# American Journal of Engineering Research (AJER)2021American Journal of Engineering Research (AJER)e-ISSN: 2320-0847 p-ISSN : 2320-0936Volume-10, Issue-9, pp-85-92Research PaperOpen Access

# Study of Understanding the Procurement Process of Goverment Good/Services Based On Presidential Regulation Number 16 of 2018 in Tapin Regency

Agus Patahilah, Aqli Mursadin

Faculty of Engineering, Masters Program in Civil Engineering, Lambung Mangkurat University Jl. Brigjen H. Hasan Basri, Banjarmasin, South Kalimantan 70123

# ABSTRACT

Procurement of government products and services funded by the State Budget (APBN) and Revenue Budget Regional Expenditures (APBD) is required to be carried out effectively and efficiently in accordance with the principles of fair competition, transparency, openness, and equal treatment for all stakeholders. It is vital to have an implementation guideline in the procurement of government goods/services so that the results can be accounted for both physically and in terms of community benefits..

Competent government goods/services procurement players are required to improve procurement effectiveness and efficiency. Competence is defined as the ability to accomplish a task to the required standard requirements. In order to improve the quality of government goods/services procurement in the public infrastructure sector in Tapin Regency, it is necessary to conduct research on the understanding of the actors in the procurement of government goods/services. With the research carried out, steps can be determined to improve the quality of government goods/services procurement in the public infrastructure sector.

This investigation was conducted out in Tapin Regency as part of an infrastructure procurement project.

The method of measuring respondents' understanding of their replies, linear regression analysis of defining factors that influence understanding, and interview methods with experts to make advice on current problems were employed as analytical methodologies.

The study's findings show that, based on Presidential Regulation Number 16 of 2018, the degree of comprehension of players in the procurement of government goods/services in Tapin Regency is an average of 81.4, with an interpretation of "very good" understanding. With a medium level of association between the two variables and a linear regression line of Y = 31,215 + 1,209X1, variable interest (X1) has an influence of 18.8% on one's knowledge of Presidential Decree No. 16 of 2018 (Y). With a low degree of correlation between the two variables, variable experience(X2) has a 9.4% effect on one's knowledge of Presidential Decree No. 16 of 2018(Y), and the linear regression line obtained is Y = 39,094 + 1.153X2. With a moderate level of link between the two variables and a linear regression line, Y = 25,915 + 1,932 X3, the leadership policy variable (X2) has an influence of 18.8 percent effect on a person's level of Regulation Number 16 of 2018 (Y). The training variable (X4) has a 10.8 percent effect on a person's level of Regulation knowledge.

Presidential Number 16 of 2018 (Y) has a low level of association between the two variables, and a linear regression line, Y = 31,814 + 1,416 X4, is obtained. The combined influence of interest (X1), job experience (X2), policy management (X3), and training (X4) on one's comprehension of Presidential Decree Number 16 Year 2018 (Y) on one's understanding of the Presidential Decree Number 16 Year 2018 (Y) is 25.2 percent.

Place the right human resources in the right position, provide forums, opportunities, and media for government goods/service procurement actors to continue to study existing regulations, time, and cost allocation are all approaches that can be taken in response to the results of research conducted on the results of the understanding study. for strengthening the function of the Goods/Services Procurement Service Unit (UKPBJ) and simplifying legislation linked to government procurement of goods/services, and for training for all actors involved in government procurement of goods/services. The approach that may be taken to the level of influence of variables that affect the level of understanding is that more research on other variables that affect the understanding of players in government procurement goods/services is required.

KEYWORDS: Government Procurement of Goods/Services, Study of Understanding.

Date of Submission: 01-09-2021	Date of acceptance: 14-09-2021

# I. PRELIMINARY

# 1. Background

Procurement of government products and services funded by the State Budget (APBN) and Regional Budget (APBD) is supposed to be done effectively and efficiently, based on the principles of fair, transparent, open competition, and equal treatment for all stakeholders. It is vital to have an implementation guideline in the procurement of government goods/services so that the results can be accounted for both physically and in terms of community benefits.

