



## Performance Analysis of Civil Cervant (ASN) Regional Disaster Management Agency (BPBD) Banda Aceh City (Study on the Implementation of Natural Disaster Management)

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### **Abstract**

Indonesia often experiences natural disasters, including in the city of Banda Aceh. Therefore, professional and propotional workers are needed. This research is important to do with the general objectives of knowing: "Performance Analysis of BPBD Civil Servants (ASN) in the Natural Disaster Management of Banda Aceh City". While the specific objectives are to find out: BPBD facilities in natural disaster management so far; ASN BPBD Qualifications in implementing natural disaster management; and Programs formulated and implemented by ASN BPBD in natural disaster management in Banda Aceh City. This study uses descriptive analytical methods with a qualitative approach to 10 (ten) subjects selected by purposive sampling. Data collection is done by observation, interview and documentary review. The data analysis technique was carried out in three ways, data display, reduction and conclusion. The results of the study stated that the analysis of the performance of the State civil servants in the Implementation of Natural Disaster Management was not yet professional and proportional, both seen from the BPBD Facility, ASN Qualifications and the program of activities that were formulated and implemented that were not so synchronous, so it did not significantly affect the welfare of victims. For this reason, the government needs to review the synchronization of policies in terms of adequate regulations, institutions, employees and programs and finances.

**Keywords:** *Countermeasures; Natural Disasters; BPBD State Civil Servant*

### **Introduction**

Natural disasters are disasters that are difficult to predict, and often come unexpectedly and many people are sometimes not prepared to accept them, because of that disaster is very detrimental to many people, both property and even physical and physical life can be lost. So to overcome it is needed in the community both small and large scale. In general the community knows and realizes that in 35 years Indonesia, natural disasters always occur evenly in almost all provinces, and have experienced many victims. Therefore, the Government of Indonesia states that disaster issues must be dealt with seriously

and comprehensively, involving all parties, both in the family, the general public, and also private and state agencies.

In the Regulation of the Head of the National Disaster Management Agency Number: 4 of 2008, it is stated that:

"Indonesia which consists of a group of islands has a very high potential for disasters and also varies greatly from the aspect of the type of disaster. These natural conditions and the diversity of population and culture in Indonesia create the risk of natural disasters, human-made disasters and complex emergencies, although on the other hand they are also rich in natural resources. In general the risks of natural disasters include disasters caused by geological factors (earthquakes, tsunamis and volcanic eruptions), disasters caused by hydrometeorology (floods, landslides, drought, hurricanes), disasters due to biological factors (human disease outbreaks, plant / livestock diseases, pests, pests plants) as well as technological failures (industrial accidents, transportation accidents, nuclear radiation, chemical pollution). Disasters caused by human activities are related to conflicts between people due to the struggle for limited resources, ideological, religious and political reasons. While complex emergencies are a combination of disaster situations in a conflict area. The complexity of the disaster problem requires a careful arrangement or planning in its response, so that it can be carried out in a directed and integrated manner. The countermeasures that have been carried out so far have not been based on systematic and planned steps, so that overlapping often occurs and even there are important measures that are not addressed".

According to the BNBP, since the earthquake and the tsunami that followed Aceh and its surroundings in 2004. Disaster is a very intense, comprehensive and multidimensional discussion in responding to various types of disasters, the frequency of which continues to increase every year, thoughts on mitigation, must also be understood and implemented by all parties, because disaster is the business of all parties. Periodically, Indonesia builds a national system of disaster management by creating a national system that includes several aspects, including: First, Legislation. In terms of legislation, the Government of Indonesia has passed Law Number 24 of 2007 concerning Disaster Management. Legal products under it include Government Regulations, Presidential Regulations, Regulations of the Head of the Agency, and regional regulations. (For more details see Legal Products); Second, Institutional.

From the Institutional side, it can be viewed from the formal and non-formal aspects. Formally, the National Disaster Management Agency (BNPB) is a focal point of government agencies at the central level and the Regional Disaster Management Agency (BPBD) is a focal point at the provincial and district / city levels. From the informal side, forums at both the national and local levels were formed to strengthen the implementation of disaster management in Indonesia. At the national level, a National Platform (Planas) was formed which consisted of elements of civil society, the business world, universities, the media and international institutions.

