

ABSTRACT

Hierarchical organization of the government bureaucracy is designated to perform duties to serve the public interest. characteristic inherent within the bureaucracy is a form of tiered organization, recruitment based on skills, and impersonal, but in Lamongan district bureaucracy is often used as a political tool from the chief executive of political institutions for the benefit of its constituents, so that it can be guessed then that the bureaucratic establishment is not be separated from political intervention which ultimately makes the bureaucracy is not neutral. Furthermore, what happens is the placement offices that can not be separated from a variety of executive leaders of political calculations with consideration of three aspects are: survival, effective government, and the creation of loyal political machine.

This study uses a qualitative method with a phenomenological approach. The unit of analysis is the Regional Personnel Agency, Baperjakat, and bureaucratic officials transferred. The data collection was done by using unstructured interviews, and review of written documents. The data collected were then analyzed qualitatively.

This study uses the theory of bureaucratic polity Karl D Jackson. This theory is called the state bureaucracy to the accumulation of power and rid society of the role of politics and government.

In this study, it was found that the process of post-bureaucratic elite recruitment Chief Electoral District in Lamongan at 2010, Politicization of the bureaucracy are colored by the party or party members and the bearers of candidates for regional head of the team's non-formal education success in the Election process. Politicization in the recruitment of officials in the District of Lamongan the structural cause some negative impacts include: Pattern coaching staff cannot be applied, the climate is not conducive working employees, unfair competition to gain structural position, the emergence of some certain civil servants who feel closer access to the Regents of the on other employees, the politicization of the conflict between actors due to differences in interests between them, the emergence of shadow corporation of judgment position which has a more dominant role of color arrangement in the structural position of the legal corporation of judgment position in Lamongan.

So it can be concluded that the mutation and promotion bureaucracy is no longer a tool to improve performance, but as a tool for political retribution or other political transactions. This will give birth ascriptive bureaucratic favoritism that characterized the relationship is very strong in the regional head/political officials and officials of the bureaucracy. Acting as an appointed official bureaucracy ended up just working for the interests of self and group, and ignoring its true role as a public servant.

Key Words: Bureaucratic Polity, Recruitment Bureaucracy, Politicization