *inner structure* or *hidden-structure* (underlying structure) of the conflicts in Papua since 1962 and continues until now remain up-to-date as well. Thus, the term of *Rectification of History and Dialogue* is a subtle language that relates to the meaning to Javanese expression that is not easily to communicate. There is no other way, then when indecision of the President of Indonesia to the case of Papua, it is the right and safe step for the people of Papua decided to hold UDI October 19, 2011.

For connecting the second question, namely how to actually study on "Papua-Melanesia" in Papua was basically concerns the existence of the Papuans. I.e. in this case the Melanesian term derived from the Greek μέλας /melan/= black, νῆσος /nesos/ = island.[7] that is an archipelago that extends from the Pacific Ocean to the *Insulander* (Archipelago)[8] of South-western Indian Ocean, North and Northeast Australia. The term was first used by Jules Dumont d'Urville in 1832 to refer to an ethnic inhabited islands and islands clusters or in physical stature is different from Polynesia (= cluster of large islands) and Micronesia (= cluster of small islands) is also different with Insulander (Southeast Asia namely the Malay Peninsula, Indonesia, the Philippines and Formosa).[9] For today's understanding, the racial classification of d'Urville is any longer considered appropriate true, because the scope is broad which should also include cultural diversity,

5 Mozes Weror in MUBES-Papua February 2000.

6 Just at PEPERA began in August 1969, the United States landed Apollo 11on the Moon.

7 It is, according to the Department of Southeast Asia and Oceania Faculty of Letters, State University of Leiden, commencing in Field of Anthropological Study/FoS Oceania consisting Melanesia, Polynesia and Micronesia. See akso Osborne Robin, 1984, *Indonesia’s Secret War: The Guirella Struggle in Irian Jaya*: 1-2.

8 The term Insulander (mainland/island interspersed with water/sea or vice versa) is used instead of or Indonesian archipelago, as FoS also covers almost the whole of Southeast Asia in this respect the Malay Peninsula, Indonesia, the Philippines and Formosa (Taiwan).

9 Paul Sillitoe, 1998, *Introduction to the Anthropology of Melanesia*, Cambridge, University Press.

linguistic, and genetic identified as Melanesia that includes shades of biological diversity contained in it, because it is also used to naming geographical and covers other interests.

On the other hand the name or term of Melanesia is important for the countries of Fiji, Papua New Guinea, Solomon Islands, Vanuatu, and Kanaki or New Caledonia (which are dependency of France and the UK) use this term to describe themselves because it reflects the colonial history and similarity of regionalism. Concerning Identity of Melanesian-Papuans in the western part of the island of New Guinea, or more often called Land Papua, the racial "Melanesia" is so strongly voiced and often compounded into Papua-Melanesia to provide affirmation or emotional effects, among others, as set forth in RI Law No. 21 Year 2001 on Special Autonomy for Papua Province.[10] In addition, belonging to the Melanesian race is also in East Timor, Nusa Tenggara and Maluku and even negro-id in Southern Philippines and the Malay Peninsula (Malaysia).[11] However, the use of the term Melanesian is sensitive as that term is used in Land Papua, especially among the movement of "Free Papua" who try to see themselves from a different side to the other nation or group of people who are not Papua and thus Non-Papua-Melanesia.[12] In this case the name or the term "Papua" as well as the name or the term "Melanesia" has evolved considerably from the initial emotional by the European, Malays, Chinese, Arabic and others. Four countries (nations) leading namely Vanuatu, Fiji, the Solomon Islands and Papua New Guinea had formed the Melanesian Spearhead Group/MSG as well as members of the Pacific Island Forum/ PIF in the interests of political and economic development of regional and international globally, of whom once fought for the "independent" of East Timor and Tahiti (Polynesia) which is also now fight for Kanak-New Caledonia of France.[13]

The name "Papua" regardless of the past naming, understanding and emotional, is the name of the Nation in Papua Courant West, namely Papua, designated by The First Papua National Congress or Decision of Papua National Committee (KNP) formed by *Nieuw Guinea Raad* (Papua Council)/NGR, which at 19 October 1961 declared the Political Manifest in its set. "The Name of Our Nation is Papua, The Name of Our State is Papua Courant West", Our Nation Flag is “The Morning Star”, Our Nation Anthem is “Oh, My Land Papua”, then the Dutch government enacted this in *Gouvernementsblad* (Government Gazette) No. 1961/48, No. 1961/69, and No. 1961/70. Although disputed, the truth of history proves, the name "Papua" in *hierarchical action* can be *restored*, *recognized* (admittedly) and *restored again* by the Forth Indonesian President, KH Abdurahaman Wahid (Gus Dur) at the dawn of human civilization Third Millennia, on January 1, 2000, at the urging of the Papuan (lead by the Leader of Papua Theys Hio Eluay in 1 December 1999) which then ratified in RI-Law No. 21/2001.[14] The Human of Melanesian-Papuans in Land Papua certainly no different with the human communities in general, however, the difference is still there lies in the view of God and the Earth or

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[10]In the preamble considering point e pg. l2 written.... that the native of Papua Province is one of the Melanesian race group that is part of the tribes of Indonesia, which has a variety of culture, history, customs, and language itself.

