Implementation of Providing Scholarship for College Students from Kabupaten Pegunungan Bintang in Kota Jayapura

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Abstract - This study aims to describe and analyze how the implementation of the education scholarship fund assistance policy for students of Kabupaten Pegunungan Bintang in Kota Jayapura along with supporting and inhibiting factors. This research was conducted using qualitative research methods, with the hope of being able to explore and collect in-depth data in order to obtain the main data conducted using observation, documentation studies and by conducting in-depth interviews with key informants. The results showed that from the implementation of the education scholarship fund assistance policy seen from the communication indicator, it still did not run smoothly and well. In terms of communication, the implementation has indeed been carried out by the relevant Office to students from Kabupaten Pegunungan Bintang and to prospective scholarship recipients. However, the Department of Education and Culture still lacks socialization so that students still do not know information related to the scholarship program. From the resource indicators, the number of staff as implementers of the regional scholarship program is adequate, facilities and infrastructure such as computers, administrative staff and others are adequate. From the disposition indicator, namely the attitude of policy implementers (bureaucrats) greatly influences a policy implementation. so that with the formation of a team tasked with implementing the scholarship program for students of Kabupaten Pegunungan Bintang, it has been formed in accordance with its duties and functions. From the bureaucratic structure indicator, so far the Education and Culture Office of Kabupaten Pegunungan Bintang as the implementer of the Regional Scholarship Program for students from Kabupaten Pegunungan Bintang has carried out its duties in accordance with the existing SOPs and carried out its duties in accordance with the division of tasks and functions of each as determined. The inhibiting factor is that there are often delays in the distribution of scholarship assistance to students, namely from related agencies because they have to wait for the disbursement of funds from the Kabupaten Pegunungan Bintang Government to related agencies, so that these factors also hamper the distribution process to students. Then from the students themselves, namely not paying attention to how systematic, the requirements made by the agency to get the scholarship assistance funds, so that this can hinder the course of the program.

Keywords: Policy implementation, scholarship, college students, Kabupaten Pegunungan Bintang, Kota Jayapura

1. Introduction

Awareness of the limited quality and quantity of human resources is realized by all components of the nation so that various efforts continue to be made, especially the government from the central to regional levels continues to promote the development of Human Resources (HR) through the development of the education sector. This sector occupies the vanguard and as a development leadingsector in order to improve the quality of Indonesia's superior human resources, because the progress or failure of the development of nations and countries depends on the quality and quantity of Human Resources (HR), without reliable human resources the development process will be hampered.

The organization of education in Pegungan Bintang Regency has not been able to answer various problems and challenges in line with the dynamics of local, national, and international life needs through the development of the quality of Indonesian human resources that are smart, have character and dignity, because there are still many children who do not go to school, do not continue their education to higher education, Then schools in the Pegunungan Bintang district are still found many

schools that are still inadequate, especially the distribution of teachers who are not evenly distributed, which in remote villages is still very lacking in teachers, because the uneven distribution of teachers results in the teaching and learning process not being carried out properly, another problem is infrastructure and infrastructure development such as damaged classrooms and is also still very limited.

Realizing the importance of Human Resources (HR), the government of Kabupaten Pegunungan Bintang since the presence of this district, namely in 2002, has made various efforts to improve the quality and quantity of its human resources. It is proven that the Human Development Index (HDI) continues to increase even though it is still below the standard. According to data from the Central Statistics Agency (BPS) of Kabupaten Pegunungan Bintang in 2014, over the last five years the HDI of Kabupaten Pegunungan Bintang has increased from 35.45 in 2010 to 38.94 in 2013 and in 2014 it reached 39.68. Strategic steps to develop the human resources of Pegunungan Bintang that are very beneficial until now are educational assistance for students throughout Indonesia and scholarships for native children to get an education in Java, by conducting Memorandum of Understanding (M.O.U) with educational institutions. Students sent through the cooperation process in educational institutions are partly studying at Satya Wacana Christian University Salatiga which is funded through the state budget, they are also given scholarships by the government of Kabupaten Pegunungan Bintang through the Binter busih Semarang Foundation.