In his remarks at the 2020 National Procurement Coordination Meeting, the President of the Republic of Indonesia also addressed issues linked to human resources in the procurement of government products and services. There was still a budget of 40 trillion dollars that had not been absorbed until November 2020, with one of the reasons being a lack of human resources. professionals who work in the government's procurement of products and services Professional human resources are required to meet the goals of the government's procurement of goods and services, which ultimately aim to improve public services in the acquisition of goods and services.

Incompetent human resources carrying out government purchase of goods and services will generate deviations in its implementation. Criminal acts of corruption that occur in the process of procuring goods/services by actors in the procurement of government goods/services are common occurrences. This is in line with information gathered from the Deputy Chairperson of the Corruption Eradication Commission, who indicated on the national news website that 70 percent of the corruption cases handled by the KPK were related to government procurement.

Individuals who carry out procurement activities, such as Budget Users (PA), Budget User Authorities (KPA), Commitment Making Officers (PPK), Procurement Officers (PP), Election Working Groups, Procurement Agents, and Job Recipients Officials (PjP), are listed in Article 8 of Presidential Regulation Number 16 of 2018, namely individuals who carry out procurement activities. It is required for actors in the purchase of government goods/services who have the understanding and capacity to increase the efficacy and efficiency of procurement.The examination of implementation difficulties in the implementation of the electronic goods/service procurement system based on Presidential Regulation Number 54 of 2010 has been covered in earlier studies.

# 2. The problem's formulation

1. How well do the players in the purchase of government products and services comprehend Presidential Regulation Number 16 of 2018?

2. What are the influencing variables and the extent to which they have an impact on the actors' comprehension of the government's procurement of goods and services, as defined by Presidential Regulation No. 16 of 2018?

3. What sort of strategy is required in light of the impact of factors that influence actors' degree of understanding in the purchase of government goods and services under Presidential Regulation Number 16 of 2018?

# 3. Objectives of the Study

1. Determine the players' level of understanding in the acquisition of government products and services in accordance with Presidential Regulation Number 16 of 2018.

2. According to Presidential Regulation Number 16 of 2018, determine the elements that influence and the level of influence on the knowledge of government goods/service procurement players.

3. Make recommendations for resolving the issues raised in this study.

# 4. Research Restrictions

1. This research was conducted in Tapin Regency as part of an infrastructure procurement project.

2. The research participants are participants in the purchase of government products and services as part of the Tapin Regency Department of Public Works and Spatial Planning's infrastructure project..

# 5. Research's Advantages

1. Additional information for organizational leaders in terms of identifying and selecting competent human resources for government goods and services procurement.

*2021* 

2. The basis for carrying out competency development for players in the procurement of government goods/services so that they are skilled according to the applicable requirements in Presidential Regulation Number 16 of 2018.

# II. REVIEW OF LITERATURE

Government Procurement of Goods/Services (PBJP) is a component of state financial management. As a result, governance (Good Governance) and accountability must be regulated. The PBJP is a key player in the implementation of national development initiatives aimed at improving public services and growing the economy. APBN or APBD funds the procurement of products and services by Ministries, Institutions, and Regional Apparatuses, with the process beginning with the identification of needs and ending with the transfer of work results (Agus, 2018).

The Government Goods/Services Procurement Policy Institute is abbreviated as LKPP.

The LKPP is an important government institution that must exist to develop and formulate government goods/services procurement policies (PBJP), provide technical guidance and advocacy related to the implementation of government goods/services procurement project tenders, and facilitate the system for administering expert certification exams.PBJP. The Goods/Services Procurement Unit (UKPBJ) is a work unit within the Ministry/Agency/Local Government that is the procurement center of excellence for goods and services. As a center of excellence, UKPBJ Procurement of goods/services is a strategic, collaborative, performance-oriented, proactive, and capable of continuous improvement work unit that is a driver in the production of added value and benefits in Indonesian goods/services procurement activities.UKPBJ is structured with a nomenclature based on needs and in conformity with legal and regulatory requirements.