[11]A.L. Kroeber in Renny Masmada (2009; masmada@ymail.com), (http://rennymasmada .wordpress. com). In addition, from observation and empirical data, the pattern or the Melanesian race also found in Ponjong-Wonosari Yogyakarta adjacent to the Cave Cangkaring found the skeleton of homo sapiens-erectus entropies Soloensus in Solo, Central Java. This data is associated with private consultations in Jakarta in 2001 with Prince Himat Tomet, the husband of Queen Atut Chosiyah of Banten, that the beginning of the Kingdom Tarumanagara in estuaries of Citarum well received by the natives who were black curly allow King Tarumanagara First, Purnawarman 358 AD settled in the estuary of this river. The original inhabitants were later pushed inland and continues eastward with the arrival of a new system of the Mekong river which originally came from Siberia Snow Field. This data can conformed with that of Sutan Takdir Ali Syahbana (Figure of Sastrawan Poejangga Baroe) in the 4th National Congress of Culture, Jakarta, 1991, with the writing and exposure titled “Sejarah Kebudayaan Indonesia Masuk Globalisasi Umat Manusia (History of Indonesian Cultural Sign to Globalization of Mankind)”, 267-285 with reference to the findings of nations scientists Von Eichstedt in his book, 1934, *Rassenkunde und Rassengeschichte* about physical changes of ape creatures was because there is no longer trees to hang from in Snow Field of Siberian lead free front foot off the ground straight into a human before entering Southeast Asia through the Mekong valley.

[12]The empirical of the author in PNG 1999 and Vanuatu in 2000, the term of Melanesia was not immune from the movement of Timor Leste or East Timor and the Republic of South Maluku (RMS) even Moro Southern Philippines to attract the sympathy of the Pacific islands region..

[13]Even Vanuatu on Papua establishes a special law called the "Wantok-Bill" in 2010; the mission which is carried is Independence and Sovereignty of the whole Melanesian especially the Papua in West Papua. We are not yet perfect when there were Melanesian nation still colonized under the rule of Colonialism and Imperialism.

[14] Flassy and Tuhuleruw, ed.2013, *Sejarah Pemerintahan Provinsi Papua*, LRP-PemProv Papua:84-86.

supernatural elements and natural elements. God of Papua-Melanesia is the *universe of the cosmos* (cosmic universality), though by no means known as single religion or mythology that unites the whole Melanesian. According to the concept of identity of Papua and Melanesia, the divinity of God is in the universe and human life. Human of Melanesia-Papua do lots in two dimensions (divine and earth) are balanced for a futurity *edenic* (paradise) or messianic holistic, universal and covers.[15] Thus there must be *action*, then the Re-Roadmap been hacked to understand the identity of which so long has been ignored.

2. Methodology

In fulfilment of the "identity" based on Abraham H. Maslow Motivation Theory (1943, 1954) which essentially revolves around the notion that humans have five levels (or hierarchy) requirements, namely (1) *physiological needs* such as: hunger, thirst, break and sex; (2) *safety needs* not in the physical sense alone, but also mentally, psychologically and intellectually; (3) *love needs* (need for affection); (4) *esteem needs*, reflected in the various status symbols; and (5) *self-actualization*, in terms of available opportunities to develop their potential to turn into a real capability in this embodiment of the "identity". Understanding of the human need for deepening the improvement or "correction" is felt not only appropriate, but also necessary because experience shows that the business of satisfying human needs take place simultaneously.

Figure 1: Triple Fold Logic of Melanesia Papua-Correlation of Triple Fold Logic by Axis

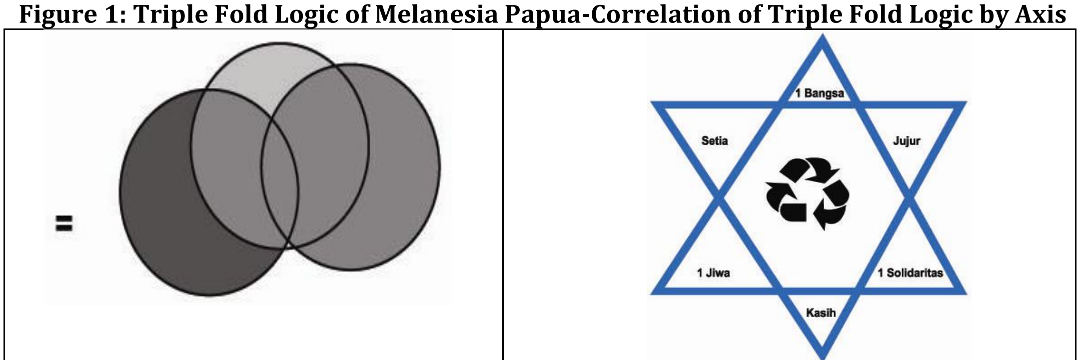
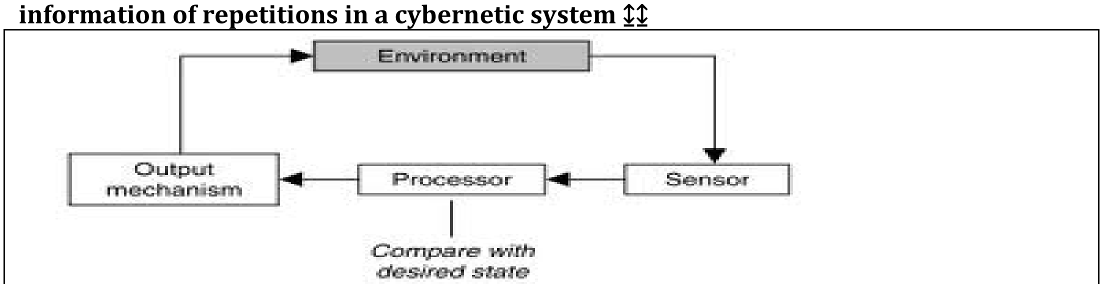


