Evaluation of Unemployment Policy in Bonebolango Regency, Indonesia

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Abstract

Evaluation of unemployment policy is an assessment of the government's ability in its processes and programs to reduce the number of unemployed. The problem of unemployment is still a complicated problem to be addressed by both the central government and regional governments. The objectives of this research include: (1) To analyze the relevance and potential problems in society including Natural Resources (SDA), Human Resources (HR) and their problems; (2) To analyze the profile of policy makers by looking at educational background, employment, religion, place of residence and participation in political and social organizations; (3) To analyze policy formulation by examining the length of time a policy is made, the people involved and the ideas conveyed as well as the objectives in the policy formulation; (4) To analyze policy implementation by reviewing strategies, resource utilization, qualifications and competencies as well as monitoring systems for policy implementers; (5) To analyze policy results or output by examining the quality and quantity of benefits, efficiency and effectiveness of resources; (6) To analyze policy outcomes by examining the positive and negative impacts of achieving output. The research method used is a case study with a qualitative approach. Data collection techniques include in-depth interviews, FGDs with experts and practitioners. Results obtained: (1) The unemployment policy in Bone Bolango district has not been optimally implemented based on the policy evaluation stages including the relevance of potential and problems, profile of policy makers, policy formulation, policy implementation, policy results or output and policy outcomes. The implication of this research is that reconstructing the theoretical gap and empirical gap by integrating the "Quality Control" model at the unemployment policy implementation stage can ensure that the evaluation runs optimally, accurately and the results can be relied upon for use in decision making and improving unemployment policy in Bone Bolango Regency.

Keywords: *Policy Evaluation, Unemployment, Bone Bolango Regency*

Introduction

Governance is a framework that regulates how an organization or entity, including the government, is governed and run. Public policy evaluation is an important element in governance practices which is used to ensure that the policies taken by the government or public organizations are effective, efficient and in line with the desired objectives and contribute positively to public services and community welfare.

In the context of governance, public policy evaluation can help increase government accountability and transparency in decision making. It can also involve various

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stakeholders in the decision-making process, such as civil society, the private sector, and others, so that the resulting policies better reflect the needs and expectations of society.

Public policy evaluation is an activity that involves estimating or assessing policies that include substance, implementation and impact (Anderson, 1990). Another thing was expressed by Indiahono (2009) who defined that public policy evaluation is assessing the success/failure of policies based on predetermined indicators, namely process and outcome aspects. As a functional activity, public policy evaluation is not only carried out at the final stage but throughout the entire policy process carried out in order to find the causes of policy failure and whether the policy ended in the desired impact.

According to Jones (1991) Public policy evaluation is an assessment of the government's capabilities in its processes and programs. Dye in Parson (2008) said that public policy evaluation is an objective, systematic and empirical examination of the effects of public policies and programs on their targets in terms of the goals to be achieved. Meanwhile, according to Lester and Stewart in Agustino (2008), evaluation is aimed at seeing some of the failures of a policy and to find out whether the policy that has been formulated and implemented can produce the desired impact.

Furthermore, according to Winarno (2012), public policy evaluation is seen as an effort to determine the actual impact or consequences of policies on real life conditions. Meanwhile, Nugroho (2014) stated that public policy evaluation is usually aimed at assessing the extent to which public policy is accountable to its constituents, the extent to which goals are achieved. Evaluation is needed to see the gap between "expectations" and "reality". The main purpose of evaluation is not to blame, but to see how big the gap is between achievements and expectations of a public policy. The next task is how to reduce or close this gap.

In the public policy evaluation cycle, Edward A. Suchman stated six stages that need to be taken, including: 1) identifying the objectives of the program to be evaluated; 2) analysis of the problem; 3) description and standardization of activities; 4) measurement of the level of change that occurs; 5) determining whether the observed changes are a result of the activity and; 6) several indicators to determine the existence of an impact. All of these stages reflect the various needs of evaluators, whether driven by differences in interests, differences in background, differences in goals, differences in existence (government or targets), and differences in time with the aim of increasing the success of policy programs in society.

In the state constitution, the 1945 Constitution of the Republic of Indonesia mandates, as stated in Chapter The meaning of article 27 paragraph 2 is that the state guarantees and protects the rights of all Indonesian citizens in terms of obtaining work and a decent living for humanity without any conditions. For this reason, in an effort to overcome the problem of unemployment, the state must be able to minimize and alleviate the problem of unemployment.