# 1. Understanding Level

Understanding is derived from the word "understand," which implies "to comprehend, to master." Understanding denotes things, the labor of understanding, or something that we comprehend and grasp correctly in the Indonesian dictionary. According to Suharsimi (2013), understanding is defined as the ability to sustain, discriminate, estimate (estimate), explain, expand, conclude, generalize, provide examples, rewrite, and estimate. Understanding, according to Sadiman, is a person's ability to interpret, interpret, translate, or state anything about the knowledge he has acquired in his own words. There are seven modes of understanding, according to Anderson et al. (2001), including interpreting, exemplifying (providing examples), classifying, summarizing, inferring (concluding), comparing, and explaining.

### 2. Interest

Without someone informing you, interest is a sensation of liking or interest in something or an activity. Interest is defined as the acceptance of a relationship between oneself and something other than oneself. It is also defined as the acceptance of a relationship between oneself and anything external to oneself (Slameto, 1988). According to Zanikhan (2008), a person's desire to learn can be gauged by a variety of factors, including:

- 1. Love for the subject being studied, as well as an interest in it.
- 2. A strong desire to learn
- 3. Emphasis on learning
- 4. Learning enthusiasm, participation, and activity

### 3. Work Experience

A person's work experience reveals the types of jobs they've done and provides a wonderful opportunity for them to improve. The more work experience a person has, the better he is at doing the job and the more flawless his attitude of thinking patterns in action to reach the stated goals (Puspaningsih, 2004). Foster (2001) identified various Work Experience Indicators, including:

- 1. Time elapsed / working period
- 2. The depth of one's knowledge
- 3. Work and equipment mastery
- 4. Possession of a certain skill level

### 4. Leadership Policy

Leadership is frequently found to be unsupported (nonsantioned), i.e., the ability to influence what occurs outside the official framework of the organization, which is as important as or more important than formal influence. To put it another way, leaders can develop both from within and through formal appointments to lead a group (Robbins, 2006).

Task execution, providing support, emphasizing results above procedure, and issuing directions are the four signs of leadership, according to Likert in Yukl (2012).

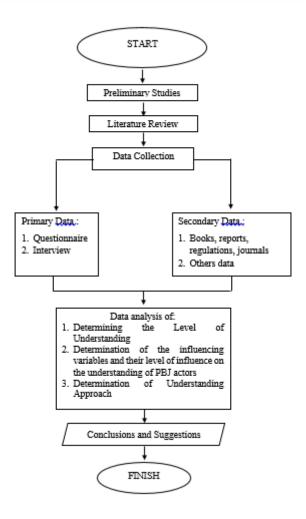
# 5. Work training

Employee training, according to Mangkuprawira (2002), is a process of imparting specific knowledge, skills, and attitudes so that employees become more proficient and capable of carrying out their obligations more effectively and according to standards. Job training assessment can be measured based on five stages of evaluation, according to Kirkpatrick (1994) theory, which is used to evaluate performance.

# 1. Research design

# III. RESEARCH METHODOLOGY

This research design is being used to determine the level of understanding and the factors that influence the actors in the procurement of government goods/services in accordance with Presidential Regulation Number 16 of 2018, so that they can choose from the problem-solving recommendations presented in this study. The steps of the research to be conducted are depicted in the diagram below.



# 2. Data Collection

Primary and secondary data were collected for this investigation. Data is collected directly in the field for primary data. Researchers actively participated in the collection of primary data, which resulted in the collection of primary data. Primary data collected from respondents via questionnaires and conversations with informants. **3.** Identifying the Level of Procurement Subject Understanding

The study approach employed was quantitative, with questionnaires comprising questions that represented the substance of Government Regulation Number 16 of 2018. This question should represent the contents of the Government Regulation in order to determine the percentage of comprehending level ability.