Based on the above policy, the Government of Kabupaten Pegunungan Bintang, followed up by giving a portion of attention in advancing the region by prioritizing the development of Human Resources. The development of human resources referred to here is the provision of student fees for students and students who continue their studies both in Papua Province and outside Papua Province. In this research, the author limits the provision of scholarships for students or students who take or continue their studies at universities, especially those located or domiciled in the capital city of Papua Province, namely in Jayapura City. In addition, this scholarship is also intended for the sons and daughters of students from Kabupaten Pegunungan Bintang who live in Jayapura Regency or City, so not only those who come from Kabupaten Pegunungan Bintang but also for the indigenous people of Kabupaten Pegunungan Bintang who live in Jayapura Regency and Jayapura City who continue their studies in higher education.

A scholarship is an aid to help students or students who are still in school or college so that they can complete their duties in seeking knowledge until completion. According to Murniasih (2009) scholarships are defined as a form of appreciation given to individuals in order to continue their education to a higher level. The award can be in the form of certain access to an institution or an award in the form of financial assistance. Scholarships can be given by government agencies, companies or foundations. Scholarship awards can be categorized as free awards or awards that are tied to employment (commonly known as service bonds) after the completion of education. The length of the service bond varies depending on the institution that provides the scholarship.

The management of scholarship assistance is handled directly or located and coordinated directly by the Regional Secretariat (Setda) of Kabupaten Pegunungan Bintang. However, previously the policy of providing educational scholarship assistance during the leadership of Regent Mr. Costan Oktemka for the 2015-2019 period. It was only during the change of the new Regent, Mr. Sepi Birdana, that the policy of providing educational scholarship assistance began to be implemented and has continued until now. According to him, the scholarship policy must be continued to alleviate the people of Kabupaten Pegunungan Bintang from backwardness and ignorance. Education is a very determining factor for the progress of a region. Other sectors will develop by themselves because people already understand and understand various problems because the community gets a good education.

The Government of Kabupaten Pegunungan Bintang, under the leadership of Regent Spei Yan Bidana and Vice Regent (late) Piter Kalakmabin, paid great attention to the development of human resources (HR) through education. One of the efforts made is the establishment of Okmin Papua University (UOP) and the provision of study assistance for students who are pursuing education at home and abroad. However, the growth in the number of students that continues to increase every year causes

the budgeted funds to often not meet the existing needs. As an anticipatory step, the relevant agencies, through the Human Resources Research and Development Agency (BPPSDM), began compiling documents related to the distribution of study assistance. This process includes checking and grouping student data that has been registered at BPPSDM and completing administrative requirements before assistance is provided. Head of BPPSDM Pegunungan Bintang, Geraldus O. Bidana, explained that students who wish to receive assistance are required to prepare documents such as Student Cards, Active College Letters, Study Result Cards (KHS), Study Plan Cards (KRS), and transcripts for students who are completing their final project. This study aid will be given to active students with a minimum Grade Point Average (GPA) of 2.0.

In order to ensure the effectiveness of this policy, BPPSDM plans to visit student dormitories in various study cities and conduct direct checks on academic activities and student organizations. In addition, educational assistance from the central government, such as the Affirmation of Secondary Education (ADEM) and Affirmation of Higher Education (ADik) programs, as well as scholarships from the Papua Provincial HR Bureau, also help reduce the burden on local governments. In its implementation, this study assistance policy still faces various obstacles, such as the mismatch between the academic calendar and the disbursement of funds and the lack of reporting from students who have graduated to update new student data. Nevertheless, the government remains committed to providing educational support to a higher level without discrimination for students from Pegunungan Bintang who meet the criteria. One of the other efforts implemented is a direct transfer system to student accounts to avoid misuse of funds.

