

## Role of Regulation in Driving Educational Transformation Based on Organizational Reform Government

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**Abstract:** System education can adapt with changing times, overcoming challenges, and fulfill need public in a way sustainable If the regulation right. If the regulation designed in a way participatory and implemented with commitment height, transformation education will become more effective and inclusive. In the research This discuss related to what extent regulation support change in Education system and relations between organizational reforms government with Education. Research This is type study qualitative descriptive Because focus on understanding related role regulation and transformation process of Education in context of organizational reform government. Regulation is mover in transformation education, especially when accompanied by with organizational reform adaptive governance. With proper regulation and its consistent implementation, education can become tool For create a smart, inclusive and sustainable society.

**Keywords :** Regulation, Organization Government, Education

### INTRODUCTION

Development rate a country is often correlated positive with quality system his education. (Wang et al., n.d., 2023) Education has a very important role in build quality source Power human (HR). Education provides individual knowledge basic and required skills For face challenges in various field life, including economic, technological, and social. Through formal and non-formal education, a person can develop relevant competencies for the world of work and life daily.

System education in this era demand student For control at least three literacy new good at school both at college colleges and universities. This includes data literacy, literacy technology and literacy human beings. The Indonesian government's awareness of development technology reflected from often changeover curriculum field study. (Qadir et al., 2022) Innovation education in Indonesia can seen from four aspects, namely objective education, structure education and teaching, methods curriculum and teaching as well as change to aspects education and process. (Syafarudin et al., 2012)

Frequent curriculum changed have impact positive and negative for Quality of Education in Indonesia. Changes curriculum based on from existence A regulation new. Regulation play a very important role as instrument settings and drivers transformation education, because become base laws and guidelines for direct change system education. Regulations, such as laws, regulations government, and regulations minister, create framework binding and ensuring law policy education applied in a way consistent across the board areas and levels.

Curriculum in Indonesia changed change No only solely eye in accordance with the times but also in accordance with geo- political conditions Indonesia That itself , besides being used For adapt with science that is developing in the world as well change the era there is . (Erin Aprillia et al., 2022). Can it is said that Regulation no only tool settings , but also drivers main For reach objective transformation education .

With proper regulation , system education can adapt with changing times, overcoming challenges , and fulfill need public in a way sustainable . If the regulation designed in a way participatory and implemented with commitment height , transformation education will become more effective and inclusive . In the research This discuss related to what extent regulation support change in Education system and relations between organizational reforms government with Education.

## **Method**

Study This is type study qualitative descriptive Because focus on understanding related role regulation and transformation process of Education in context of organizational reform government . Descriptive qualitative focused For answer question related research with question who, what , where and How an event or experience happen until Finally under review in a way deep For find pattern patterns that emerge in events the .(Yuliani, 2018)

data collection method uses primary data in the form of observation or observation directly to school or agency government For see impact real from organizational reform governance in governance Education . Research This also uses secondary data that is analysis document regulation in the form of laws , regulations government and related education policies as well as statistical data , reports government , and research previous about bureaucratic and educational reform . Stages data analysis namely data reduction , data presentation and drawing conclusions.

## **Results and Discussion**

### **1. Regulation support change in Education system**

The era of globalization bring challenge new must answered by education Because globalization demand change pattern think somebody .(Astomo et al., 2021) Regulation become runway laws and guidelines for government , institutions education , as well as stakeholders interest other For do transformation system education .

Bush & Coleman stated that only own ideals in education No Enough For reach the goal , without the right strategy in build system appropriate education . (Rachman et al., 2023). Regulations , as runway laws and guidelines policy , have role strategic in push transformation education . With proper regulation , system education can become more inclusive , responsive and adaptive to needs of the times. Regulation as tool Change The Education System can seen from :

- a. Regulation give framework law For implementation change in system education . Law Number 20 of 2003 concerning The National Education System provides direction for education national For fulfil principle democratic , just and sustainable.

- b. Progress technology demand system education for transform . Regulation related Independent Learning Policy and Digitalization Program school allow innovation learning based on technology . Progress technology information move with fast and furious changing the world in a modern way various field .(Camelia,. 2020)
- c. Support Decentralization and Educational Autonomy  
Regulation like Constitution Number 23 of 2014 concerning Local Government encourages decentralization management education , so that area can manage system education in accordance need local . This is impact on giving freedom to school For develop curriculum based on potential local .