Third, Funding. At present disasters are not only local or national issues, but involve international. The international community supports the Government of Indonesia in building better disaster management. On the other hand, the concern and seriousness of the Government of Indonesia for the disaster problem is very high, this is evidenced by significant budgeting, especially for mainstreaming disaster risk reduction in development. This can be seen from several funding allocations related to disaster management in Indonesia, namely: DIPA Funds (APBN / APBD), Contingency Funds, On-call Funds, Grant Patterned Social Bantual Funds, Funds sourced from the community, and community support Funds international.

Fourth, the State Civil Apparatus (ASN). The government has also formed workers who act as implementers, and oversees the implementation of public governmental and national development tasks, through the implementation of professional public policies and services, free from political intervention, and free from corrupt practices, collusion, and nepotism.

But the question is, so good a system that is made both in terms of legislation, institutions and also funding, why until now has not been able to cope with disasters appropriately, properly and correctly, this can be seen from the progress of the year and can not provide comfort for the community, especially the victims. However, it is still often the wrong target and others, or it may also be true as stated by the President that often the policy or funding for supporters is greater than the core program, so the program achievements are not so significant.

It also raises big questions that require concrete answers, about the same disaster always occurring in the same area, whether this is the negligence of the government or the community, or indeed the system being built is good but the implementation is not yet, or the resources of the institution are incompetent.

When seen from the statements and questions above, it is necessary to do an "Analysis of the Performance of the Government BPN ASN in the Implementation of Natural Disaster Management", which in this article is an analysis carried out in Banda Aceh City. This study is necessary, bearing in mind that the city of Banda Aceh is one of the cities that can be said to be prone to natural disasters, besides that it is also the capital of the province of Aceh, which is demographically more populous than other Regencies or Cities in Aceh.

This analysis is carried out on three aspects that the authors consider to be very important, namely: First, related to BPBD facilities in natural disaster management so far; Second, the programs formulated and implemented by ASN BPBD in natural disaster management; Third, the qualification of ASN BPBD in the implementation of natural disaster management, in the city of Banda Aceh.

## ***Methodology***

Analysis of the three aspects of the above problem, carried out using descriptive analytical methods, with a qualitative approach. Data collection was carried out by observation, interviews, and documentation on subjects chosen by purposive sampling, with classification as follows: (1) ASN BPBD Banda Aceh City (head, secretary, head of district); (2) ASN Social Service Office (secretary); (3) District ASN (secretary); and (4) ASN Desa (kecik).

## ***Conceptual Study***

The study of concepts in this article has two aspects, namely: First, the conception of performance achievements; Second, the concept of disaster management.

### ***Conception of Performance Achievement***

First, Understanding Performance. According to Nur Khotimah Suri, (2015: 458) said that the word "performance" in Indonesian is a translation from English namely "performance" which means: (1) work performance, (2) appearance or performance. While the performance in the science of administration / management has the understanding as the level of achievement of results / completion of organizational goals (the degree of accomplishment).

Performance is a combination of ability, effort, and opportunity that can be assessed from the results of his work. The results of this combination can be seen in the form of outcome records in certain periods. Serdanayanti (2011: 260) states that, performance is a translation of performance, which means the performance results of an employee, a management process or an organization as a whole, where the results of the work must be measurable.

Moehariono in Abdullah (2014: 3) states performance is a picture of the level of achievement of the implementation of a program of activities, or policies in realizing the vision, mission, goals, objectives, of the organization, which is set forth through the strategic planning of an organization with established standards. Rivai in Muhammad Sandy (2015: 12) states, work performance or achievement is the result or level of success of a person, as a whole during a certain period, in carrying out the task, which is compared with various possibilities, such as work standards, targets or targets or criteria predetermined, and then agreed upon together.

Based on the above understanding, it can be concluded that, performance is the work performance of an employee, which has been tested in accordance with the work standards specified in a strategic plan, and within a certain time limit of an organization, with results that satisfy all parties. Second, Factors Influencing Performance Achievement.