More broadly, the allocation of special autonomy funds shows that education is a top priority compared to other sectors such as health, economy and infrastructure development. However, despite the sizeable education budget allocation, many districts still do not have adequate education facilities. This suggests that the challenge of improving access to and quality of education in remote areas remains a major concern (Djalal, 2015; Tilaar, 2016). The urgency of research on the implementation of scholarships for students of Kabupaten Pegunungan Bintang in Jayapura City lies in the importance of assessing the effectiveness of this policy in improving access to education for regional students. This research aims to examine the implementation of the scholarship policy, identifying inhibiting factors in the distribution process.

2. Research Methods

The type of research used is qualitative research, this qualitative research is research that emphasizes understanding of problems in social life based on reality or natural setting conditions (Setiawan, 2018). This qualitative research process involves important efforts, such as asking questions and procedures, collecting specific data from participants, analyzing data inductively starting from specific themes to general themes, and interpreting the meaning of the data.

The focus of this research is intended to limit qualitative studies as well as limit research in order to choose which data is relevant and which data is not relevant (Moleong, 2010). Restrictions in this qualitative research are based more on the level of importance / urgency of the problems faced in this study. This research will focus on "How is the implementation of the Education Scholarship Fund Assistance policy for Students of Mountains Regency Bintang and the factors that hinder it". The location or locus of this research is that the author raises the problem by looking at the extent of the implementation of the Education Scholarship Fund policy for Students of Kabupaten Pegunungan Bintang in Jayapura City and its inhibiting factors.

Qualitative research is not intended to make generalizations from the results of its research, but the most important thing is the depth of information it obtains. Therefore, in qualitative research there is no known population and sample, but using informants. The research subjects who will become informants in the study are determined deliberately, or in other words, the technique of determining informants is by purposive method (aiming) which is selected in accordance with the problems and objectives in this study. research informants in this study were the Heads of 3 Heads, 2 Heads of

Subdivisions, and 4 Students.

According to Arikunto (2010: 265), data collection instruments are tools selected and used by researchers in their activities to collect data so that these activities become systematic and easier. The data collection method is a technique or method used to collect data. The method shows a way so that its use can be shown through interviews, documentation, and observation.

Meanwhile, data collection instruments are tools used to collect data. Because it is a tool, the instrument can be a checklist sheet, questionnaire (open / closed questionnaire), interview guide, camera for documentation, and others. The three data collection techniques that the authors used in this study are: Interview, According to (Bungin, 2013: 126) the interview method is a process of meeting between two parties to obtain information for research purposes by means of questions and answers while meeting face to face with each other between the interviewer and the informant with or without using interview guidelines. Documentation, Documentation, according to Sugiyono (2013: 240) documents are records of events that have passed. Documents can take the form of writings, pictures, or monumental works of a person. Documents in the form of writing include diaries, life histories, stories, biographies, regulations, policies. Documents in the form of images such as photographs, life drawings, sketches and others. Documents in the form of works such as works of art, which can be in the form of drawings, sculptures, films and others. Document study is a complement to the use of observation and interview methods in qualitative research. Observation, The observation technique used in this study is a frank or hidden observation technique, namely the researcher in conducting data collection is frank with the data source, that the researcher is conducting research. observations made deliberately, systematically, regarding social phenomena with psychological symptoms for later recording. Literature study is a data collection method directed at finding data and information through documents, both written documents, photographs, images, and electronic documents that can support the writing process.

The phenomenon observed in this research is the implementation of the scholarship fund assistance policy and the factors that influence it. The implementation of this policy can be observed from the communication carried out by the provider of education funding assistance, which is the local government through socialization that has been delivered to students who are the target of the scholarship funding assistance policy. In addition, the disposition or service provider in charge of inputting and recording students spread throughout Indonesia with all their rights and obligations.