# 4. Determination of the Independent Variables' Levels of Influence on the Bound Variable

After determining the percentage of government goods/service procurement actors who understand Presidential Regulation Number 16 of 2018, the next step is to determine the level of influence of the independent variable on the dependent variable, namely the level of understanding either jointly (simultaneously) or individually (partial).

# 5. Determination of Recommendations on Study Results

The next step is to undertake study into the strategies utilized to deal with the first and second objectives' results.Conclusions and Suggestions

The outcomes of data processing from the first, second, and third goals will be drawn conclusions and suggestions so that an overview of all the data gathered in the research can be achieved.

# IV. RESULTS AND DISCUSSION

# 1. Respondent Profile

The total number of respondents is 50, and they are divided into groups based on age, gender, and position as actors in the procurement of government products and services. Questionnaires are distributed to all actors involved in the procurement of government goods/services in Tapin Regency, with a focus on actors involved in the procurement of construction services for development infrastructure in Tapin Regency. The Budget User (PA), who is the Head of the Public Works and Spatial Planning Service, is the procurement actor in question. The Head of Cipta Karya, the Head of Highways, the Head of Construction Services, the Head of Water Resources, and the Head of Spatial Planning make up the Budget User Authority (KPA). At the Goods/Services Purchase Work Unit in Pokja, functional officers for the procurement of goods and services are elected (UKPBJ). Commitment Making Officers (PPK) in the Tapin Regency PUPR Service, Work Results Inspection Committee (PPHP) in the Tapin Regency PUPR Office, and Procurement Officers (PP) in the Department of PUPR, Tapin Regency, are dispersed throughout five fields. Implementing contractors, supervising consultants, and planning consultants who carry out work packages at the Tapin Regency PUPR Service are self-management actors who carry out self-management activities in the Human Settlements Sector.

No	Procurement Subject	Number of	Position
		people	
1.	Budget Users (PA)	1	Kepala Dinas PUPR
2.	Budget User Authorities	5	Kepala Bidang Cipta
	(KPA)		Karya, Bina Marga, Jasa
			Konstruksi, SDA,
			Penataan Ruang
3.	Commitment Making Officers	5	PPK pada Bidang Cipta
	(PPK)		Karya, Bina Marga, Jasa
			Konstruksi, SDA,
			Penataan Ruang
4.	Procurement Officers (PP)	4	PP pada Bidang Cipta
			Karya, Bina Marga,
			SDA, Penataan Ruang
5.	Election Working Groups	7	Pejabat Fungsional pada
			UKPBJ
6.	Work Result Recipients	5	PPHP pada Bidang
	Committee (PPHP)		Cipta Karya, Bina
			Marga, Jasa Konstruksi,
			SDA, Penataan Ruang
7.	Swakelola Organizers	3	Penyelenggara
			Swakelola Pada Bidang
			Cipta Karya
8.	Providers (Contractor)	7	Tim Kontraktor
9.	Providers (Consultant)	13	Tim Konsultan
	Amount	50	

2021

# 2. Data Description

The data supplied has been processed using descriptive statistical analysis approaches, which include entering processing data from the outcomes of respondents' questionnaire responses into the SPSS 25.0 for Windows application.

No.	Variable	Lowest	Highest	Average	Dev.
		Value	Value		Standard
1.	Understanding $(Y)$	41	70	56,96	7,148
2.	Interests $(X_l)$	14	25	21,06	2,535
3.	Experience (X <sub>2</sub> )	11	20	15,16	2,004
4.	Leadership Policy	9	20	15,62	2,240
	(X3)				
5.	Training (X4)	14	20	17,54	1,693

# 3. Calculation of Determining the Level of Understanding of Procurement Actors

The data obtained is primary information, specifically surveys completed by 50 people. The obtained response scores are added together and a value is produced based on the ideal value that should be received.