According to Robert L. Mathis and John, H. Jakson in Nur Khatimah Suri (2015) states the factors that affect a person's performance, both as individuals and individuals who work as workers, there are five factors, namely: (1) their abilities, (2) motivation, (3) support received, (4) the existence of work done, and (5) their relationship with the organization. According to Keith Davis in Mangkunegara (2007: 13-14) states that, the factors that affect the achievement of performance are the ability (ability) and motivation factors (motivation). This can be stated as follows:

*Human Performance = Ability x Motivation*

*Motivation = Attitude x Situation*

*Ability = Knowledge x Skill*

Based on the above it can be explained, among others: (1) ability (ability). Psychologically this ability consists of potential ability (IQ) and reality ability (knowledge + skill). This means that leaders and employees who have an IQ above 110-120 or if IQ is one-sided, very superior, and gifted and genius with adequate education for the position, and skilled in doing their daily work, it will be easier to achieve maximum performance ; (2) motivation (motivation) is defined as an attitude (attitude) leaders and employees of the work situation in the organizational environment.

Those who are positive and pro to the work situation, will show high work motivation. And conversely those who are negative and counter to work and the situation will show low work motivation. The work situation in question is a work relationship, facilities, climate, leadership policies, work leadership patterns and working conditions.

Meanwhile, according to Armstrong & Baron in Sedanayanti (2011: 223) performance is influenced by five factors, namely: (1) personal factors: shown from the level of skill, competence owned, motivation and individual commitment; (2) Leadership factors: the quality of the guidance and support imposed by the manager and team leader is determined; (3) Team factors: shown the quality of support provided by co-workers; (4) System factors: demonstrated the existence of work systems and facilities provided by the organization; (5) Contextual / Situation Factors: indicated the high level of internal and external environmental pressure.

Third, Performance Indicators. According to Robbins (2006: 260) Indicators to measure employee performance individually, there are six aspects, namely: (1) quality. Employee work is measured by the perception of the quality of work produced, as well as the perfection of the task of the skills and abilities; (2) quantity. Represents the amount produced in terms such as: number of units, activity cycle completed; (3) timeliness. It is the level of activity that was completed at the beginning of the stated time, and is seen from the point of view of linking to the output and maximizing the time available for other activities; (4) effectiveness. Represents the level of use of organizational resources, (energy, money, technology, raw materials), which is maximized with the intention of increasing the output of each unit, in the use of resources; (5) independence. Is the level of an employee's ability to carry out his work functions; (6) work commitment. Is the level of work ability of employees who are serious, committed and responsible for the workplace.

### *The Concept of Disaster Management*

First, Understanding Disaster. BNPB (2007) defines disaster as an event or a series of events that threaten and disrupt people's lives and livelihoods, caused by both natural and non-natural and human factors, resulting in human casualties, environmental damage, property loss, and psychological impacts.

The International Strategy for Disaster Reduction in Nurjanah et al (2011) defines disaster as, an event caused by nature, or human activity that occurs suddenly, or slowly, causing loss of human life, property and environmental damage, events beyond the ability of the community with all its resources. Based on Law Number 24 of 2007 concerning disaster management, defining a disaster is an event or series of events that threaten and disrupt people's lives and livelihoods caused by nature, non-natural or human activity that cause injury, loss of life, loss of property, environmental damage, and also has an impact on human psychology.

Second, Conception of Natural Disasters. According to Purwanto, (2014) defines natural disasters as disasters caused by events or a series of events caused by nature, including earthquakes, tsunamis, volcanic eruptions, floods, droughts, hurricanes, and landslides. Non-natural disasters are disasters caused by non-natural events or series of events, including technological failures, modernization failures, epidemics, and disease outbreaks. Social disasters are disasters caused by events or series of events caused by humans, including social conflicts between groups or between communities, and terror. Therefore, disasters can be defined as natural disasters, non-natural disasters, and social disasters. While the types of natural disasters, namely: (1) volcanic eruptions, (2) tsunamis, (3) landslides, (4) floods, (5) flash floods, (6) droughts, (7) fires, (8) forest fires, (9) taupan winds, (10) tornadoes, (11) tidal waves, (12) abrasion.