According to Milles and Huberman, analysis activities consist of three streams of activities that occur simultaneously, namely data reduction, data presentation, and conclusion drawing / verification. Occurring simultaneously means that data reduction, data presentation, and conclusion drawing/verification as something that is intertwined is a cyclical process and interaction at the time before, during, and after data collection in a parallel form that builds general insight called "analysis" (Ulber Silalahi, 2009: 339).

Data analysis techniques used in qualitative research include transcribing the results of interviews, data reduction, analysis, data interpretation and triangulation. From the results of data analysis, conclusions can then be drawn. The following are the data analysis techniques used by researchers: Data reduction is defined as the process of selecting, focusing on simplifying, abstracting, and transforming rough data that emerges from written notes in the field. Data reduction activities take place continuously, especially during qualitatively oriented projects or during data collection. During data collection, there are stages of reduction, namely summarizing, coding, tracing themes, creating clusters, making partitions, and writing memos. Data reduction is a form of analysis that sharpens, classifies, directs, discards unnecessary, and organizes data in such a way that conclusions can be drawn and verified. This data reduction or transformation process continues after field research, until the final report is complete. So in qualitative research can be simplified and transformed in a variety of ways: through rigorous selection, through summary or brief description, classifying in a broader pattern, and so on.

Triangulation, in addition to using data reduction, researchers also use the Triangulation technique as a technique to check the validity of the data. Where in its understanding triangulation is a

data validity checking technique that utilizes something else in comparing the results of interviews with research objects (Moloeng, 2004: 330). Triangulation can be done using different techniques (Nasution, 2003: 115), namely interviews, observations and documents. Triangulation is not only used to check the truth of the data but also to enrich the data. According to Nasution, in addition, triangulation can also be useful for investigating the validity of the researcher's interpretation of the data, therefore triangulation is reflective. Denzin (in Moloeng, 2004), distinguishes four kinds of triangulation including utilizing the use of sources, methods, investigators and theories. In this study, of the four types of triangulation, researchers only used inspection techniques by utilizing sources. Triangulation with sources means comparing and cross-checking the degree of trustworthiness of information obtained through different times and tools in qualitative research.

Drawing Conclusions The third analysis activity is drawing conclusions and verification. When data collection activities are carried out, a qualitative analyzer begins to look for the meaning of objects, note regularities, patterns, explanations, possible configurations, causal flows, and propositions. Conclusions that are initially unclear will increase in detail. "Final" conclusions will emerge depending on the size of the collection of field notes, the coding, storage, and retrieval methods used, the skill of the researcher, and the demands of the funder, but often the conclusions are often pre-formulated from the beginning.

3. Results and Discussion

3.1. Implementation of the Scholarship Fund Assistance Policy

3.1.1. Resources

Success process implementation The success of the policy implementation process is highly dependent on the ability to utilize available resources in determining a successful implementation process. The resources requested here are human resources and financial resources that support the education scholarship fund assistance program for students from Kabupaten Pegunungan Bintang who continue their studies in Jayapura City. In this policy implementation factor, humans are the most important resource in determining the success of a policy implementation. The existence of qualified human resources in accordance with the job competencies required by the established policy (Agustino, 2017; Winarno, 2014). To see how far the human resources involved in the implementation of the scholarship fund assistance policy for students from Kabupaten Pegunungan Bintang in Jayapura City can be traced through a key informant who is an ASN staff at the Welfare Section of Kabupaten Pegunungan Bintang with the initials (T.S) who gave his statement as the author can summarize below;

Regarding the officers who handle the service of providing scholarship assistance for students who study at various universities, we work professionally in recording and providing the scholarship assistance" (Interview result).

The same statement was also made by one of the other staff key informants who works in the Welfare Section with the initials (Y.T) who gave his statement or answer to the author as summarized below;

Scholarship payment services to students who study at various universities not only in Jayapura but throughout Indonesia we always serve well if the budget is available, and we pay according to existing data" (Interview results).