Figure 2: The main control of cybernetics balance of Parsons' hierarchical form of Feedback information of repetitions in a cybernetic system ↨↨



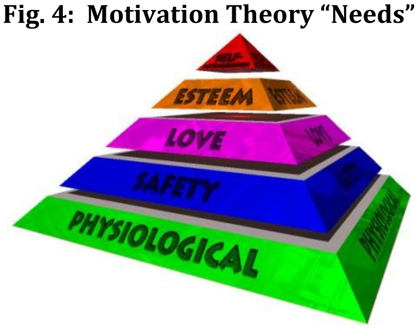
[15] Bernard Narokobi, 1986 "The Old and the New," in **Ethics and Development in Papua New Guinea**, ed. by Gernot Fugmann (Goroka: The Melanesian Institute), pp. 10-14, that individualism in Melanesia stands out because of the influence of Westerners.

Figure 3: Balance Simultaneity hierarchical principles of Pancasila to the outstations peak (of Star/divine)
▲▼

1st Deity		
2nd Humanity		
3rd Unity		
4th Populist		
5th Social justice		
or also		
2nd Humanity	**3rd** Unity	
↨ **1st**Deity ↨		
5th Social justice	**4th** Populist	

In connection with the "identity" of Papua or Melanesian-Papua consider theory of motivation or theory of hierarchical then that stands out is *cybernetics cyclical* (cycles of balance), as forwarded in Triple Fold Logic of Melanesian-Papua (1999), although still ensure materialized change of the focus (Triassic Brotherhood Logic of Melanesia: One Nation-One Soul-One Solidarity/Latin: *Unus Pupuli*, *Una Anima*, *Solo Solidarita* and Triassic Conscience Logic of Papua: Mercy-Allegiance-Honest/Latin: *Miserere*, *Fidelitatis*, *Rectus*) in the form of mosaics cylinder controlled by the shaft because it is not *cybernetics hierarchic* (rise balancing). In the sense of the One Nation - One Soul - One Solidarity and Mercy-Allegiance-Honest is not hierarchical or serial in number but is all the same no matter where the first or into the driveway simultaneity. In this connection, corrected by Parsons thought that social science should 1958 (1937): 582, 1975) placed in *epistemologies contexts* and *explanatory context system* (clarity consider the end, the goals and ideals when saw action. Discussion of Parsons (1935: 282-316, context system) to achieve the "*ultimate values* (core values)" and "*end*" in fulfilments of the "Self". Although according to Papuan or Melanesian, do not stop just there because only synergies pause of cycle rolling. Thus *ultimate values* (the values of the primary) in Melanesian-Papua in this case is to achieve "*dignity*, *self-esteem* and *identity*" it is possible to arrive at the stage of the so-called "*end*" but only be *open-ended* (pause and interlude) because it is a circulation cycle which *periodically* (gradually) and *continuously* (from time-to-time) constantly changing to suit the fulfilment *end* as social change both phenomenal and static.

Fig. 4: Motivation Theory "Needs" by Abraham H, Maslow ▲▼



-> actualization
↑
-> esteem
↑
-> love
↑
-> safety
↑
-> physiology

In connection with the *end,* the UDI of the Melanesian-Papua-October 19, 2011 from the standpoint of theory of Social Change is a process of evolution or revolution or both to become *evo-revolution* has the positive potential impact in the form change both from the people of Papua-Melanesia in Land Papua itself and the views of others. Changes planned or not, certainly can occur as a result of something new, in the form of tools, ideas, nuances, or feelings that formed an emotional mass of Papua is not only the original Papua (Melanesian-Papua) but anyone in Papua *jus soli*, *jus sanguineous* and *jus recognition* (land rights, blood rights, and recognition rights) as realistic consequence. As a German Cartens Fredrich Schoeder may adopt to be Cartens Fredrich Schoeder-Flassy by the Tehit of Tiwit Community in South Sorong District as well as a mixed Germany Indonesian, Margaretha Pangau-Adam-Flassy.

3. Results

Relating the title and questions raised in this paper, the subject will appear as:

The first subject is of the Papua as part of Melanesia which is the Socio-Cultural Studies in order of Papuanistics (focused on Linguistics) and Melanesianology (focused on Anthropology and universal of Melanesia), intended to show the root of the problem as the Melanesian Papuans in the sense that almost did not have a dependable roots in Indonesia. Papua and also Melanesia is a *proper name* (personal name) who could not interchangeable with other philosophies as a valid identity and nature. Whatever the purpose, should be studied Papuan is Melanesians who have philosophy, idealism, and ethnographic characteristics that are typical of the style is different from the others. In a sense, when going to talk about Papua is not possible orientation without Melanesia. Papuanistics study focuses on the study of the language being Melanesianology study focuses on Anthropological and Universal Melanesia studies (including philosophy, history, natural environment and various other unique features) would be a step that can be taken within the scope of service of Cenderawasih University in Papua which is part of Melanesia. In the western part of the island of Papua New Guinea or more often called Land Papua, the race of "Melanesia" so strongly echoed and often compounded emitted into Melanesian-Papua to provide affirmation or emotional effects, among others, as set forth in RI-Law No. 21 Year 2001 on Special Autonomy for Papua Province. Indeed belonging to the Melanesian race, it is also East Timor, East Nusa Tenggara, Maluku, even Moro in Southern Philippines and Peninsula of Malaysia. But not too sensitive as that term is used in Papua, especially among "freedom movement" who try to see themselves from a different side to that instead Papua or the non Papua-Melanesian. And it is increasingly broad horizon in 2015 precisely summit of MSG in June and summit of PIF in September to accommodate the issue of West Papua to be deliver to the UN. A 50-year development after more never appeared in international foray surface.