Third, the concept and system of disaster management. Definition of disaster management systems. Jogiyanto (2005) states the system is a network of interrelated procedures, gathered together to carry out an activity or complete a certain goal. In the disaster management system, stipulates that: the Regional Disaster Management Agency (BPBD), is a non-departmental government agency, which carries out the task of disaster management in the region, both Province and Regency / City, based on the policies set by the National Coordinating Board (Sari, 2014).

Tasks owned by BPBD include: (1) Establishing guidelines and direction for disaster management efforts that include disaster prevention, emergency management, rehabilitation, and reconstruction in a fair and equitable manner; (2) Establish standardization and needs for disaster management based on laws and regulations; (3) Arranging, stipulating, and informing disaster prone maps; (4) Develop and establish permanent procedures for handling disasters; (5) Reporting the implementation of disaster management to the Regional Head once a month under normal conditions and

at any time in a state of disaster emergency; (6) Control the collection and distribution of money and goods; (7) Accountable for the use of the budget received from the Regional Revenue and Expenditure Budget; (8) Carrying out other obligations in accordance with statutory regulations; (9) Establishment of guidelines and direction for disaster management efforts as referred to in paragraph (1) letter a, in accordance with the policies of the Regional Government and the National Disaster Management Agency.

While the functions of the Provincial BPBD, namely: (1) Formulation and determination of disaster management and refugee management policies by acting quickly and precisely, effectively and efficiently; (2) Coordinating the implementation of disaster management activities in a planned, integrated and comprehensive manner, (3) Preparation of operational guidelines for disaster management; (4) Submission of information on disaster management activities to the public; (5) Use and accountability of donations / assistance; (6) Reporting on disaster management; (7) Implementation of other tasks given by the Governor (BNPB, 2011).

### ***Data and Discussion***

Based on the results of research conducted in the Banda Aceh BPBD, three aspects are analyzed, namely: (1) BPBD facilities available so far; (2) ASN BPBD Qualifications; and (3) Program activities that are formulated and implemented, in the Banda Aceh City BPBD Office in natural disaster management.

#### ***BPBD Facilities in Disaster Management***

From the findings of the research conducted, it can be stated that, the Banda Aceh BPBD Facility, seen from three categories, namely: office facilities, field facilities and (financial) facilities.

First, the Banda Aceh BPBD Office Facility, the research findings show that office facilities are inadequate or can be said to have not fulfilled operational procedures, because they still use used goods or utilize facilities as they are, not the results of planning as needed. This statement is based on the results of direct observation, the authors see many office facilities such as: tables, cupboards chairs, look very worn, there are still a lot of marks; from the interviews the authors conclude that many of the existing office facilities are from residential properties that are used as offices rather than planned procurement, and document review also does not show the results of purchases for BPBD Office needs. In addition, interviews with the head of the BPBD revealed that ownership of the office was also unclear, making it difficult to renovate it as needed.

Second, the Field Facilities for disaster management at the Banda Aceh BPBD Office, the findings of the study indicate that, by a minimum standard, disaster management facilities have met the requirements. This statement is based on documentation data from the BPBD Head Annual Report, 2018, namely: Field Facilities available at Banda Aceh BPBD, among others: First, Public Facilities and Infrastructure, which are classified into 10 (ten) aspects, such as: (a) EWS type early warning equipment has 3 (three) locations (in front of the Governor's Office, Lampuloe, and near the Lambung Bola field), and in good condition; (b) Disaster and Equipment Command Posts, such as: Emergency Operation Center, Logistics Warehouse, 4 (four) units of Inflatable Boat, 2 (two) units of Portable Boat, 5 (five) units of Boat Engine, 8 (eight) Boat Paddles, Rubber Boat Ropes 2 (two) rolls, 1 (one) unit Inflatable Boat Trolley, 12 (twelve) units Inflatable Boat Life Buoys, and 32 (thirty two two) Life Vest Jackets.