Likewise, the mandate of law number 13 of 2003 concerning employment, more specifically contained in letter (b), is that the government is obliged to realize equal employment opportunities and provide labor in accordance with national and regional development needs. The essence of equal distribution and provision of labor in accordance with national and regional development is how the central government and regional governments are able to prepare labor plans so that they can minimize and eradicate unemployment by providing work opportunities to fellow citizens in a fair and wise manner.

In its operational efforts to move the wheels of development in a multidimensional manner, fundamentally it needs to involve three main components, namely the private sector, society and government. The government as the main actor has certainly prepared, planned

and implemented it using existing public policy instruments. Because the government has exclusive functions that other components do not have, namely the functions of regulation, allocation, distribution, service and community empowerment (Mariana, et al., 2010).

The problem of unemployment has become a phenomenon that is always developing and involves various aspects of life. Unemployment arises because of a mismatch between population growth (rapid growth in the labor force) and the job market (employment opportunities). The substance of unemployment is a condition of complete shortage of resources to fulfill basic needs in the form of clothing, food and shelter. Therefore, economic growth and development is very important and the rate must be much greater than the rate of population growth so that an increase in people's income per capita can be achieved (Tambunan, 2001).

The problem of unemployment is still a complicated problem to be addressed by both the central government and regional governments. The government has used various methods to overcome this problem but has not achieved optimal results and goals. It is important to pay more attention to this problem because it has the potential to cause vulnerabilities directly or indirectly both in the legal sphere (crime), social, political and economic unrest (poverty).

Bone Bolango Regency is the easternmost district in Gorontalo Province which is also not free from unemployment problems. The region with an area of 1,915.44 km2 consisting of 18 sub-districts with a population of 162,778 people has an open unemployment rate (TPT) trend that increases every year. Trend data on the open unemployment rate (TPT) based on sources from the Bone Bolango Regency Central Statistics Agency from 2018 – 2022 is as follows:

Table 1. Data on the Number of Open Unemployed in Bone Bolango Regency from 2018-2022

No	*(year)*	*(economically Active)*	*(working)*	*(unemployment)*	**%**
1	2018	76.564	73.272	3.292	**4,30%**
2	2019	77.075	73.270	3.355	**4,35%**
3	2020	75.857	72.459	3.398	**4,48%**
4	2021	78.614	75.900	2.714	**3,45%**
5	2022	79.047	76.444	2.603	**3,29%**

Source: Processed by researchers based on BPS data from Bone Bolango Regency in figures for 2018 – 2022.

Based on data on the number of open unemployment rates (TPT) in Bone Bolango Regency from 2018 - 2022, it can be seen and concluded that the trend in the percentage of open unemployment rates in Bone Bolango Regency fluctuated upwards in the previous three years and in the following two years decreased but in terms of numbers there was an increase in the population. work significantly. This is something that needs to be paid attention to by all parties, both the government and local communities.

There is a lot of research that discusses the evaluation of policies for overcoming unemployment. In other countries, both in the context of developing and developed countries, studies on evaluating policies for dealing with unemployment focus on labor market imperfections so that policy evaluations focus on reforming the education and training system (Luca, 2016); Active employment policy (Guillermo Guzman, 2014); Education policy (Bjorn Hogberg, et al, 2019); Policy through poverty alleviation (Mercy Adiza Odeh, 2014); as well as labor market reform policies with evidence from countries that are members of the OECD (Alain de Serres and Fabrice Murtin, 2013).

In Indonesia, studies on the evaluation of unemployment prevention policies have been carried out using various approaches and various other theoretical models of policy

evaluation, for example evaluation of programs to increase employment opportunities through an incremental model (Handrian et al., 2021), evaluation of village and city entrepreneurship programs using a kirkpatrik evaluation model (Yuriani , 2012), evaluation of the independent national community empowerment policy (PNPM) with an evaluation model by William N. Dunn (Rizal, 2021), Evaluation of the Community Empowerment-Based Poverty Alleviation Program (Murdiansyah STIE Widya Gama Lumajang & Murdiansyah, 2014), evaluation of the Poverty Alleviation Policy Through the Skills Training Program (Damanik & Marom, 2016), evaluating the Impact of the Community Economic Empowerment Fund Program (Dewita Hia, 2018).

Previous research on policy evaluation generally only looked at, described and evaluated the content, implementation and results of the policies carried out. The state of the art of this research comes down to outlining and analyzing the stages of an outcome/impact study or the impact of a policy that is carried out. In conducting research evaluating policies for alleviating unemployment in Bone Bolango Regency, researchers will use Kelly's (1997) theoretical evaluation model as an analytical tool which includes: 1) Potential and policy problems; 2) Policy making profile; 3) Policy formulation; 4) Policy implementation; 5) Policy output; 6) Policy outcomes.