Second discussing on Prestige and Power of the "Great World Power'': Special Specific Case of Land Papua. This is about the existence of Indonesia triumphed over Papua is not merely a result of hegemony desire only to occupy and possess the nations surrounding it if not of the support of the so-called Prestige and Power of the "Great World Power'' which is here the United States of America. The end of act acknowledge as New York Agreement, Freeport pollution, and various obstacles on Papua's fate in the hands of the United States in this regard. And here, the Melanesian-Papua stacked. So, then the dignity shortcut steps to be compromised, not only blaming Indonesia and else for any act and harm suffered Papua-Melanesian. Moral seriousness which revealed the Melanesian-Papua to General Douglas Mc Arthur in completing the Occupied of Japanese troops have not even completed in any form and payment of war reparations losses corresponding obligations of the warring. Papua was left abandoned and ravaged, Mc Arthur instead liberate the Philippines. But then in very later, with the seriousness of US Congressional Hearing on 10 September 2010 that produces a response in the form of UDI Melanesian-Papua October 19, 2011 would be intercepted so as to end the "miserable road for Melanesian-Papuans in Land Papua. With the development in MSG and PIF would open new horizons as it attempts to recover the political status of West Papua. Likely to be greeted by Prestige and Power of the "Great World Power" in this case the United States in view of the mechanism in accordance with Article 73 and Article 78 of the UN Charter in order to organize the West Papua as a United Nations Trust Territory were still dormant. In addition by considering the Paragraph 1 of Article 33 of the UN Charter, in the position of a dispute of Papua has made various approaches to a peaceful solution but always failed even as e.g. The Delegation of KIP to the Minister of Defence on the way back from Jakarta, been placed under arrest for 18 days and the city jail had to be report to the Regional Police Headquarter so long until this article published (2 x 6 months). Because what is wants to understand and to get is the ROOT of CAUSE not the ROOT of PROBLEM-S to gain “way out”.

The third is the subject of Federalism in Indonesia: Special Specific Case of Melanesia-Papua in Land Papua versus the Unitary of NKRI. It is stated that the unitary nature of the state (unity) is contrary to the dignity of authenticity is not just for Papua-Melanesia but also the nature of federalism in Indonesia. Then the most appropriate measures to put an end to all conflicts and contradictions that could potentially shatter and devastated Indonesia would be most appropriate is a return to the spirit of RIS according to Decree of KMB (RTC) 1949. In various regions are trying to remove themselves from the unitary Indonesia to autonomy in an Indonesian federalism. Of course that the Islamic State Nangru Aceh Darussalam has gained the position of One Nation Two Systems together with Indonesia, Papua must also be recognized as other ethnic cited rebuttal Muhammad Hatta in PPKI and KMB presence in The Hague December 27, 1949.

The fourth subject is Constitution vis-à-vis Constitution: Indonesia 1945 versus Papua 1999, which gives an idea of the nature identity of Indonesia and of Melanesian-Papua characterized in the Constitution respectively. Due to the style and the picture, then Indonesia and Papua are the two things that have characteristics of each that should only be shared in bilateralism and not as sub-ordinate. The Indonesian Constitution 1945 was passed back by Sukarno in 1950 to nullify the decision of the RTC of Den Haag 1949 where the Constitution of Papua 1999 was passed as a product of the Third Papua National Congress in 2011 as a foundation for the Federated States of West Papua (NFRPB) despite nullified at the Second Papua National Congress of 2000 because the leaders were failed of announce the Transitional Government as the major reason of launching this political event. There was prefers of compromise to "rectification of history" and "autonomy" offered by Indonesia (receive these do not independence). Critics on the Constitution of Papua 1999 was by the researcher from Leiden Vollenhoven Institute (Institute of Legal Studies integral part of the University of Leiden) is also included here as a manuscript of *Oceania* 2012 edition.

The fifth subject is: Unilateral Declaration of Independence of Melanesian-Papuans in Land Papua, October 19, 2011. It is an act of Re-Roadmap Turning to the Papua Political Manifest, December 1, 1961. Tells about shortcuts steps taken by the Melanesian-Papua form of hacking to define the identity through international formula of "UDI" while the pace dialogue and demands negotiation experiencing deadlocked. It is not why, there used to be made first, then litigants as Kosovo has done and prove to Siberia, but it does not mean that Indonesia must undergo the same. In this discussion there are discourses, suggestions, for the good will soon is assembled in a variety of social action so that the recognition of Papua-Melanesian reflected not adversely affected to the integrity of the NKRI.