All are in good condition and stored in the Logistics Warehouse; (c) Vehicles such as: there are 3 (three) units of cars (trucks, Doble Cabin, and Pic Up), 2 (two) units of motorbikes, namely Trail, in good condition; (d) Map of Disaster Prone with types: Flood, Fire, Extreme Weather, Earthquake and Tsunami

there are 5 (five) units; (e) Refugee Evacuation Routes and Locations, such as evacuation routes in three locations: Ulee Kareng Mosque, Harapan Bangsa Stadium, and Murtala Hajj Hope Stadium ; (f) Public kitchen and logistics such as: Clothing 25 (two five) packages, Blankets 40 (forty) sheets, masks 150 (one hundred and fifty) sheets, School supplies 50 (fifty) packages, Supplies 20 meals, Recreational 15 packages , Kitchen equipment 5 (five) sets, Kids ware 10 (ten) packages, Family kids 10 (ten) packages, Family Health 10 packages. Second, Special Facilities and Infrastructure, among others: Media Center, Spokesperson, Field Hospital, Regional Transportation Equipment such as Trans Kutaraja there are 5 (five) operating from the Banda Aceh City Route, controllers of the Transportation Office, and the Location of Mass Graves in Ulee Lee , controller of the Banda Aceh City Government. For more details, see the table below.

**Table 1. Field Facilities for Natural Disaster Management in Banda Aceh BPBD, 2018**

No.	SAMPRAS NAME	TYPE	UNIT	CONDITIO N	INFORMATION	D II
<b>A. GENERAL SAMPRAH</b>						
1	Early warning equipment	Tsunami warning alarm (EWS)	3	Well	(1). In front of the Governor's Office. (2). Lampulo Market. (3). Near Lap.Bola hull	BPBA control and BMKG maintenance
2	Disaster Command and Equipment	1). PUSDALOPS. 2). Logistics warehouse. 3). Karaoke boat 4). Portable boat 5). Boat engine 6). rowing boat 7). Rubber boat rope 8). Rubber boat trolley 9). Inflatable boat floats 10). Life jacket / jacket	1 1 4 2 5 8 2 1 12 32	Well	Logistics Warehouse	
3	Vehicle	1. Car 2. Motorcycle	3 2	well	Truk, double cabin, pick up, trail	
4	disaster-prone map	floods, fires, extreme weather, earthquakes & tsunamis	5	There is		
5	Evacuation route and location of	evacuation route	3	there is	(1). Ule Kareng Mosque, (2). Stadium of the nation's hope	

	refugees				(3). Studion H. Dimurtala	
6	public kitchen and logistics	1). Clothing 2). Blankets 3). Mask 4). School supplies 5). Fittings 6). Recreational 7). Oerlt. Kitchen 8). Kids ware 9). Family kids 10). Family health	25 40 150 50 20 15 5 10 10 10	There is	Logistics warehouse	
7	Health posts and medical personnel and medicines	medical & paramedical team		there is	Regional General Hospital & Community Health Center	
8	Tent	pelento posts team family refugee roll it	5 2 3 30 3 10	Well	Logistics warehouse	
9	Clean Water & Sanitation Facility	Portable Water Treatment	1	Well	Logistics warehouse	
10	Temporary location for Refugees	1). Escape Building, 2). SGT, 3). Museums, 4). TDRMC building	1 1 1 1	Well	(1). Alue daeh Tangoh Village, (2). Deah Glumpang Village, (3). Lambung Village, (4). SGT Geuce Meunara (5). The Tsunami Museum (6). TDMRC	(1,2,3,4) Under the BPBD (5) Dispar Aceh, (6) Unsiyah
<b>B. SPECIAL SAPRAH</b>						
1	Media center					



2	Spokesman					
3	Field Hospital					
4	Regional Transportation Equipment	Trans Kuta Raja	5	Well	Banda Aceh City Route	Department of Transportation
5	Location of mass graves	Trans Kuta Raja	1	Well	Uleeleu	City Government of Banda Aceh

Source; Banda Aceh BPBD Annual Report 2018.

From the recapitulation data of the Head of the Banda Aceh BPBD Office in 2019 about the condition of Office Equipment, it can be seen in table 2 below:

Table 2. Recapitulation and conditions of BPBD Equipment Banda Aceh City in 2019

No	Description	Unit	Ket
1	Soil	1	(fixed logistics warehouse)
2	Logistics Warehouse	1	
3	Buildings and Buildings	4	The office has not been clear (rent), which has an escape building
4	Operational Car	5	3 units are the same as the BPD, the rest are still controlled by the fire
5	Two Wheeled Vehicles	4	2 units are the same as the BPD, while the rest is still controlled by the Damkar
6	Equipment and Machinery	5	Not yet clear handover with damkar
7	Office and Household Equipment	299	Not yet clear handover with damkar
8	Studio and Communication Tools	24	Unclear whereabouts
9	Electric and Telephone Installation	1	

Source: BPBD Office

Third, the Banda Aceh BPBD Funding Facility (Financial). From the findings of the study showed minimal allocation. This statement is based on the results of interviews and has documented the annual report of the head of the BPBD office, namely funding can only be obtained from the allocation of direct and indirect spending, the rest is not there.

