

## ABSTRACT

### **A Model of Solution of the Conflict of Post Transference of the Central Officials to the Region in the Regional Autonomy Era (A Case Study at BKKB Surabaya City, Sidoarjo Regency and Ngawi Regency)**

The statement of the problem in this research are: (1). How are the human resource conflicts among the ex government officials of BKKBN as the impact of the transference and the merging of central officials into the region, seen from the psychological, sociological dimensions as well as the human resource productivity; (2). Which model can be developed in overcoming problems or conflict due to the merging of the vertical institute.

There are 5 (five) categories which were analyzed and which reflected the human resource aspect as the main agent in the BKKBN institute and as the realization of capacity building, and the aspect of institutional building. The findings are the following:

1. The level of unwillingness of the respondents to organization change was shown by the high percentage of disagree or do not know answers about the existing condition at BKKBN which was 73%.
2. The mental reaction or response of the human resource if there was an official transference of institute and the accompanying regulations. The majority of the respondents agreed which means that: (1). some of the respondents felt that they did not know and were not prepared with the integration plan; (2). The unpreparedness of the respondents was related to the new task and position in the new organization structure; (3). The feeling of jealousy of the regional officials towards the one from the central office. The central officials felt that they were more superior than the regional officials.
3. The transference of the central institute to the regional one would create a new culture because it was a new challenge which demanded new creativity to improve and adapt to everything. The organization culture here means the structural and functional organization changes, the arrangement of officials who have to adapt to the existing regulations with all the consequences (for instance merger rationalization or new situation which was much different and unexpected).
4. Both categories: agree and very much agree show that some respondents believed that the transference of the central institute to the regional one has a potential to raise human resource conflict if seen from work condition.
5. The transference of the central to the regional office automatically will bring about a greater member of government officials. This situation can generate conflict. The vertical conflict happened among those who have different ranks and positions, and those who have the same a horizontal conflict can be expected.

Conclusion: the decision of vertical institute integration certainly raises conflict; therefore integration must be based on organization need analysis, professionalism of human resources, procedure standardization, socialization and dynamic leadership style are expected to minimize conflict.

**Keywords** : human resource conflict, merger, integration, organization culture, official's response, work condition