Then the same question to the targets who received this policy, namely students, especially those continuing their studies at one of the universities in Jayapura City with the initials (N.K) as the author can summarize below;

"The officers who serve them are professional and carry out their duties with full

responsibility. During scholarship checks, proactive officers come to the dormitories where students live to collect data and provide assistance as well as monitoring."

The same statement was also conveyed by one of the other students studying at one of the universities in Jayapura City with the initials (I.K) who expressed his opinion or statement as the author can summarize below;

"In my opinion, the officers or employees assigned to manage the scholarship work professionally and responsibly, they are proactive in providing information to us scholarship recipients and even if there are instructions from the office they always convey it." (Interview result)

This shows that human resources in implementing this policy are not only quantitatively available, but also have adequate capacity in carrying out their duties, as emphasized by Goggin et al. (1990) that competent and qualified human resources determine the success of public policies. Thus, the implementation of this policy can be said to be quite effective from the resource aspect because the officers are able to carry out their roles with professionalism, responsibility, and active involvement in ensuring that scholarship assistance is optimally distributed to students who are entitled to receive it.

3.1.2. Communication

In order for a public policy program to be implemented properly and effectively, what are the standards and objectives must be understood by individuals (implementors). Communication in delivering information to policy implementers, namely about what standards and objectives must be consistent and uniform (consistency and uniformity) from various sources of information. The information obtained here must be accurate and based on a definite source. In managing good communication, it is necessary to build and develop effective communication channels between the scholarship provider, in this case the Government of Kabupaten Pegunungan Bintang, and the students who study at various universities in Jayapura City. The better the communication channels built by the government of Kabupaten Pegunungan Bintang with students in Jayapura City, the more the scholarship assistance program can be understood and understood by both parties and in its implementation can be carried out properly and smoothly and on target.

To see how far the communication factors involved in the implementation of the scholarship fund assistance policy for students from Kabupaten Pegunungan Bintang in Jayapura City can be traced through a key informant who is an ASN staff at the Kesra Section of Kabupaten Pegunungan Bintang with the initials (Y.U) who gave his statement as the author can summarize below;

"The education scholarship fund assistance policy for students studying in various study cities is always prepared, but the socialization of the provision is rarely carried out because it depends on the process of disbursing funds, so sometimes it is not the same as the academic calendar, so usually the Regional Government writes to the university in question." (Interview results)

The above statement was further strengthened by another key informant who is also an ASN in Kabupaten Pegunungan Bintang who serves as the Head of Program Control Subbid with the initials (K.D) as the statement or answer given to the author which can be summarized below;

"Regarding the socialization of education funding assistance for students studying at various existing universities, it is still not optimal because good data collection is needed. The disbursement of scholarship funds by the local government is sometimes not in accordance with the academic calendar, but there is good communication by the local government with

the academic department of the existing universities so that everything can be resolved." (Interview results)

Then the author tries to confront the same question to the targets who receive this policy, namely students, especially those who continue their studies at one of the universities in Jayapura City with the initials (A,T) as the author can summarize below;

"*Communication through socialization to us students regarding scholarship information is rarely done, so that we can also know how much our rights are paid or there are additions. The disbursement of funds from the local government to pay us students is not in accordance with the academic calendar and usually the local government will communicate with universities."* (Interview results)

The statement from the student was reinforced by their colleague who is also a scholarship recipient who is continuing his studies at one of the universities in Jayapura City, with the initials (A.S) as a statement or answer that can be summarized by the following author;

"*Although the provision of scholarship assistance is always prepared by the local government, socialization related to changes in payments or additions or other technical obstacles is rarely conveyed to us. Scholarship payments are sometimes not in accordance with the academic calendar, and usually the local government comes or writes to the university to convey the delay"* (Interview result).