Methods

This research design uses a qualitative approach with a case study method. The research design used is a policy program evaluation research design using Kelly's (1997) theoretical policy evaluation model, namely, Policy Potential and Problems, Policy Maker Profile, Policy Formulation, Policy Implementation, Policy Output or Results and Policy Outcomes. In the process of evaluating this policy program, researchers also reach the stage of wanting to describe or describe the impact of a program that has been implemented, whether this policy program is running optimally or not.

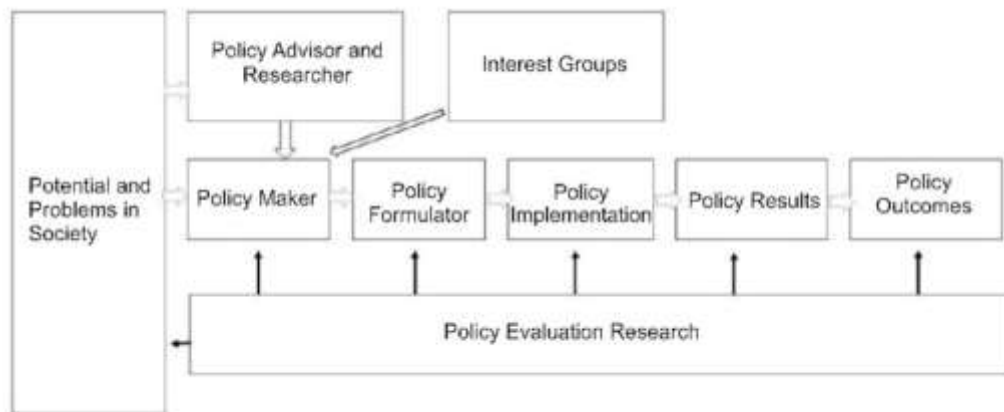Below is a research design chart for the policy program evaluation model used in the research as follows:

Figure 1. Kelly Theory Policy Evaluation Model Chart (1997)

The following is an explanation of the chart regarding the stages of Kelly's (1997) theoretical policy program evaluation model as a research design as follows:

Potential and Policy Issues

Policy researchers can conduct evaluation research on policy potentials and problems, which are used as material for policy making. Evaluation can be carried out based on documents and opinions of meeting participants and group discussions in making a policy. The result is that potential and problems are relevant or irrelevant to policy formulation.

Policy Maker Profile

This research was conducted to determine the profile of policy makers, interest groups and/or pressure groups. The profile can be seen from educational background, employment, religion of residence, participation in political and social organizations, competency qualifications, and importance in a policy.

Policy Formulation

This research is related to the policy formulation process, how long a policy takes to be made, the people involved in policy formulation, the ideas conveyed during discussions in policy formulation, policy objectives, public testing, socialization and scope of policy content, clarity of content policy formulation, the aim of the research in this section is to find out the background to which the policy was formulated, and how well the policy formulation is understood and useful for the people affected by the policy.

Policy Implementation

Policy implementation research is the same as policy implementation process research. The main aim of research in this aspect is to find out to what extent the programs that have been formulated in the policy can be implemented. The scope examined in policy implementation is related to policy implementation strategies, resources for policy implementers, qualifications and competencies of policy implementers, monitoring systems for policy implementers.

Figure 4: Kelly Theory Policy Evaluation Model Chart (1997)

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Results and Discussion

Evaluation of the Potential and Problems of Unemployment Policy in Bone Bolango Regency

Evaluation of potential and policy problems is the most fundamental and fundamental part of making unemployment policies in Bone Bolango district. Adequate skills and understanding are needed from policy makers to realize policies that are fast, precise, effective and efficient. Evaluation of potential and policy problems is used as material for assessing policy making. Evaluation of potential and problems is based on documents and opinions to create a policy. The possible results are potential and policy problems that are relevant or not relevant to policy formulation. Policy makers must understand the issues, themes, potential and policy problems, so that the policies presented are relevant to the problems they want to solve.

Based on the findings of researchers in the field, the formulation of unemployment policies in Bone Bolango Regency was not fully based on the potential and problems in terms of both human resources (SDA) and natural resources (SDA). The study of potential and problem analysis only begins with the submission of proposals for assistance from the community to the regional government through the technical department. The relevance of potential and problems to the formulation of unemployment policy in Bone Bolango Regency is not yet optimal due to the absence of special studies and written data related to the analysis of potential and problems for planning policy programs. There are several forms of existing policy programs from both central ministries and regional governments that are only offered directly by the National Education Department through surveys, interviews and direct visits to the field. Furthermore, data on recipients of the unemployment policy program can only be obtained directly from data submitted by the village government.