Implementation Supporting Regulations Educational changes include :

a. Independent Learning Policy

Curriculum independent Study is curriculum with varied intracurricular . With implementation curriculum This so activity Study teach will more optimal and the students own more time Lots Again For increase quality and potential in himself . (Darlis et al., n.d. 2022) Focus curriculum This Curriculum flexible , assessment based on competence , and strengthening character students . The results obtained School more innovative , and students own experience relevant learning with the real world .

b. Vocational Education Reform

Regulations that strengthen education vocational , such as Regulation President Number 68 of 2022 concerning the Revitalization of Vocational Education. Hanafi explained that education vocational and education vocation is implementation of related educational programs close with employment. (Ratna Faharwati Meditama., 2021) Impact from policy the seen what improvement skills students , collaboration between schools and industry , as well as absorption power Work more tall .

Strengthening Regulation For Support Educational transformation must have strategies including is :

- a. Alignment Regulation with Need Local . Regulation must flexible and possible adjustment based on need area . Formation a Regulation area customized with need government area andcondition social in the area .(Fuqoha et al., 2023) For example , education programs in remote areas must consider challenge geography and accessibility .
- b. Monitoring and Evaluation Periodic . Regulations applied need evaluated in a way periodic For ensure effectiveness and relevance . Evaluation in its most common use is a process that is carried out For determine value . With thus evaluation is part from every analysis For decision public .(Aini, 2019)
- c. Improvement Collaboration Multi- Party . Government , schools , communities , and sectors. private must Work The same For ensure success implementation regulation

education . Accountability performance is one of embodiment of governance good governance in management organization sector public .(Zuraifa et al., 2021

## 2. Connection between organizational reforms government with Education

Bureaucratic reform For repair service public need done , because bureaucracy considered fail in fulfil need society , and finally trigger distrust public to government . (Anwaruddin, n.d., 2024) Organizational reform government own role strategic in increase quality service public , including sector education .

Connection between both of them lies in how bureaucratic and governance reforms more government Good can create system more education effective , efficient , and inclusive . Some aspect main connection between organizational reforms government with Education:

- a. Improvement Efficiency in Educational Management . Organizational reform government push simplification bureaucracy , including in the sector education .
- b. Decentralization and Educational Autonomy . Organizational reform government often involves decentralization , which provides authority to government area For manage sector education .
- c. Improvement Accountability and Transparency . Organizational reform push transparency in management budget and policy education .
- d. Human resource development in Education System . Government reform often includes improvement HR competencies , including power educator .
- e. Repair Education Infrastructure . One of focus on government reform is improvement service public , including development infrastructure education .
- f. Implementation More Education Policy Effective . Bureaucratic reform allow policy education applied with more fast and precise target .
- g. The Relationship Between Digital Reform and Education
- h. Organizational reform often involves digitalization service government , which has an impact directly to the sector education .

Despite organizational reforms government own potential big For increase quality education , there are also a number factor negative or challenges that can hinder connection This . Here is a number of factor negative the :

- a. Resistance to Change . Many individuals in bureaucracy education that feels comfortable with old system and not adapt with changes brought about by organizational reform government .
- b. Inequality Capacity in the Region. Organizational reform often give autonomy to area in management education . However , no all area own capacity source Power human resources (HR), budget , or adequate infrastructure .
- c. Fragmentation Policy . Organizational reform government involving decentralization often creates difference policy between government central and regional .

- d. The Gap Infrastructure and Technology . Not all area own equal access to technology and infrastructure For support education reform , especially in remote areas .
- e. Focus on Administration , Not Substance . Organizational reform often more focus on change administrative than change substantive in system education .
- f. Lack of Monitoring and Evaluation . Organizational reform often lacking accompanied by strong monitoring and evaluation mechanisms For measure the impact to sector education .
- g. High Cost of Reform. Organizational reform government , including in the sector education , often requires investment big For HR training , procurement infrastructure , and implementation policy new .
- h. Politicization Education Policy . Organizational reform policy government often influenced by dynamics politics , which can hinder objective and sustainable implementation .
- i. Increasing Workload for Educators . Organizational reform can increase burden administration for teachers, for example through demands report or documents that must be submitted handed over in a way periodically .

Factors negative above show that despite organizational reforms government can bring Lots benefit for education , there are also necessary risks anticipated . An inclusive and adaptive approach is essential for organizational reform . government truly give impact positive in the sector education .

## **Conclusion**

Regulation is mover in transformation education , especially when accompanied by with organizational reform adaptive governance . With proper regulation and its consistent implementation , education can become tool For create an intelligent , inclusive and sustainable society .

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