



The Simplification Policy of Organization at the Constitutional Court is Based On Flexibility, Changeability, and Moveability

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Abstract—The Constitutional Court is crucial for upholding legal stability and justice within a nation. The Constitutional Court must adjust to evolving societal dynamics and the growing complexity of legal requirements as it carries out its vital responsibilities. An action that has been made is the implementation of organizational simplification policies in order to enhance efficiency and effectiveness. Nevertheless, the Constitutional Court possesses distinct attributes and stances compared to other governmental entities, necessitating the customization of simplification policies to suit the particular circumstances. The objective of this research is to conduct a thorough analysis of the implementation of organizational simplification strategies at the Constitutional Court, with a specific focus on flexibility, change, and mobility. This research employs a doctrinal approach to identify the issues, barriers, and solutions that can enhance the efficiency of the Constitutional Court in fulfilling its responsibilities. An evaluation is conducted by implementing certain measures, such as streamlining the organizational hierarchy, enhancing the utilization of information technology, and bolstering the human resource capabilities. Despite some success, there are still obstacles that must be addressed, such as resistance to change and limited resources. To overcome these obstacles, the Constitutional Court must improve its communication, allocate resources appropriately, and foster a progressive organizational culture. This research offers valuable insights into the application of organizational simplification policies in the Constitutional Court. It also adds to the advancement of theory and practice in the fields of constitutional law and public administration.

Keywords—Constitutional Court; Implementation; Organizational Simplification.

I. INTRODUCTION

The Constitutional Court plays a vital role in maintaining legal stability and justice within a nation, serving as one of its primary pillars.[1] In carrying out its crucial tasks and functions, the Constitutional Court is not only responsible for interpreting the constitution and ensuring compliance with it, but it must also be able to adapt to the constantly evolving dynamics within society and address increasingly complex legal demands.[2] The Constitutional Court (MK) has an organizational structure designed based on Law Number 24 of 2003 concerning the Constitutional Court, which has been amended by Law Number 8 of 2011 and, most recently, by Law Number 7 of 2020. This structure consists of the Chief Justice and Deputy Chief Justice of the MK, who are elected from and by the nine constitutional judges to lead and direct the activities of the MK.[3] The nine constitutional judges that occupy this institution are selected by the President, the House of Representatives (DPR), and the Supreme Court (MA), with each entity nominating three justices. The General Secretariat, under the leadership of a Secretary-General, is accountable for providing administrative and technical assistance to the

MK. It oversees and handles diverse operational elements through multiple bureaus and departments. The Clerk, in conjunction with the Deputy Clerk and substitute clerks, oversees case management to ensure the efficient operation of trial procedures. The Legal and Clerkship Bureau provides assistance in judicial matters through conducting legal research, performing juridical analysis, and preparing legal documentation. In order to uphold integrity and ensure accountability, the MK has implemented internal oversight systems that systematically monitor and evaluate the institution's performance.

Prior to the implementation of the simplification program, the Indonesian Constitutional Court (MK) functioned inside an intricate and hierarchical bureaucratic framework. The presence of multiple hierarchical levels, ranging from levels I to IV, frequently resulted in sluggish decision-making and task implementation.[4] The process of coordinating between departments was time-consuming, and the integration of information technology was not fully implemented, which further hindered efficiency. Access to trial information for the public was restricted due to the fact that numerous documents were exclusively accessible at the MK office. Nevertheless, following the implementation of the simplification policy, the MK experienced substantial modifications that improved its effectiveness and agility. The organizational structure was optimized by reducing hierarchical levels and merging related tasks and units to enhance the efficiency of decision-making processes. The utilization of the Case Management Information System (SIMP) was enhanced, enabling electronic case registration, real-time process monitoring, and digital archive management. This led to enhanced efficiency and increased accessibility. Online access to trial records through the MK's official website has enhanced transparency and accountability. The effectiveness of these adjustments was enhanced through regular training for capacity building. Consequently, the administrative process and case management experienced increased speed and efficiency, the MK became more adaptable to law changes and societal needs, and there were improvements in human resource and budget management. In summary, the simplification approach enhanced the MK's autonomy, effectiveness, and transparency in fulfilling its constitutional duties.