Thomas R. Dye (1992) suggests that a public policy process starts from the identification of policy problems which can be done through identifying the demands, potential and problems of government action. . Furthermore, Edi Suharto (2008) explained that policy analysis can be focused in various directions, but there is a main focus that is generally chosen in social policy analysis, including the definition of social problems, namely the formulation or statement of social problems that are responded to or overcome by policy.

Then Ripley in Subarsono (2005) explains that the stages of public policy starting from the stage of preparing the policy agenda are building a perception among stakeholders that a phenomenon is truly considered a potential and problem, establishing boundaries of potential and problems and mobilizing support so that these potentials and problems can be included in the government's agenda.

Based on the findings of the research results, support from expert opinions and theories, above, the researcher looked at and analyzed the picture of unemployment policy in Bonebolango district in terms of potential & problems in society. It can be concluded that the potential and problems include human resources (HR) and natural resources. (SDA) has not fully become the basis for formulating unemployment policy. The absence of specific studies supported by written data regarding potential and problems makes this less relevant to the formulation of regional unemployment policies.

Evaluation of the Profile of Unemployment Policy Makers in Bone Bolango Regency

An evaluation of the profile of unemployment policy makers was carried out to see how the profile of policy makers was considered in implementing an unemployment policy in Bone Bolango district. This is an important approach to knowing which groups have interests and which groups are the pressure. Aspects of consideration regarding the policy maker's profile can be seen from the policy maker's background, including educational

background, work background, religion, place of residence, participation in political and social organizations, competency qualifications, and interests.

Based on the findings of researchers in the field referring to the results of interviews and secondary data searches, it can be seen that consideration of the profile of policy makers has not been optimal because the profile of policy makers has not been fully taken into consideration in making unemployment policies in Bone Bolango Regency. We can see this from the educational background which is the area of expertise of policy makers which is less linear with the functions and duties of the position they hold.

Several studies in the Stanford Encyclopedia of Philosophy (2006) explain that the influence of policy makers' profiles on policy success has been the subject of research in political science and public administration, including descriptive representation theory which shows that the success of policies can depend on the extent to which policy makers' profiles reflect or represent the diversity of society. which he represents. In cases such as gender, research shows that policies formulated by women tend to pay more attention to women's issues.

Furthermore, the influence of ideology and personal values of policy makers can also influence the direction and type of policies they support. For example, a conservative policymaker may be more likely to support policies that are in line with conservative values, while a progressive policymaker may support policies that are in line with progressive values.

The influence of policymakers' professional background experiences can influence their understanding of the problems and solutions they propose. Educational profiles, experience in the field, and employment history can play a role in determining how well policies are formulated and implemented. Then the influence of political factors such as political parties, political coalitions and political support can also influence the success of policies. For example, policymakers who come from the ruling party may be better able to push through policies that fit their party's agenda.

Influence of Interest Groups: Interest groups can play an important role in shaping and influencing the profile of policy makers. Support or opposition from interest groups can influence the success of policies. Apart from that, the ability to communicate and persuade a policy maker to communicate and persuade the parties involved in the policy process, including members of parliament, executive officials and the public, can also play an important role in determining the success of the policy. Furthermore, the success of the policy depends on external factors such as economic conditions, international pressures, and changes in society that may be beyond the control of policymakers.

Budi Winarno (2012) stated that the success of public policy is not due to its content alone which makes it successful in implementation, but rather the role of the implementers or implementers of public policy is also very influential. Executors or implementers of public policy include bureaucracy, legislative institutions, judicial institutions, pressure groups, community organizations.

Based on the findings of researchers in the field referring to the results of interviews and secondary data searches as well as support from experts' opinions and theories, above, the researchers looked at and analyzed the picture of unemployment policy in Bonebolango district in terms of the policy maker's profile and can conclude that consideration of the policy maker's profile has not been optimal because the profile of policy makers has not been fully taken into consideration in making unemployment policies in Bone Bolango Regency. We can see this from the educational background which is the area of expertise of policy makers which is less linear with the functions and duties of the position they hold.

Evaluation of Unemployment Policy Formulation in Bone Bolango Regency

Evaluation of the formulation of unemployment policies in Bone Bolango district is an important approach to find out which groups have interests and which groups act as pressure. Aspects of policy formulation can be seen from the length of time a policy is made, the people involved in policy formulation, the ideas conveyed during discussions in policy formulation and the objectives in policy formulation.