4. Conclusion

In connection with the above discussion, conclusions and suggestions can be submitted as follows:

Through the "Hidden Structure" within the meaning of the Social and Cultural of Melanesian-Papua is Studies of *Papuanistics* and *Melanesianology* can know the root problem of Papua as part of the Melanesians who have almost no roots in Indonesia in this case the Malay race. Papua and Melanesia are proper names (personal names) of the identity of the proper and natural. The study shows that the various problems in Papua are the impact of conflict incomplete handled and implementation approaches by the Indonesian government has not been able to prosper the people of Papua. What will be important for Papua in the whole problematic are the Root of Cause and not the Root of Problem-s. From understanding the "hidden-structure" which is "M/Merdeka (Freedom) Papua" is the Root of Cause where else are just Root of Problems. By the Hidden Structure Theory can help along with other theories such as Theory of Balance, Theory Motivation and Theory of Social Change and others including Realist Theory can provide provisions which steps will be right to take.

Suggestions: The patterns and pictures of life at the top of the Melanesian race, so, the Indonesian people who generally have the Malay race and Papua, which has the Melanesian race is two parts have respective characteristics so that should only be shared in bilateralism and not as sub-coordinated. In fact, the Government of Indonesia should be able to take over that role so does not invite more severe conditions for the population residing in Land Papua on this on going; precautionary measures should be designed together. Presumably there is a desire on the recognition of Indonesia on Papuan Independence and the Federated States of West Papua may part of the various policies implemented by the government of Indonesia has been, in a sense: The Indonesian government has been acting as a member of the United Nations in accordance with Article 73 and Article 78 of the UN Charter in managing West Papua as a United Nations Trust Territory to get its future.

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Tuberculosis in Jayapura: Human Security Threat in International Relations Perspective

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Abstract: The concept of human security defines the purpose of human to be free from poverty, free from terror and free from disease. This paper aims to provide an overview of the infectious disease, tuberculosis (TB), as one of the threats to human security in the city of Jayapura. The method used to assess this study is qualitative research method that describes and illustrates findings in the form of data and figures about the disease both by elaborating primary data collection through interviews with staffs and patients in government-funded health care as well as through secondary data libraries, books, journals and the Internet. The results from this study depict that from 2013 to 2015 the number of tuberculosis patients who reported themselves and get treatment and medication in Jayapura city through public health centres had both increased and decreased significantly. This is due to several reasons i.e. the presence of doctors in the health centres that handled the cases, the rise of patients' awareness on the treatments, the availability of drugs for TB patients in clinics and assistance facilitating by USAID in Papua under the auspice of WHO. In the perspective of international relations, the increasing spread of tuberculosis in Jayapura has become the serious threat to human security and this requires crucial intervention of multi-stakeholders including local government through its health department covering the issue of the availability of accessible health centres, doctors and drugs for tuberculosis treatment. This also includes the promotion and raising awareness for local community relating to TB testing and maintaining one's healthy environment.

Keywords: *Tuberculosis, Human Security, the city of Jayapura*

1. Introduction

The development of human security concept has been influenced by the emergence of variety of issues and actors in the world today. According to Shinoda, human security deals with two major aspects of freedom or security against the threat of chronic such as famine and repression as well as it also concerns to the protection of the suffering that arises in everyday life. In 1994, United Nations Development Programme (UNDP) in their report on Human Development describes that there are seven (7) categories of human security , i.e. Economic, food, health, environmental, personal, community and political security (UNDP, 1994, p.22). Health issue as one of the element in human security concept becomes the focus of the research. This relies on the data released by the WHO (World Health Organization) regarding to global emergency status in 1993 about the need to increasing vigilance among countries against lethal viruses attacking the nation/state as a result of globalization, including: HIV, AIDS, Zika, Ebola, Avian influenza, Mers, Tuberculosis (TB), and Malaria. It is fully recognized that viruses can be transmitted along with the migration of people from one place to another globally (WHO Report, 2007). One of the contagious diseases that become the focus of this study is Tuberculosis (TB); it was found on March 24, 1882 by a German, Roberth Koch, after finding pathogenic tuberculosis that attacks human's lungs. The disease is air-borne spread and therefore it spreads rapidly throughout the world. Asia and Africa are two most vulnerable continents where most patients with TB bacteria TBC found. In a year, WHO estimates that TB has killed more than 2 million lives. Its estimation states that between 2002 and 2020, approximately 1 billion people will be infected (WHO report, 2007). So, this is a serious threat to human security in the health sector. Furthermore, Indonesia is among the world's highest TB patients after India, China, South Africa and Nigeria as its TB-reported cases reached 1.569 cases/100.000 people in 2015 (Indonesian Ministry of Health report,2015).