Based on interviews with informants, it appears that communication in this policy still faces various obstacles, especially in the aspect of socialization that is not optimal. The ASN responsible for scholarship management admitted that the disbursement of funds often did not coincide with the academic calendar, which resulted in late information to the recipient students. Although the local government often wrote to universities to inform them of the delay in disbursement, this did not replace the need for direct communication to students, who felt that they lacked clarity about their rights, the amount of funds received, or any changes or additions to the funds. This situation shows that policy communication has not been effective due to the mismatch between the time of socialization and the implementation of fund disbursement, which results in uncertainty for beneficiaries. According to Goggin et al. (1990), communication failures in policy implementation are often caused by the lack of a clear coordination mechanism between local governments and target groups, so that information is not conveyed properly. In this context, the irregularity of socialization and delays in communication from the local government to students can lead to distrust and confusion among scholarship recipients, potentially hampering the effectiveness of the policy. Therefore, a more structured communication strategy is needed, such as the regular delivery of information through official channels or digital platforms, as well as increased coordination between LGs and universities so that this policy can be better implemented (Van Meter & Van Horn, 1975).

3.1.3. Disposition/Attitude of Implementers

Disposition is the willingness, desire, and tendency of policy actors to implement policies in earnest so that policy objectives can be realized. Edward III (1980) emphasizes that the success of policy implementation is not only determined by the extent to which policy actors know what to do and are able to do it, but also determined by the willingness of policy actors to have a strong disposition towards the policies being implemented.

Knowledge, deepening, and understanding of a policy will lead to an attitude of acceptance, indifference, and rejection of a policy, where that attitude will give rise to disposition in policy actors. If policy implementation is to succeed effectively and efficiently, implementers not only know what to do and have the ability to carry out the policy, but they must also have the ability to implement the policy.

Based on this theoretical concept, the Kabupaten Pegunungan Bintang Government is required to have an attitude of knowledge and understanding of the scholarship policy provided to students who are carrying out their studies in various existing universities, so that students will understand and understand the policies made.

To see the extent of the disposition / attitude of the implementer in this case the Government of Kabupaten Pegunungan Bintang in terms of the policy of providing scholarship assistance for students studying at various universities in Jayapura City can be traced from the results of an interview with one of the key informants who is one of the ASN staff in the Kesra section with initials (A.S) as the author can summarize the following;

"The attitude of the implementer, in this case the Regional Government of Kabupaten Pegunungan Bintang through the Kesra Setda section, always provides policy support through the provision of scholarships for students from Kabupaten Pegunungan Bintang who are studying at various universities" (Interview results).

The same income or statement was also reinforced by one of the other key informants who was also an ASN with initials (T.S) who provided a statement or answer as the author can summarize below;

"In my opinion, the employees in charge of handling their scholarship issues always provide continuous policy support through scholarships budgeted by the local government every year, and they also usually visit the various universities to check the data and the activeness of the lectures of the students concerned." (Interview result)

Then the author tries to confront the same question to the targets who receive this policy, namely students, especially those who continue their studies at one of the universities in Jayapura City to get balanced information that can be traced from a student with the initials (B.T) as the author can summarize below;

"Officials in the Kabupaten Pegunungan Bintang Government always provide support through the scholarship budget that is prepared every year for us indigenous children who are studying at various universities both in Jayapura City and outside Papua." (Interview results)

The statement from the student was reinforced by their colleague who is also a scholarship recipient who is continuing his studies at one of the universities in Jayapura City, with the initials (A.S) as a statement or answer that can be summarized by the following author;

The policy of providing scholarships to us students who continue their studies in various universities in Papua and outside Papua, the local government policy always allocates a budget every year for higher education scholarship assistance." (Interview results)