Based on the results of the researcher's interviews with informants, it was found that the preparation and formulation of unemployment policies carried out by the Bone Bolango district government through Bappeda - Research and Development contained in the RPJMD were arranged sectorally thematically. There is no specific discussion regarding unemployment prevention or reduction policies in the RPJMD. Because the RPJMD itself is based on macro data. So specifically related to unemployment, the OPD is related as a technical enabler and implementer.

The next finding is that the Bone Bolango Regency Cooperative and UMKM Manpower Service as the technical implementer of government policy has not been fully involved directly in the creation and formulation of unemployment policy programs. The technical service as the implementer only accepts unemployment policy programs that have been determined by the regional government (Regent). Regarding the policy budget planning process, especially the preparation of the RKPD, it involves internal parties including TAPD, Regional Secretary, Finance, Bappeda - Research and Development, Inspectorate, Legal Department. External parties, including a team of experts and a comparison team consisting of academic figures and several stakeholders, were involved only at the stage of the RPJMD document preparation process from the musrenbang deliberations. Lastly, the length of time for policy creation and formulation takes place in stages of 1 year, covering the planning stages to the implementation of the policy program. Meanwhile, the stages of public consultation and socialization of policy programs are carried out with stakeholders, the public and organizations with an interest in the initial draft RKPD before the RKPD document becomes the final document.

Based on the research findings above, it can be seen that policy formulation is one of the first steps in the overall public policy process. Therefore, what happens in this phase will greatly determine the success or failure of the public policy made in the future. It is also important to remember that the formulation of good public policy is a formulation that is oriented towards implementation and evaluation, because policy makers often assume that the formulation of good public policy is a concept that is full of ideal and normative messages, but is not grounded (Putra, 2001).

At the conceptual level, policy formulation does not only contain the thoughts or opinions of leaders representing members, but also contains public opinion and public voice, as explained by Parson (2011). This is because the policy making process is essentially never value free so that various interests always influence the policy making process.

Following Anderson's opinion, Bintoro Tjokroamidjojo (1976), stated that "Policy Formulation is the same as Policy Making, and this is different from decision making". Policy making has a broader context than decision making. Meanwhile, William R. Dhall (1972) defines decision making as selecting various alternatives. Meanwhile, Nigro and Nigro (1980) stated that there is no absolute difference that can be made between decision making and policy making, therefore, every policy making is a decision making. However, policy making forms a series of actions that lead to many kinds of decisions being made in order to achieve selected goals.

Furthermore, related to the people involved in formulating policies as implementing elements, they are policy implementers as explained by Dimock & Dimock in Tachjan (2006) as follows: "Policy implementers are parties who carry out policies which consist

of determining organizational goals and targets, analyzing as well as formulating organizational policies and strategies, decision making, planning, programming, organizing, mobilizing people, operational implementation, supervision and assessment".

The party fully involved in the formulation of the public policy process is the bureaucracy as explained by Ripley and Franklin (in Tachjan, 2006) "Bureaucracies are dominant in the implementation of programs and policies and have varying degrees of importance in other stages of the policy process. In policy and program formulation and legitimacy activities, bureaucratic units play a large role, although they are not dominant". In this way, bureaucratic units occupy a dominant position in policy implementation, which is different from the formulation and determination stage of public policy where the bureaucracy has a large but not dominant role. A public policy has no significance without real actions carried out with programs, activities or projects

Based on the findings of researchers in the field referring to the results of interviews as well as support from experts' opinions and theories, above, researchers looked at and analyzed how the picture of unemployment policy in Bone Bolango district in terms of policy formulation can provide the conclusion that policy formulation includes the length of time a policy is made, people - the people involved in it, the ideas conveyed and the objectives in policy formulation are still not optimal as determinants in implementing unemployment policies in Bone Bolango district.

Evaluation of the Implementation of Unemployment Policy in Bone Bolango Regency

The evaluation stage of the implementation of the unemployment policy in Bone Bolango Regency is part of the research on the policy implementation process. The evaluation stage of policy implementation is a very important part, because that is when the policy program is implemented, whether the policy program is in accordance with the plan and achieves the goals that have been set. The main objective in this aspect is to find out how far the policy program formulations can be implemented. The scope of policy implementation is related to policy implementation strategies, policy implementation resources, qualifications and competencies of policy implementers, as well as monitoring systems for policy implementers.