The purpose of this research is to get an overview of TB as a threat to Human Security in the city of Jayapura as well as its prevention efforts that have been made by relevant parties in order to minimize and protect people against tuberculosis. Papua, the most eastern region of Indonesia, has several endemic diseases including Tuberculosis, malaria, AIDS, Leprosy and other contagious diseases. TB, eventually, plays its role as it is estimated that every year its cases nor have not decreased in numbers neither diminished, however, in the strategy if TB control globally, it assures that by 2050, the world will have been being free of TB (WHO report, 2007). Based on data published by Indonesian Ministry of Health relating to Case Detection Rate, in

2011, there were 302 cases / 100,000 people (Indonesian Ministry of Health report, 2015). In other words, there were 9,511 TB cases reported among 29 cities and/or districts in Papua Province. Jayapura City is one of 29 cities that shows the low cure rate (recovery rate) for it only ranged on 24% in 2010 (Indonesian Ministry of Health report, 2015). In 2013, it was suspected that there were 685 TB cases, as well as it increased to reach 1,569 cases. Meanwhile, in 2015 as the final year of Millennium Development Goals (MDGs), TB cases hit a peak to 1,601 cases (Jayapura City TB Report 2013-2015). This can be so due Papua's endemic state in health. Jayapura as the capital city of Papua Province has its endemic characteristics for contagious diseases. Regardless its noticeable maintained man-built environments, yet the maintenance for health problems caused by human-to-human transmitted disease in urban communities is inevitable disappeared. It is because the phenomenon of TB cases found in Jayapura is an iceberg-like, for it only shows the surface peak yet it has affected other aspects which are mostly unreported (Aleksius, 2014).

2. Literature Review

Fukuda-Parr (2003,p.167) in his paper, New Threats to Human Security in the Era of Globalization argues that in human security concept, the well-being and dignity of people are the crucial element. Moreover, this point of view concern to the 'downside risks' that can threaten the well-being of human, both affluent and poor rather than on the protection of national borders. He explains the spread of diseases like HIV/AIDS, Malaria or Tuberculosis has been a serious issue in the world today. For Instance, in the year 2000, World Health Organization reported that every year there are more than 300 million cases of malaria and 60 million people are infected with tuberculosis. Tuberculosis causes two million deaths each year, thus remaining, with HIV/AIDS, the leading infectious cause of adult mortality in the world. Without much more effective control, by 2020 nearly one billion people will be infected and 35 million will die from tuberculosis (Fukuda-Parr, 2003, p.176). According to UNDP in Human Development Report describes seven scopes of human security: First is *economic security*, related to basic income for individuals; secondly, *food security*, all people have access to basic food; third is *health security* means guaranteeing a minimum protection from diseases and unhealthy lifestyles; *environmental security*, protecting people form natural disaster in short and long term; Fifth is *personal security*: protecting people from violence; six is *community security*, means protecting people from the loss of traditional relationships and values, and from sectarian and ethnic violence; the last scope is *political security*, respects to basic human rights and freedom (UNDP,1994, p.22) .

3. Methodology

This research used qualitative method including collecting data, interview and data analyses. Collected data about TB patients and their treatment from several primary health care units/Puskesmas in Jayapura City and Jayapura Health Office report on TB in 2013 to 2015. This research also included USAID report in health services in Papua Province and data from Indonesian Ministry of Health. Further, through interviews, the researchers also gathered data about the awareness of patient with TB to get treatment. Then, data analyses used to know several factors that influence the success of TB treatment and obstacles in eradicating the spread of Tuberculosis in Jayapura (Barry et al., 1998).

4. Result and Discussion

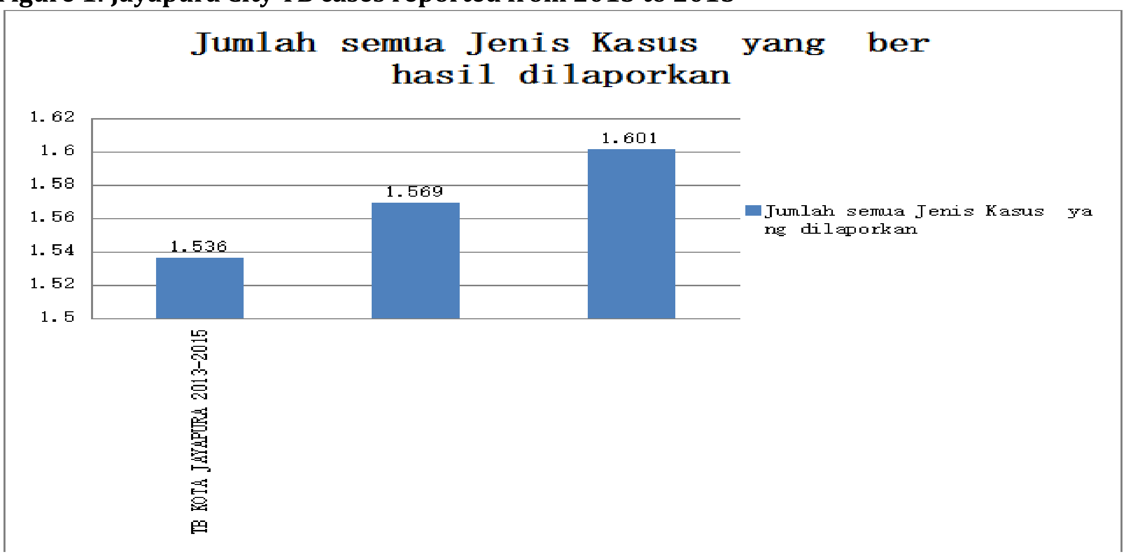
In Indonesia, public health services run by the government consists of five levels: Central, Provincial, District/municipality, sub-district and village. In each level, there are several types of health service facilities which elaborate the concept of primary health service. This has been done through primary public health centre (Puskesmas; for further reference, it is stated as PHC) as the basic main health service. This health service is supported by a bottom-up referral system to the upper facilities i.e. hospital in district level, or any other centres that provide secondary healthcare services. In Jayapura, there are several primary health care units and some of them are mentioned as follow :