The Constitutional Court has implemented measures to enhance efficiency and effectiveness in carrying out its responsibilities during the process of bureaucratic reform.[5] One effective measure is the implementation of organizational simplification policies. The objective of this policy is to streamline the organizational structure, work processes, and administrative procedures in order to enhance responsiveness to changes and facilitate more efficient decision-making. The legal foundation for measures aimed at simplifying organizations can be located in the legislation that governs the Constitutional Court and the statutes that regulate government structure and administration. In Indonesia, the legal foundation for this is established in the 1945 Constitution of the Republic of Indonesia and Law Number 24 of 2003, which pertains to the Constitutional Court. This law has been modified by Law Number 8 of 2011 and most recently by Law Number 7 of 2020, both of which concern the Constitutional Court. The Constitutional Court Law requires the Constitutional Court to regularly make public announcements about various matters related to its primary duties and functions as a judicial institution. This helps establish a strong basis for implementing organizational simplification policies.

The Constitutional Court (MK) is a governmental body that possesses a distinct power to interpret the constitution and settle legal disputes related to constitutional matters. Being an independent and autonomous entity, the MK's position within the Indonesian governmental structure has unique characteristics in various sectors, such as administrative regulations and bureaucracy imposed by other agencies. The objective of Minister of State Apparatus Empowerment and Bureaucratic Reform Regulation Number 25 of 2021 is to enhance efficiency and effectiveness in the organizational structures of government agencies by simplifying them. This rule pertains to the streamlining of organizational structures, minimizing hierarchies, and promoting adaptability and promptness in government bureaucracy. Nevertheless, it is crucial to comprehend that the MK possesses distinct qualities and occupies a unique position in comparison to other government organizations. As per the legislation that governs the Constitutional Court, specifically Law Number 24 of 2003 and its revisions, the Constitutional Court (MK) has the authority to independently manage its internal matters, which includes determining its organizational structure. This encompasses the power to ascertain and structure its establishment in accordance with certain requirements and its constitutional duties. The MK is not subject to Minister of State Apparatus Empowerment and Bureaucratic Reform Regulation Number 25 of 2021 since it has constitutional and legal autonomy. Nevertheless, the regulations provide concepts for simplifying organizational structure that can still be used as references or guides by the MK to optimize its own organizational structure. The MK has the ability to include elements of these regulations that are appropriate for its own requirements and circumstances, without being strictly obligated to adhere to their stipulations.

The primary pillars of organizational simplification initiatives are flexibility, adaptability, and mobility.[6] The Constitutional Court's flexibility allows it to promptly adjust to both internal and external changes. Change is unavoidable within an organizational framework, and the Constitutional Court must possess the ability to promptly and accurately adapt to it. Meanwhile, the ability to move easily and quickly is essential for ensuring activities and obligations are completed efficiently and effectively. Given the intricate nature of its responsibilities, such as constitutional interpretation, resolving constitutional disputes, and upholding the equilibrium of power among state institutions, organizational simplification measures are becoming progressively crucial for the Constitutional Court. Hence, a comprehensive examination of the execution of these policies is exceedingly crucial. The objective of this research is to thoroughly examine the policies of

organizational simplification at the Constitutional Court, with a specific focus on flexibility, change, and mobility. By gaining a more profound comprehension of how these policies are put into action, it is anticipated that difficulties, barriers, and remedies can be utilized to enhance the efficiency and efficacy of the Constitutional Court in fulfilling its responsibilities.