The results of research in the field based on interviews with informants related to optimizing the implementation of unemployment policy in Bonebolango Regency found that the Bone Bolango Regency Cooperative and UMKM Manpower Service as the technical implementer of regional government policy implemented the unemployment policy program with a strategy of involving third parties in terms of disbursement of aid funds. unemployment policy program to the community.

Implementation of programs or policies is an important stage in the public policy process. A policy program must be implemented to have the desired impact and goals. Wahab in Setiadi (2005) quotes the opinion of experts who state that the policy implementation process does not only involve the behavior of administrative bodies responsible for implementing programs and engendering obedience among target groups, but also involves a direct network of political, economic and social forces. or indirectly can influence the behavior of all parties involved, and ultimately have negative or positive impacts, thus in achieving successful implementation, a common view of the goals to be achieved and the commitment of all parties to provide support is needed.

The success of implementing a policy can be measured by looking at the suitability between the implementation or implementation of the policy and the design, goals and objectives of the policy itself as well as providing positive impacts or results for solving problems faced by Ekowati, et.al (2005). Policy implementation is a very important stage in the policy process. This means that policy implementation determines the success of a policy process where policy objectives and impacts can be produced.

The importance of policy implementation is emphasized by the opinion of Udoji Agustino (2006) that: "The execution of policies is as important if not more important than policy making. Policy will remain dreams or blue print jackets unless they are implemented." There are known approaches to policy implementation, namely: a top down approach which is similar to the command and control approach of Lester Stewart (2000) and a bottom up approach which is similar to the market approach. The top down or command and control approach is carried out in a centralized manner starting from actors at the central level and decisions are taken at the central level. The top down approach starts from the perspective that political decisions (policies) that have been determined by policy makers must be implemented by administrators or bureaucrats at the lower level (street level bureaucrats). In contrast to the top down approach, the bottom up approach focuses more on the implementation of policies formulated from the initiation of community members. The argument given is that problems and issues that occur at the regional level can only be properly understood by local residents. So that even at the implementation stage, a policy always involves the community in a participatory manner.

Furthermore, research findings related to the implementation of the monitoring system in the implementation stages of the unemployment policy in Bone Bolango district by the Bone Bolango Regency Cooperative and MSME Labor Service have not been carried out regularly and continuously.

It is recommended that policy implementation be carried out periodically and continuously as an important approach in managing public policy. This ensures that policies are not only implemented once, but are also continuously monitored, evaluated and updated as needed. Regular and ongoing policy implementation is a process that requires continuous attention and adaptation to changes that occur. With this approach, policies can remain relevant and beneficial for the communities and organizations involved.

Based on the findings of researchers in the field referring to the results of interviews as well as support from experts' opinions and theories, above, researchers looked at and analyzed how the picture of unemployment policy in Bonebolango district in terms of policy implementation can provide the conclusion that optimizing policy implementation includes resource utilization strategies, qualifications and competence, as well as monitoring of policy implementers is still not optimal in alleviating unemployment in Bone Bolango Regency.

Evaluation of Unemployment Policy Results or Output in Bone Bolango Regency

The evaluation stage of the results or output of the unemployment policy in Bone Bolango Regency is the same as research on the products produced from a policy. At this stage the aim is to find out how far the objectives or results of the program policy have been achieved. The results assessed are the quality, quantity, benefits, efficiency and effectiveness of the resources and costs used to produce output results which are compared with established standards.

Findings from research in the field based on interviews with informants found that the results or output of policies include quantity and quality of policies, benefits of policies, effectiveness and efficiency of resources used in implementing policies, impacts of policies, weaknesses in policy implementation, level of community satisfaction, trust in policy, the appropriate model for evaluating policy is not yet optimal because the evaluation of the results of the unemployment policy program cannot be seen in its entirety.

Furthermore, the results of the unemployment policy program can only be seen from whether or not the policy program products are utilized. Then, regarding the effectiveness and efficiency of implementing the evaluation of unemployment policy results, it can only be seen from general document instruments related to monitoring and evaluation by Bappeda.

Policy output theory is an approach in political science and social science that studies the results or output of the government policy-making process. This theory focuses on understanding how government policies are produced, implemented, and impact society

Policy output theory seeks to explain how factors such as politics, public administration, resources, and social dynamics influence each stage in the policy process and ultimately create diverse outcomes. By understanding this process, researchers and policy makers can identify weaknesses in policy creation and implementation that can be corrected, as well as increase the effectiveness of policies to achieve desired goals..