No.	Procurement Subject	Group Score	Interpretation
			Criteria
1.	Budget Users (PA)	85,7	Very Good
2.	Budget User Authorities (KPA)	92,9	Very Good
3.	Commitment Making Officers (PPK)	75,1	Good
4.	Procurement Officers (PP)	77,5	Good
5.	Election Working Groups	82,7	Very Good
6.	Work Result Recipients Committee (PPHP)	86,6	Very Good
7.	Swakelola Organizers	71,0	Good
8.	Providers (Contractor)	79,8	Good
9.	Providers (Consultant)	80,8	Very Good
	Rata-rata	81,4	Very Good

# 4. Calculation of the Independent Variables' Level of Influence on the Dependent Variable

a. Determine the level of influence of variable X on variable Y individually (partial) using t test The t-test is used to partially test regression coefficients; it is used to determine the partial significance of the effect of the independent factors on the dependent variable by assuming that all other independent variables are constant.

Regression	Hypothesis	Correlation	Relationship	Influence
Test	Test	Coefficient (r)	Level	Level
<i>X</i> 1 – Y	H <sub>0</sub> rejected	0,434	Medium	18,8%
X2-Y	H <sub>0</sub> rejected	0,306	Low	9,4%
X3 - Y	H <sub>0</sub> rejected	0,426	Medium	18,2%
X4 – Y	H <sub>0</sub> rejected	0,328	Low	10,8%

**b.** Determine the level of influence of variable X on variable Y together (simultaneously) using the F test. The F test compares the regression coefficients at the same time. This test was used to examine the influence of all of the independent variables in the model on the dependent variable at the same time (simultaneously). The F test findings were derived from the follow-up results of the multiple linear regression analysis performed before with the SPSS 25.0 for Windows application.

Regression	F	Significance	Correlation	Determination
Equation	Value	Value	Coefficient	Coefficient
			(r)	(r <sup>2</sup> )
Y = 0,576 (X <sub>1</sub> ) +	3,374	0,018	0,502	0,252
0,187 ( <i>X</i> <sub>2</sub> ) + 1,104				
(X3) + 0,574 (X4) +				
14,187				

c. Recommendations on Study Results

The following is the approach applied to the findings of the study on understanding actors in government procurement of goods and services:

1. Placement of the appropriate human resources in the appropriate roles.

2. Allow government goods/service procurement actors to continue to analyze an existing regulation by providing forums, opportunities, and media.

3. Time and money set aside for training for each actor involved in the purchase of government products and services.

4. Increasing the role of the Goods/Services Procurement Service Unit (UKPBJ) by increasing the number of human resources for procurement functional positions and improving facilities and infrastructure so that it can become a Center of Excellence in the implementation of government procurement of goods and services targeted by LKPP RI.

5. Simplification of procurement regulations for government products and services, which could take the form of a legislation, so that no individual parties, such as Ministries or Institutions, can set their own rules.

# V. CLOSING

### 1. Conclusion

1. Based on Presidential Regulation Number 16 of 2018, the degree of understanding of players in the purchase of government goods/services in Tapin Regency received an average score of 81.4, indicating "very good" understanding.