II. LITERATURE REVIEW

A. *Concept and Importance of Organizational Simplification Policy*

The organizational simplification policy aims to streamline the structure and processes within an organization to enhance work efficiency and effectiveness. According to Max Weber's theory of bureaucracy, an overly complex and hierarchical organizational structure can hinder performance and slow decision-making.[4] Within the surroundings of the Indonesian Constitutional Court, this policy is of great significance in tackling excessive bureaucracy and ensuring the institution operates at its highest level of efficiency. The legal justification for the simplification strategy in Indonesia is established in Law Number 24 of 2003, which pertains to the Constitutional Court. This law has undergone revisions through Law Number 8 of 2011 and most recently changed by Law Number 7 of 2020. This statute establishes the fundamental basis for the Constitutional Court (MK) to fulfill its responsibilities in a competent and transparent manner. Under this legislation, the MK is obligated to do its duties without any interference or questionable conduct and to be responsible for its decisions. In addition, the Constitutional Court Law emphasizes the significance of transparency and accountability by mandating that the MK publicly provide regular reports on the implementation of its main responsibilities and functions as a judicial institution. Therefore, this bill establishes a strong legal basis for the MK to act in a transparent and responsible manner in accordance with its constitutional duties.

Article 24B of the 1945 Constitution, which is a fundamental element of Indonesia's constitutional framework, governs the jurisdiction of the Constitutional Court (MK). This article presents a robust constitutional foundation for the MK to autonomously and efficiently carry out its responsibilities and authority. The authorities of the MK encompass the examination of laws in relation to the Constitution, the resolution of conflicts over the jurisdiction of state institutions as stipulated by the Constitution, the determination of the dissolution of political parties, and the resolution of disputes about the outcomes of general elections. The significance of the MK's autonomy in carrying out its responsibilities is emphasized by these functions, hence requiring an effective organizational framework free from unnecessary red tape. The Constitutional Court is governed by Law Number 24 of 2003, which serves as a complete legal framework. This law establishes detailed laws pertaining to the structure and power of the Constitutional Court (MK). Article 11 governs the quantity and qualifications of constitutional judges. The Constitutional Court, also known as the MK, is composed of nine justices who are nominated by the Supreme Court, the House of Representatives, and the President. This rule stipulates that the structure of the MK must be specifically tailored to optimize the efficiency of the nine judges' performance, which includes streamlining the accompanying bureaucratic processes. Article 12 delineates the prerequisites for attaining the position of a constitutional judge, placing significant emphasis on the significance of professionalism and efficiency in upholding their responsibilities. An uncomplicated and effective organizational framework can enable constitutional judges to concentrate on their core responsibilities without being encumbered by intricate bureaucracy. Article 13 governs the duration and selection of constitutional judges. According to this article, a constitutional judge serves for a period of five years and may be reappointed for one additional term. In order to achieve a clear understanding of this term, it is necessary to establish a stable and effective organizational structure that facilitates a seamless process of appointing and replacing judges. Article 14 governs the administrative and organizational responsibilities within the MK, which encompass the execution of support functions that aid judges in carrying out their judicial obligations. The goal of simplifying the administrative organizational structure inside the MK is to improve operational efficiency and provide efficient support for the institution's main functions.

The Constitutional Court's efforts to streamline its organizational structure are supported by a strong legal foundation, as outlined in Article 24B of the 1945 Constitution and Articles 11-14 of Law No. 24 of 2003. Organizational simplicity seeks to optimize the MK's ability to carry out its responsibilities and exercise its powers with maximum efficiency and effectiveness, free from the burden of cumbersome bureaucratic processes. Streamlining the organizational structure can enhance the MK's flexibility and responsiveness to changes, leading to improved efficiency in managing human and material resources and ultimately strengthening its performance and constitutional services.

B. *Flexibility, Change, and Mobility in the Constitutional Court Bureaucracy*

Flexibility, change, and mobility are essential aspects of organizational management, especially for the Constitutional Court (MK), which must be able to respond to changes in law and community needs quickly and effectively.[7] Organizational flexibility is the capacity to adjust and respond to changes in the surrounding