#### *ASN Qualifications Banda Aceh City BPBD Office*

For disaster management that is professional and proportional, a reliable ASN is needed, both in terms of science, skills and quantity. From the findings of the research at the Banda Aceh BPBD Office, it can be stated in three categories, namely: First, judging from the ASN scientific qualifications, it is still

very diverse, not in accordance with the needs of occupational tasks, both Master (S2), Bachelor (S1) level, Diploma (D3) or Senior High School.

Second, in terms of ASN skills can be declared unskilled, this is evidenced from the conclusions of the results of the interviews of the authors, ASN who carry out disaster management must be trained first, meaning they are recruited not suitable qualifications and are ready to work, because according to the Head of BPBD, ASN BPBD a lot of results were transferred from other offices, such as the Fire Department (Damkar), the Social Service (Dinasos).

Third, in terms of quantity, according to the head of the BPBD Office, ASN BPBD Banda Aceh City, the quantity is still lacking in quantity, especially in special fields related to disaster, such as graduates of Masters and Bachelor of disaster, Psychologists, Counselors and Social Workers (Social Workers) other related. For more details, see the conditions of the Banda Aceh BPBD City ASN Office, table 3 below.

**Table 4.16 . Number of BPBD Employees by Educational Level & Scientific Qualifications.**

No	Level of education	Scientific Qualifications	Number of people
1	S 2	1. Masters in Management (3 people) 2. Masters in Health (1 person)	4
2	S 1	1. Social Bachelor (5 people) 2. Bachelor of Engineering (2 people) 3. Bachelor of Economics (2 people) 4. Bachelor of Public Health (2 people) 5. Bachelor of Education (1 person)	12
3	D III		3
4	SLTA		14
5	JSS		1
6	Elementary school		2
	<b>Total</b>		<b>36</b>

**Source: Banda Aceh BPBD**

The program is formulated and implemented in the Banda Aceh BPBD

From the findings of the research at the Banda Aceh BPBD Office, the activity program was formulated in three categories, namely the annual work plan (RPJT), the medium-term work plan (RPJM) and the long-term work plan (RPJP). Work programs that have been formulated and have been included in the Complete Activity Budget Draft (RAKL) have four categories, namely:

- (1) Office Administration Services, with funds in 2018 totaling Rp. 533,682,295 (fifty three million six hundred eighty eight thousand two hundred fifty thousand rupiahs);
- (2) apparatus facilities and infrastructure improvement program, as much as Rp. 450,345,900 (four hundred and fifty million three hundred forty five nine hundred thousand rupiah);
- (3) Apartment Discipline Program, as much as Rp. 41,950,000 (Forty-one million nine hundred and fifty thousand rupiah);

- (4) program Prevention Early Warning and Mitigation Victims of Disasters Natural Rp 470 655 871 (four hundred and seventy million six hundred and fifty five thousand eight hundred seventy-one rupiah) in total is Rp 1,496,634,066 (one billion four hundred and ninety-six million six hundred thirty six four thousand sixty six rupiah) and realized Rp. 1,372,186,617 (one billion three hundred and twenty two thousand four hundred fourty four thousand sixteen seventeen rupiah) around 91.68% and the remaining Rp 124,447,449 rupiah). For more details, see table 4 below.