2. The following are the effects of several dependent factors on the independent variables:

a. With a moderate level of link between the two variables and a linear regression line, Y = 31,215 + 1,209X1, the interest variable (X1) has an influence of 18.8% on a person's level of knowledge of Presidential Regulation Number 16 of 2018 (Y).

b. With a low level of association between the two variables, the experience variable (X2) has an effect of 9.4% on a person's level of knowledge of Presidential Regulation Number 16 of 2018 (Y), and a linear regression line is obtained, Y = Y = 39.094 + 1.153X2.

c. With a moderate level of link between the two variables and a linear regression line, Y = 25.915 + 1.932X3, the leadership policy variable (X3) has an effect of 18.2 percent on a person's level of knowledge of Presidential Regulation Number 16 of 2018 (Y).

d. With a low level of association between the two variables, the training variable (X4) has an influence of 10.8% on a person's level of knowledge of Presidential Regulation Number 16 of 2018 (Y), and a linear regression line is obtained, namely Y = 31.814 + 1.416X4.

e. Interest (X1), work experience (X2), leadership policies (X3), and training (X4) on Government Procurement of Goods/Services have a combined effect of 25,2% on a person's understanding of Presidential Regulation Number 16 of 2018 (Y), while 74.8 percent are still influenced by other factors that need to be explored further in the information.

3. The following is the approach applied to the findings of the study on understanding actors in government procurement of goods and services:

a. Placement of the appropriate human resources in the appropriate roles.

b. Allow government goods/service procurement actors to continue to analyze an existing regulation by providing forums, opportunities, and media.

c. Time and money set aside for training for each actor involved in the purchase of government products and services.

d. Expanding the role of the Goods/Services Procurement Service Unit (UKPBJ) by increasing the number of human resources for procurement functional positions and improving facilities and infrastructure so that it can become a Center of Excellence in the implementation of government procurement of goods/services targeted by the LKPP RI.e. Simplification of regulations related to the procurement of government

2021

goods/services which can be in the form of a law so that no individual parties such as Ministries or Institutions can make their own regulations.

4. The level of influence of the independent variables on the understanding of the actors in the procurement of government goods/services is approached in such a way that additional research on other variables that influence the understanding of the actors in the procurement of government goods/services is required.

### Suggestion 2.

Some recommendations can be made based on the conclusions reached:

Presidential Regulation Number 16 of 2018 was issued to perform a more in-depth investigation of the 1. 74.8 percent unknown factors to the level of comprehension of the participants in the purchase of government goods/services.

Other rules, such as Presidential Regulation Number 12 of 2021 concerning revisions to Presidential 2. Regulation Number 16 of 2018 involving government procurement of goods/services, can be subjected to similar research to determine the subject's degree of knowledge.