conditions, whether they originate from within the organization or from outside sources. Within the framework of the Constitutional Court, the ability to adapt is of utmost importance as this institution is required to immediately address alterations in legislation and the demands of the population. The significance of flexibility in enhancing bureaucratic performance, particularly that of the Constitutional Court, is underscored by Law Number 5 of 2014 on State Civil Apparatus (ASN). Change is an unavoidable aspect of organizational management and serves as the foundation of organizational policy. Kurt Lewin's organizational change theory provides guidance on the effective implementation of change inside companies. Structural and procedural modifications are needed inside the Constitutional Court to guarantee the institution's continued relevance and efficacy in fulfilling its constitutional obligations. The Constitutional Court benefits from the legal framework established by Law Number 23 of 2014 concerning Regional Government, which facilitates innovative changes in the organizational structure of judicial institutions. Organizational mobility is the practice of reallocating resources in response to operational requirements. Theories of social and functional mobility highlight the importance of having adequate mobility in order to enhance organizational efficiency and production. Within the framework of MK, possessing high mobility allows for enhanced resource allocation, strategic personnel deployment, and seamless unit coordination. The significance of personnel mobility and rotation in enhancing organizational performance, particularly that of the Constitutional Court, is endorsed by Government Regulation Number 11 of 2017 on Civil Servant Management. By incorporating adaptability, transformation, and agility into its management practices, the Constitutional Court can enhance its effectiveness in fulfilling its constitutional obligations. The Constitutional Court is able to stay pertinent in addressing the evolving legal system and societal needs, thereby making a substantial contribution to upholding stability and justice in the country.

Research and case studies regarding organizational simplification policies have been conducted in various countries and institutions, including Indonesia.[8] For instance, an examination of bureaucratic reform in Indonesian government agencies reveals that streamlining organizational structures can enhance efficiency and enhance the quality of public services. A number of scholars have conducted research on the application of simplification strategies at the Constitutional Court. Research undertaken by Prof. Dr. Jimly Asshiddiqie, a former Chief Justice of the Constitutional Court, emphasized the significance of bureaucratic reform in judicial institutions for expediting legal processes and enhancing transparency. This research aligns with the legal framework outlined in Presidential Regulation Number 81 of 2010, which establishes the Grand Design for Bureaucratic Reform 2010-2025. This regulation provides policy guidelines and tactics aimed at enhancing the efficiency and effectiveness of the Indonesian bureaucracy. The statement implies that organizational simplification strategies, which prioritize flexibility, change, and mobility, are backed by applicable organizational theories and legal foundations. Implementing this method is crucial and pertinent for the Indonesian Constitutional Court to enhance its efficiency and adaptability in addressing legal obstacles and meeting the needs of the community.

III. METHOD

This research adopts doctrinal research methods to investigate organizational simplification policies at the Constitutional Court, focusing on flexibility, change, and mobility.[9] This research methodology involves the examination of legal documents and pertinent literature to acquire a comprehensive comprehension of the relevant law and its implementation. The main sources of data for this research consist of legislative rules, decisions made by the Constitutional Court, and relevant legal literature. The law that is the main subject of interest in this case is Law Number 24 of 2003, which pertains to the Constitutional Court. Data collection techniques are conducted by means of document studies, which encompass the gathering, examination, and interpretation of diverse pertinent legal sources. The data analysis was conducted using qualitative methods. It began by identifying and categorizing pertinent regulations and decisions. This was followed by a legal interpretation to comprehend the consequences of organizational simplification strategies. A comprehensive assessment is conducted to gauge the efficiency of the policy and identify obstacles and potential proposed remedies. This research provides a thorough knowledge of the organizational simplification measures used at the Constitutional Court. It contributes to the advancement of both the theory and practice of constitutional law and public administration. The findings of this study can serve as a guide for policymakers in enhancing the efficiency of the Constitutional Court by applying efficient organizational streamlining measures.

IV. RESULT AND DISCUSSION

The simplification policy at the Constitutional Court (MK) has been implemented with great success, taking into account various relevant laws, such as those regulated in Law Number 24 of 2003 which has undergone several revisions, including the most recent amendment by Law Number 7 of 2020 concerning the Court. Constitution (MK Law).[10] Article 1A of the Constitutional Court Law emphasizes that the Constitutional Court must be independent, free and free from interference. Through this article, the Constitutional Court has a legal basis to carry out its duties properly, without any intervention from external parties. In addition, Article 1B