- Public Health Centre/PHC North Jayapura;
- PHC IMBI;
- PHC Tanjung ria;
- PHC Hamadi;
- PHC Elli Uyo;

- PHC Kotaraja;
- PHC Abepura;
- PHC Waena;
- PHC Koya Barat;
- PHC Abepantai;
- PHC Skouw;
- PHC Yoka;
- Abepura Hospital;
- Dian Harapan Hospital;
- Muhammadiyah Health Center (MHC);
- Martin Indey Hospital;
- Navy Hospital;
- Provincial Hospital - Jayapura
- Wali Holle

Through its health services, the local government of Jayapura city is considered rather successful in collecting data about TB cases for each sub-district in its territory as well as in conducting regular case reporting. However, the results for TB treatments have not been achieved satisfactory as this can be seen in the bar chart below

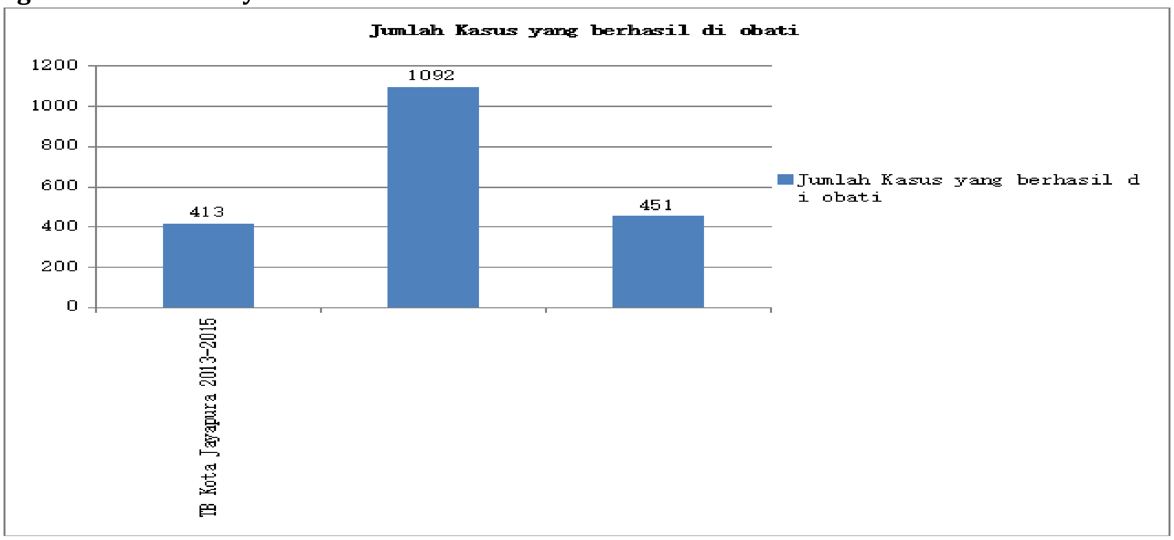
Figure 1: Jayapura City TB cases reported from 2013 to 2015



(Source: Primary Data published by Health Office of Jayapura city, TB-case Report 2013-2015)

We can see that Figure 1 depicts the number of all TB-reported cases in 2013-2015 in Jayapura which in its first year (2013), the patients contracted TB were 1,536 people. One year later, this increased to 1,569 with 33 new cases reported. Surprisingly, in 2015, there was a similar increase in number (32 new cases) as the previous year, for the cases reached 1,601. All these numbers in three years consecutively were taken from the patients who reported themselves and undergo medical examinations and have treatment in several PHCs/puskesmas in Jayapura city. This can also be resulted from the rising awareness of TB patients due to the accessible service facilities, for instance, assistance for patients and doctors as well as the availability of TB drugs. Apart from the finding TB cases, in terms of strategy of global prevention for Tuberculosis, one of indicators used is the improvement on DOTS (Directly Observed Treatment Shortcourse). Implementation and strenghthening its qualified expansion. In addition, there is an urgent need to improve case detection and cure rates through focused-patient approach. As a result, this might increase the rate of access for all patients especially the poor and vulnerable ones. On the other hand, Figure 2 shows a reverse finding of the indicator mentioned previously as we can see that the local government in Jayapura has not handled TB cases significantly (poor handling) on its treatment (David, 1999). It can be seen from the data shows as for three years mentioned in the chart, the numbers of treatment cases for TB patients remained low

Figure 2: Successfully-treated TB cases



(Source: Primary Data published by Health Office of Jayapura city, TB-case Report 2013-2015)

Based on figure 1.2, we can see that the numbers of TB cases that were successfully treated in Jayapura in three years (2013 – 2015). In 2013, there were 413 TB patients treated. Then one year later, the successful TB treatment rocketed to 1,092 which means that there were 679 new fully treated cases within two years. Nevertheless, this rate did not remain longer as in 2015, surprisingly, the number of successful treatment cases fell to 451 cases. The treatment success rate here refers to the number that indicates the percentage of new pulmonary TB patients having bacteriological-confirmed who completed the treatments either cured or complete whilst this was measured by comparing to those recorded new patients with similar cases. So, it can be stated that this figure is the sum of the fully-treated and cured cases. There are several factors that influence the success of TB treatment in Jayapura. They are discussed as follow:

Patient factors: There are three main factors: first, non-adherent patients in taking anti-TB drugs (OAT); second, patients who transferred to another PHC without reporting themselves to either the previous PHC or later (non-referral); third, resistant TB cases to OAT/drugs. These causes usually happen in Jayapura. Another finding also shows the worst scenario of potential transmission caused by half-treated TB patients. This is the reason for the first cause. The frequent cases show that some patients when they realized of TB symptoms accessed the nearest health centres. However, when the treatment has run well and their medical state gradually increased, they tend to stop the treatment. So, the non-adherent cases occured. This may lead to the worst scenario of drugs resistance where patients are not longer can be treated with the previous drugs but they can pose threats to other people. So, the risk of transmission will increase greatly (Luhulima, 2011).

Swallowing-Drugs watchdog factor (PMO): This is the case where the role of supervisor or watchdog is limited. This can be classified into two types: first, the absence of PMO at all; second, PMOs exist but they monitor the treatment less than expected. In this case, members of family and/or patients' inner circle play a crucial role in controlling TB patients in taking drugs regularly. If the role of supervising has not been done effectively until the complete healing, this may lead to the treatment failure and this may pose a threat to others in a greater rate.

Drugs factors: There are several causes in this factors; first, the supply of OAT (Anti TB) is disturbed so that TB patients delay their drugs intake and/or discontinue taking the medication; second, due to the poor storage, the quality of OAT declines. In general, TB drugs are provided for free and can be accessed in public health centres nationwide. Yet, there are several reasons defining patients' discontinuity of undergoing TB treatments. One of them is that public awareness in general in accessing TB drugs remains low. This can be caused by either patients' lifestyle and/or mindset, or less supportive environment which somehow all of these lead to high prevalences of this disease. This may eventually lead to greater rate of TB cases and somehow this may pose a threat to human existence. Based on several interviews in Health Office of Jayapura, there is a fact found that TB cases information can be collected through government-funded outreach activities and these cases can be treated. In fact, local government has annually funded TB control programs. Government has adopted WHO's international standard known as DOTS strategy; DOTS refers to Directly Observed Treatment Shortcourse. This strategy emphasizes on direct observation and short-term treatment in detecting and treating TB.

Apart from the most-advanced drug treatments, there are several obstacles found. First, patients' limited knowledge on TB issues. Some patients do not have the awareness of the ongoing dangers of TB pandemic. The frequent cases found are most patients initially postpone their medical visit to any nearest public health centres. Yet, when their TBs are rather severe, patients start to access medical services. This patients' behaviour may lead to less-effective treatment in taking TB drugs. Second, lack of commitment from TB patients during treatment. For TB patients, it is compulsory for them to undergo the treatment between six months to two years depending on the disease severity. However, in reality, there is a tendency of non-adherence for patients in following this treatment. So, there are several cases show the less-frequent drug taking among TB patients as well as the negligence. This may potentially affect to TB spread to others as these patients are still contracting the active TB.

Another obstacle revealed is unhealthy lifestyle, poor nutrition and unhealthy environment. These may act as the contributing factors in TB proliferation. So, for health promotion, government has conducted frequent direct promotions nationwide. This can be in various forms including TB campaigns through mass media and posters on display in public places. Eradicating TB disease may also encounter another delicate obstacle; new TB strain that is resistant for TB drugs in some patients. This can cause rapid growth spread especially when it is airborne transmitted. On the other hand, another hindrance is undetected TB spread due to iceberg phenomenon which one patient may transmit TB bacteria to 10 -15 people per annum. This might help to explain TB has not been eradicated yet. So, it needs the commitment and collaboration of multi-parties stakeholders in controlling this disease comprehensively.

5. Conclusion

Tuberculosis (TB) has become one of life-threatening human disease, and it is believed that this has killed more than thousands and even millions of people per annum. TB poses a threat to human security because it is a disease that is transmitted through the air. Its characteristics for having easily- grown bacteria is in unhealthy environment. In handling TB cases, it needs the awareness of TB patients as well as supports from Health Office – Jayapura in order to decrease the numbers of people contracting TB. The numbers of all types of tuberculosis cases were reported between 2013-2015 where in 2013 showed that patients in the city of Jayapura were to 1,536 people. In 2014, this increased to 1,569 types of cases. By 2015 the numbers of reported cases were 1601. We can see the increase numbers of TB patients who visited health centres in Jayapura for undergoing examinations and treatments. This may also caused by the improvement on health service facilities including assistance on patients and doctors as well as the drugs availability. There were several TB cases treated successfully in Jayapura in 2013- 2015. In 2013, there were 413 cases, whilst in 2014 there were 1, 092 cases. Yet, this rate declined in 2015 as there were 451 cases treated only. TB treatment success rate is the number that indicates the percentage of new patients having bacteriological confirmed pulmonary TB who completed treatment (either cured or complete treatment) among new TB patients. Thus, this figure is the sum of the numbers and figures of medicine complete cure. In the perspective of international relations, the increasing spread of tuberculosis in the city of Jayapura can pose a serious threat to human security that required serious treatment by stakeholders. This includes local government initiatives through the health department; by providing health centres, doctors and TB drugs. For public, it needs more promotion and raising awareness on the importance of TB testing and maintaining healthy environment.

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