**Table 3. Realization of the Banda Aceh City BPBD Budget in 2018**

No	Account Code	Description	2017 Annual Budget	Realization up to now	%	REST OF BUDGET
	<b>Account Code</b>					
<b>1</b>	1.13.01	<b>Office administration services</b>	<b>533,682,295</b>			
	1.13.01.02	communication services, natural resources and electricity	303,000,000	6,799,150	22.44%	23,500,850
	1.13.01.08	office cleaning services	9,099,595	9,077,500	99.76%	22,095
	1.13.01.10	supply of office stationery	20,560,250	20,560,250	100.00%	0
	1.13.01.11	supply of printed and procurement goods	4,942,250	4,942,250	100.00%	0
	1.13.01.12	provision of electrical installation / office building lighting components	6,968,200	5,968,200	100.00%	0
	1.13.01.17	food and beverage supply	198,332,000	198,332,000	100.00%	0
	1.13.01.18	Coordination meeting and consultation meeting outside the area	170,000,000	170,000,000	99.96%	67,583
	1.13.01.19	providing auction services / procurement of goods	3,600,000	3,600,000	100.00%	0
	1.13.01.20	Provision of office / administrative technical support services	90,880,000	90,790,000	99.90%	90,000
<b>2</b>	<b>1.13.02</b>	<b>apparatus improvement and infrastructure improvement program</b>	<b>450,345,900</b>			
	1.13.02.07	procurement of Office Building equipment	90,115,500	88,400.00	98.10%	17,155,000

	1.13.02.22	Routine maintenance / office building periodic	227,000,000	226,450,000	99.76%	550,000
	1.13.02.24	routine / regular maintenance of the Office / operational vehicle	1,132,304,000	72,289,600	54.26%	60,940,800
3	1.13.03	<b>apparatus discipline improvement program</b>	<b>41,950,000</b>			
	1.13.03.02	procurement of official clothing and equipment	41,950,000	400,200,000	95.40%	1,930,000
4	1.19.22	<b>Early Disaster Prevention and Management program for Natural Disaster Victims</b>	470,655,871			
	1.19.22.01	temporary shelter and evacuation of pendkk from threats / victims of natural disasters	130,755,871	129,738,250	99.22%	1,017,621
		logistics and medicines for morning residents in temporary shelters	339,900,000		98.03%	6,685,000
<b>TOTAL SHOPPING DIRECT</b>			<b>1,496,634,066</b>	<b>1,372,186,617</b>	<b>91.68%</b>	<b>124,447,449</b>
<b>TOTAL SHOPPING INDIRECT</b>			<b>3,672,307,040</b>	<b>3,578,760,735</b>	<b>67.45%</b>	<b>93,546,305</b>
<b>TOTAL SHOPPING INDIRECT</b>			<b>5,168,941,106</b>	<b>4,950,947,352</b>	<b>95.78%</b>	<b>218,011,754</b>

Source: Banda Aceh City BPBD Annual Report 2018

Even though the funds above are minimal, it still cannot be realized one hundred percent (all of them), because there is a post of funds that must be budgeted, but cannot be realized, such as for disaster rehabilitation. Because this post is closely related to disaster events, if there is a disaster, then the funds can be used, but if there is no disaster, the funds can also not be used for other posts such as socialization, workshops, TOT and others that have been planned.

### **Conclusion**

Based on the discussion above, the analysis of the performance of the Banda Aceh BPNB ASN, in the implementation of natural disaster management is very low, both from the professionalism of work, and proportional ASN, this statement is based on three research findings, namely: First, viewed from facilities that are still below standard minimal service, both office facilities, field and funding; Second,

judging from the qualifications of ASNs recruited and working for the implementation of natural disaster management, the scientific qualifications are not in accordance with competencies, the numbers are also not proportional, and many ASNs are transfer employees of the Fire Department and Social Service, which so far they only understand the disaster related to fires are not natural disasters, neither are social services, they are not reliable workers.

Based on the above conclusions, the authors recommend to the Regional Government (mayor of Banda Aceh) to review everything related to the BPBD office, both legislation, institutions, ASN resources and funding. Because the problem of disaster does not only belong to the BPBD, so only those who have to care and be responsible, but the problem of disaster is everyone's problem, so it must receive special attention, intention and planning, not " *cilet-cilet* ". Likewise with the Head of the BPBD Office, it must be even stronger trying to obtain funds through approaches with members of the DPRK, DPRA or other private institutions, both local and international, and also to all communities to continue to maintain cleanliness, care for the environment, and pray to God SWT, so that all disasters in Banda Aceh City do not happen again.

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