From the interviews with the civil servants in the Welfare section of the Regional Secretariat of Pegunungan Bintang, it appears that they have a supportive attitude and are committed to this scholarship policy, which is shown through the allocation of the budget every year as well as direct checks to universities to ensure the activeness of the scholarship recipients. This commitment is also reinforced by the statements of the scholarship recipient students who acknowledged the continuous support from the local government in the form of ongoing funding allocations. This is in line with the research of Goggin et al. (1990) who emphasized that positive attitudes of policy implementers can increase the effectiveness of policy implementation, especially in terms of public services such as education. In addition, Hill and Hupe's (2014) research highlights that the success of policy

implementation is highly dependent on the capacity and willingness of implementers to ensure that the policy works as intended. Thus, based on these findings, it can be concluded that the disposition of implementers in the implementation of the scholarship policy by the Pegunungan Bintang District Government plays an important role in ensuring the sustainability and effectiveness of this program in supporting students from the region to complete their higher education.

3.1.4. Bureaucratic Structure

Policy implementation may still be ineffective due to the inefficiency of the bureaucratic structure. This bureaucratic structure includes aspects such as organizational structure, division of authority, relationships between existing organizational units within and outside organizations and so on. Therefore, the bureaucratic structure includes dimensions of fragmentation and standard operating procedures that will facilitate and homogenize the actions of policy implementers in carrying out their duties.

The bureaucratic structure related to the implementation of the policy of providing scholarship funding assistance for students from Kabupaten Pegunungan Bintang who study at various universities through the Regent as a policy maker is then implemented by the People's Welfare Division of the Regional Secretariat of Pegungan Bintang Regency to be forwarded and implemented as the implementer of the policy in the form of a bureaucratic structure specifically authorized to handle the scholarship assistance policy.

To see the extent to which the bureaucratic structure in the policy process of scholarship funding assistance to students by related agencies is coordinated and running well, as explained directly by one of the key informants who is also an ASN staff with initials (A.S) as the author can summarize below;

> *"The provision of scholarship assistance always runs smoothly if a budget is available to be paid to students in various universities who are entitled to receive it according to the data available to us and monitoring is also carried out to monitor the progress of the studies of the students concerned." (Interview results)*

Then the same statement was also made by one of the other key informants who is also an ASN and serves as Head of General and staffing with initials (M.U) who gave his statement or opinion as the author can summarize below;

> *"The local government through the relevant agencies in providing scholarship assistance follows the SOP in the requirements for those who receive assistance that must be completed by students by completing the requirements that have been submitted and then collected back to the local government for further processing in providing SK for students who receive educational scholarship assistance." (Interview results)*

Then the author tries to confront the same question to the policy targets who receive this policy, namely students, especially those who continue their studies at one of the universities in Jayapura City to get balanced information that can be traced from a student with the initials (S.T) as the author can summarize below;

> *"To get scholarship assistance, there are requirements and criteria, we students are obliged to complete all these requirements, and all matters are served well, even if there are missing requirements, they are always conveyed by the officer in charge." (Interview results)*

A good bureaucratic structure allows for effective coordination between related agencies so that policies can be implemented systematically and in accordance with established procedures (Hill & Hupe, 2014). Based on interviews with key informants from ASN, the scholarship distribution mechanism has

followed standard operating procedures (SOPs) by ensuring budget availability, verification of recipient student data, and monitoring of their study progress. This indicates a relatively organized bureaucratic structure, although the effectiveness of policy implementation also depends on other factors such as communication, resources, and the disposition of the implementers (Van Meter & Van Horn, 2014). In addition, statements from scholarship recipient students indicated that although there were administrative requirements that had to be met, the process was quite transparent and received support from relevant officials. This is in line with the findings of Howlett, Ramesh, and Perl (2020) who emphasize that an efficient bureaucracy must have a clear service mechanism and be able to respond to administrative obstacles faced by beneficiaries. Thus, the bureaucratic structure in the implementation of this scholarship policy appears to have functioned procedurally, although its effectiveness still needs to be evaluated periodically to ensure that all students who meet the criteria can access assistance in a fair and timely manner.