Apart from that, policy output theory also helps in analyzing how policies affect society, whether in a desired way or not, so that decision makers can evaluate existing policies and decide whether changes or adjustments need to be made.

In principle, policy results are actions so that a policy can achieve its goals. To see the results of the policy, Nugroho, R. (2014) offers two steps, namely: 1) implement it directly in the form of programs; 2) through derivative policy reforms or derivatives of these public policies.

Based on the findings of researchers in the field referring to the results of interviews as well as support from the opinions and theories of experts, above, the researchers looked at and analyzed the picture of unemployment policy in Bonebolango district in terms of policy results or outputs and can conclude that the achievement of policy results or outputs includes quantity and quality. , the benefits and effectiveness and efficiency of resources have not been optimal in achieving policy objectives in alleviating unemployment in Bone Bolango Regency.

Evaluation of Unemployment Policy Outcomes in Bone Bolango Regency

In the evaluation section of the outcome or impact of unemployment policies in Bone Bolango district is research related to the positive or negative consequences of achieving policy results or outputs. If the results are achieved or not achieved, what are the positive and negative consequences?

Findings from research in the field based on interviews with informants found that the outcome of the unemployment policy program for the aspect of community satisfaction level has not yet been determined by measuring instruments, only based on verbal comments from the recipient community.

Furthermore, several weaknesses in implementing the policy include training for the community by trainers or instructors who do not yet have competency standard certificates and still bring in instructors from outside. The community as recipients of policy programs, some of which are still not on target. This is indicated by several political factors in the process of implementing regional government. The unemployment policy program still needs to be implemented even though it requires several inputs, including the need for facilitation, continuous and sustainable business assistance and the need for control and evaluation from the regional government..

Policy outcomes refer to the results or consequences of implementing the policy. Policy outcomes can vary, depending on the goals and objectives of the policies implemented. Policy outcomes can include: 1) achievement of objectives, namely if the policy is set with a specific objective, the outcome is the extent to which the objective is achieved. For example, if education policy is aimed at increasing the graduate rate, then the outcome is the percentage of students who graduate.

Policy outcomes can also include the resulting social impacts, both positive and negative. For example, successful health policies can improve public welfare, while ineffective policies can cause public health problems. Furthermore, policy outcomes can also be assessed from significant economic impacts, such as economic growth, increased

employment, or price stability. Lastly is the environmental impact where several policies can have a significant impact on the environment, both positive and negative. For example, good environmental policies can reduce air pollution or protect natural habitats.

Policy outcomes are usually evaluated through various research methods and data analysis. Policy evaluation is important to determine whether a policy is effective, whether it needs to be adjusted, or even withdrawn if the negative impacts outweigh the benefits. Policy evaluation also helps governments and organizations to understand the consequences of the policies they implement and make better decisions in the future.

Based on the findings of researchers in the field referring to the results of interviews as well as support from the opinions and theories of experts, above, the researchers looked at and analyzed the picture of unemployment policy in Bonebolango district in terms of policy outcomes and can conclude that policy outcomes include positive and negative impacts from obtaining outcomes that have not yet been achieved. optimal in achieving policy objectives in alleviating unemployment in Bone Bolango Regency.

Research Novelty Development

The focus of this research aims to analyze and find theoretical gaps and empirical gaps regarding the evaluation criteria for unemployment policies in Bone Bolango Regency, in the form of research implications and recommendations.

The applied theory approach is intended as part of the theoretical gap in evaluating unemployment policies in Bone Bolango district. However, after conducting a more in-depth analysis, the researcher saw that there were several applied theory indicators in this research that needed to be reconstructed so that they were relevant to the conditions occurring in the field.

Furthermore, in order to reconstruct the theory, the researcher developed research findings by formulating new dimensions as an effort to actualize the unemployment policy evaluation model in Bone Bolango district, which the researcher then named "Quality Control".

The Quality Control stage model was adopted as a novelty in this research starting from various theoretical gaps and empirical gaps in the focus and formulation of research problems that were included to complete, develop and strengthen the stages of the policy evaluation model which were based on research findings and results during interviews with informants, theoretical support experts and various supports from previous research results.