### REFERENCES

- [1]. Agus, P. 2018. Mudah Memahami Pengadaan Barang/Jasa Pemerintah. Bandung: Fokus Media.
- [2]. Anderson, L. W. 2001. A Taxonomy for Learning, Teaching, and Assessing. New York: Longman.
- Ariesisanty. 2016. Analisis Faktor-Faktor Kendala Penerapan Sistem Kontrak Berbasis Kinerja. Banjarmasin : Universitas [3]. Lambung Mangkurat.
- [4]. Arsana, I. J. 2016. Manajemen Pengadanaan Barang dan Jasa Pemerintah. Yogyakarta: Deepublish.
- [5]. Crow, A. Crow, Lester D. 1984. Psikologi Pendidikan. Surabaya: PT. Bina Ilmu.
- [6]. Ferdinand. 2002. Metode Penelitian Manajemen. Semarang: Badan Penerbit Universitas Diponogoro.
- [7]. Foster, B. 2001. Pembinaan untuk Peningkatan Kinerja Karyawan. Jakarta: PPM.
- Gibson, J. I. 2011. Organization: Structure, Process, Behavior. New York: Dallas Business Publication. [8].
- Hasanah, Erni U., Widowati P. 2011. "Analisis Produktivitas Tenaga Kerja Pada Industri Rumah Tangga Krecek di Kelurahan [9]. Segoroyoso". Jurnal Bisnis dan Ekonomi Vol.2 No.2.
- [10]. Irianto, H. 2016. Statistik (Konsep Dasar, Aplikasi, dan Pengembangannya. Jakarta: Prenamedia Group.
- [11]. Islami, M.N. 2018. "Reward Dari Tahun ke Tahun Bagi Pengelola Pengadaan Barang/Jasa Pemerintah". Jurnal Pengadaan Volume 1.11-23.
- [12]. Junaidi, D. 2012. Kajian Faktor Hambatan Implementasi Pada Penerapan Sistem e-Procurement Berdasarkan Peraturan Presiden No. 54 Tahun 2010 Dalam Pengadaan Pekerjaan Konstruksi.
- Kamila, A. 2018. Efektivitas Buku Siswa Berbasis Representasi Kimia Dalam Meningkatkan Pemahaman Konsep Siswa Pada [13]. Materi Larutan Penyangga. Bandar Lampung: Universitas Bandar Lampung.
- [14]. Kirkpatrick, D. 1994. Evaluating trainings programs- the Four Levels. Berrett-Koehler Publisher, Inc.
- [15]. Luthans, F. 2006. Perilaku Organisasi. Yogyakarta: PT. Andi.
- [16] Mangkuprawira, T. 2009. Bisnis Manajemen dan Sumber Daya Manusia. Bogor: IPB Press.
- [17]. Mursadin, A. 2020. Modul Kuliah Statistika Terapan Volume 7. Banjarmasin: Program Studi Magister Teknik Sipil Universitas Lambung Mangkurat.
- [18]. Mustafa, K., Bawono I. 2018. Matriks Perbedaan Antara Perpres Nomor 54 Tahun 2010 Dengan Perpres Nomor 16 Tahun 2018. Jakarta: Perkumpulan Pusat Pengkajian Pengadaan Barang atau Jasa Indonesia.
- [19]. Nadira, K. 2014. "Pengertian Tipe-tipe Gaya Kepemimpinan dan Teori vang mendasari Kepemimpinan". http://kartikandr.blogspot.co.id (diakses 7 Juni 2020)
- Pemerintah Republik Indonesia. 2018. Peraturan Presiden Republik Indonesia Nomor 16 Tentang Pengadaan Barang/Jasa [20]. Pemerintah. Jakarta.
- [21]. Robbins, S. P. 2001. Perilaku Organisasi.Jilid1.Edisi Delapan.Diterjemahkan oleh: Dr. Hadyana Pujaatmaka. Jakarta: Erlangga.
- [22]. Robbins, Stephen P; Timothy, A. Judge; 2008. Perilaku Orgranisasi Edisi 12. Terjemahan : Diana Angelica, Ria Cahyani dan Abdul Rosyid. Jakarta: Salemba Empat.
- [23]. Slameto. 2010. Belajar dan Faktor yang Mempengaruhinya. Jakarta: Rineka Cipta.
- [24]. Sugiyono. 2014. Statitiska Untuk Penelitian. Bandung: CV Alfabeta.
- [25]. Sugivono, 2015. Metode Penelitian Pendidikan (Pendekatan Kuantitatif, Kualitatif, dan R&D), Bandung: CV Alfabeta.
- Suharsimi, A. 2013. Prosedur Penelitian Suatu Pendekatan Praktik. Jakarta: Rineka Cipta. [26].

\_\_\_\_\_

- [27]. Sutrisno, E. 2009. Manajemen Sumber Daya Manusia Edisi Pertama. Jakarta: Kencana Prenada Media Group.
- Tampanatu, S. 2018. Analisis Faktor-Faktor Penghambar Dalam Pengadaan Barang Milik Daerah di Kota Bitung. Manado: [28]. Universitas Sam Ratulangi
- [29]. Yukl. 2012. Perilaku Organisasi dan Psikologi Personalia. Jakarta: Rineka.

Agus Patahilah. "Study of Understanding the Procurement Process of Goverment Good/Services Based On Presidential Regulation Number 16 of 2018 in Tapin Regency." American Journal of Engineering Research (AJER), vol. 10(9), 2021, pp. 85-92.

\_\_\_\_\_

www.ajer.org