3.2. Factors Affecting the Implementation of the Scholarship Fund Assistance Policy
3.2.1. Inhibiting Factors

An inhibiting factor is an obstacle during the process of implementing a policy, if the inhibiting factor or problem is not resolved or evaluated, the successful implementation of a policy will be difficult to achieve. The following are the factors that become obstacles in the process of implementing the implementation of the regional scholarship program for students from Kabupaten Pegunungan Bintang who study at various universities in Jayapura City, including delays in the distribution of scholarship assistance funds from the Regional Government of Kabupaten Pegunungan Bintang as the aid provider through the relevant office, in its disbursement following existing procedures so that the party or related office is late in distributing to students. The delay of the aid channel can cause a policy to not run optimally, the implementation of this Regent Regulation is also hampered.

Then, the lack of socialization to students, about Regent Regulations and spontaneous changes or policy making. Improper socialization is one of the factors that become obstacles in running a program. In addition to socializing about the program, the implementers must also socialize about the Regent's Regulation relating to scholarship assistance for students from Kabupaten Pegunungan Bintang who study at various universities both in Papua and outside Papua. The lack of socialization is one of the reasons students do not know the details of the Regent's Regulation.

The prospective scholarship recipients themselves still do not understand how systematic, and sometimes the requirements that have been set by the relevant agencies are not fulfilled, so that this can hamper the distribution process.

4. Conclusion

The implementation of the regional scholarship program for students of Kabupaten Pegunungan Bintang, in terms of communication, is still not running smoothly and well. In terms of communication, the implementation has indeed been carried out by the relevant agencies to students from Kabupaten Pegunungan Bintang and to prospective scholarship recipients. However, the Department of Education and Culture still lacks socialization so that students still do not know information related to the scholarship program, then students also still do not know the regent's regulation underlying the scholarship program itself. In terms of resources, the number of staff as implementers of the regional scholarship program is adequate, facilities and infrastructure such as computers, administrative staff and others are adequate. From the disposition side, the attitude of policy implementers (bureaucrats) greatly influences policy implementation. so that with the formation of a team tasked with implementing the regional scholarship program for students of Kabupaten Pegunungan Bintang, it has been formed in accordance with its duties and functions. In terms of bureaucratic structure, so far the Education and Culture Office of Kabupaten Pegunungan Bintang as the implementer of the Regional Scholarship Program for students from Kabupaten Pegunungan Bintang has carried out its duties in accordance with the existing SOPs and carried out its duties in accordance

with the division of tasks and functions of each as determined.

Then, the inhibiting factor is that there are often delays in the distribution of scholarship assistance to students, namely from related agencies because they have to wait for the disbursement of funds from the Government of Kabupaten Pegunungan Bintang to OPD or related agencies, so that these factors also hamper the distribution process to students. Then from students who still pay less attention to how systematic, the requirements made by the Office of Education and Culture to get the scholarship assistance funds, so that this can hinder the course of the program.

It is hoped that the People's Welfare Section of the Government of Kabupaten Pegunungan Bintang as the executor of the scholarship task can better communicate and provide information technology-based information services in the form of web information on information related to everything about this scholarship to the public, both regarding the scholarship budget, the income received per student, the schedule of activities and the length of working days needed per activity, the number of quotas provided and other things that should be public consumption and the public can obtain accurate and clear information. Then, it is also hoped that the People's Welfare Section of the Pegungan Bintang Regency Government can provide training to existing People's Welfare Section employees to improve their quality in the IT field or add employees who have skills in the IT field so that they can create a new web-based system specifically for scholarships that is more concise and systematic, so that registrants get complete information in the new system and file submissions can be made online according to the education category of the applicant student. In the selection process of scholarship recipients, assessment of motivation to study and family socio-cultural conditions need to be a major consideration because high motivation in prospective scholarship recipients will be a driver for high achievement.

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