The results and findings of research conducted during the evaluation of unemployment policy in Bone Bolango Regency concluded that the stages of policy evaluation that had been carried out were not optimal, so this gave birth to a model of quality control stages that could be carried out during the implementation of the policy implementation stages as a form and effort to optimize unemployment policy. in Bone Bolango Regency. This quality control stage model is manifested in the form of independent, professional work units and digital-based work patterns (Vincent Gaspersz, 2005); Jensen and Meckling (1976)
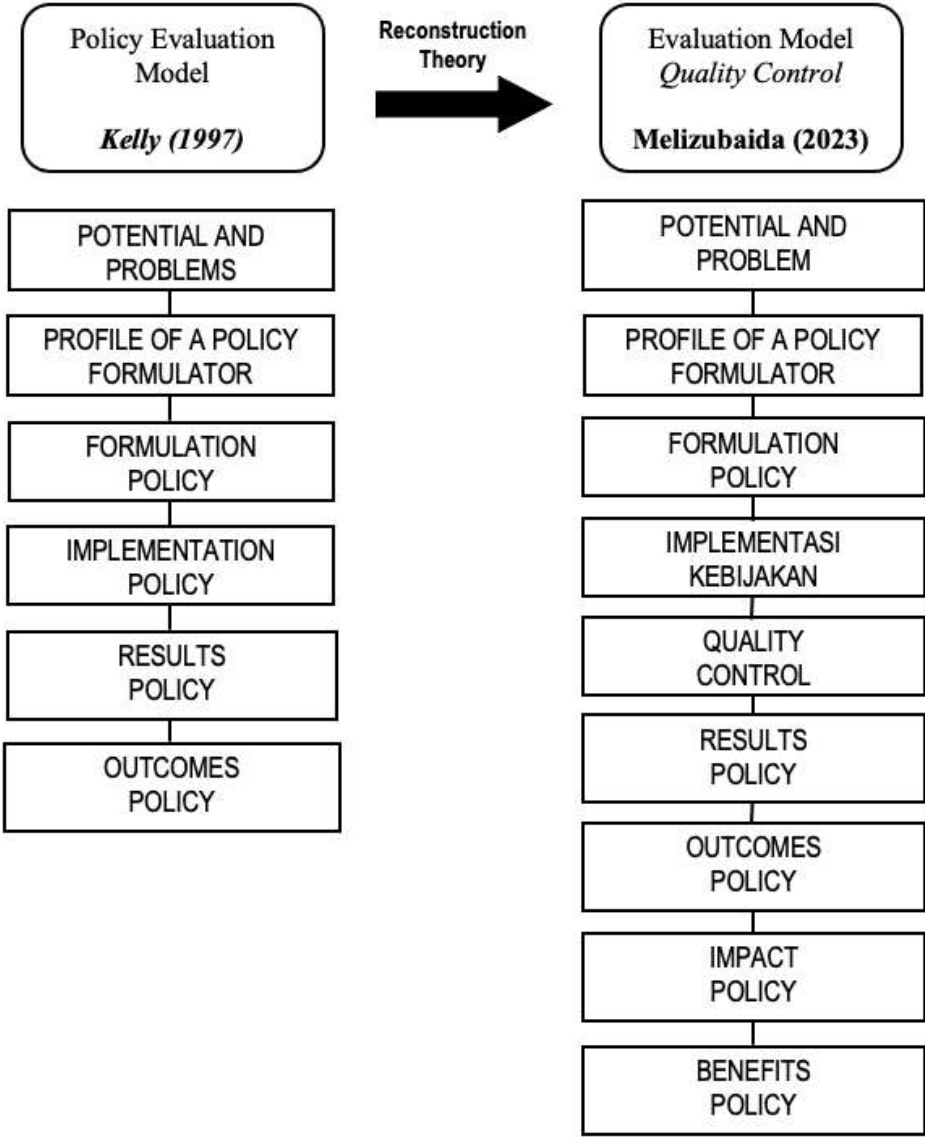
Figure 2. Prototype for Development of Research Findings.

Source: developed by researchers in 2023

Conclusion

Based on the research results and findings, the research conclusions can be described as follows: The unemployment policy in Bone Bolango Regency has not been implemented optimally. Based on the analysis of the stages of policy evaluation using the Kelly (2007) model, including the relevance of potential and problems, the profile of policy makers, policy formulation, policy implementation, policy results or outputs and policy outcomes, it can be seen that each stage of the unemployment policy is not optimal. Reconstructing theoretical gaps and empirical gaps by integrating the "Quality Control" model at the unemployment policy implementation stage can provide optimal outcomes, impacts and benefits for evaluating unemployment policies in Bone Bolango Regency. Evaluation of unemployment policy in Bone Bolango district by integrating a quality control model at the policy implementation stage is very important to ensure that the evaluation runs optimally, accurately and the results can be relied upon for use in decision making and policy improvement. Regional governments can adopt a form of quality control model to be applied in evaluating policies in regional governments.

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