of the Constitutional Court Law emphasizes the importance of the Constitutional Court carrying out its duties transparently and responsibly.[11] In addition, Article 24 of the Constitutional Court Law orders the Constitutional Court to publish periodic reports openly to the public regarding the implementation of its main duties and functions as a judicial institution. With a strong legal basis from this law, the Constitutional Court then implemented a simplification policy, including efforts to simplify organizational structures, changes in work processes, and increased mobility of human resources. One of the concrete policies adopted by the Constitutional Court is the implementation of the Case Tracking Information System (SIPP), as regulated in Article 46 of the Constitutional Court Law, which allows electronic filing of cases, efficient trial scheduling, and electronic announcement of decisions. Thus, the Constitutional Court has not only integrated the legal principles contained in its laws with concrete steps in its simplification policy but has also significantly increased the efficiency and accessibility of its legal services, demonstrating the success of the policy.

The simplification policy at the Constitutional Court has been implemented through various implementation steps, and its impact on the performance of this institution is truly remarkable. This policy not only involves efforts to simplify organizational structures, but also introduces changes in work processes and promotes mobility of human resources. The implementation of this policy has not only paved the way for the Constitutional Court to adapt to the changing environment but has also significantly improved its performance. The flexibility introduced by this policy allows the Constitutional Court to adapt work processes and administrative procedures quickly to new needs and demands.[12] In this way, this institution can respond to challenges and changes in society and maintain its relevance as a responsive institution. Some of the simplification efforts carried out at the Constitutional Court (MK) include:

1. Simplification of Organizational Structure, the Constitutional Court has meticulously reviewed its organizational structure to ensure efficiency and integration in carrying out its functions, a key step in the simplification policy.
2. Use of Information Technology: The Constitutional Court is increasing the use of information technology in the work process and case resolution to speed up the administration process and case resolution.
3. Improving Work Processes: The Constitutional Court evaluates its administrative procedures to identify areas that can be simplified or eliminated to make work processes more efficient.
4. Increasing Human Resource Capacity: MK conducts employee training and development to improve their skills and knowledge when facing increasingly complex work demands.
5. Increasing Transparency: The Constitutional Court increases transparency in work processes and decision-making to ensure accountability and public trust are maintained.
6. Increasing Accessibility: The Constitutional Court also seeks to increase public accessibility to legal services by simplifying case filing procedures and improving public services.

The changes made in the simplification policy also illustrate the Constitutional Court's commitment to continuing to develop and improve the quality of services provided to the community. By introducing changes, these institutions can improve operational efficiency, speed up the case resolution process, and increase accessibility to justice.[13] This policy also creates a solid foundation for the Constitutional Court to handle increasingly complex legal demands in society. Overall, the organization's simplification policy has helped the Constitutional Court remain relevant and effective in its function as an independent law enforcement agency. By introducing flexibility, change, and mobility in its structure and work processes, the Constitutional Court has adapted to societal changes and ensured that the services provided remain high quality and efficient.

Implementing the organizational simplification policy at the Constitutional Court covers various aspects, from simplifying the organizational structure to increasing operational efficiency. Concrete steps include simplifying administrative procedures, increasing the use of information technology, and increasing human resource capacity.[14] For example, the Constitutional Court has adopted a new case management system to speed up case resolution. It carries out regular evaluations of the organizational structure to ensure responsiveness to changes that occur. One of the actual policies adopted by the Constitutional Court (MK) is implementing an electronic system for case management, known as SIPP (Case Tracking Information System). SIPP is an integrated information system for the management and management of cases at the Constitutional Court. Through SIPP, the process of filing cases, scheduling trials, and announcing decisions can be done electronically.

1. When filing a case, the party submitting the case can do so electronically via the SIPP platform without coming directly to the Constitutional Court. It allows the case filing process to be faster and more efficient and reduces the costs and time required by the parties involved.
2. Session Scheduling: SIPP allows the Constitutional Court to schedule trials efficiently based on the information contained in the system. Judges and related parties can easily view their court schedules through this platform, reducing the possibility of overlapping or clashing schedules.
3. The announcement of Decisions is swift and accessible with SIPP. Once a trial concludes and a decision is reached, the Constitutional Court can promptly announce the decision through SIPP. Parties involved in the

case can immediately access the decision electronically via the SIPP platform, eliminating the need to wait for an official announcement at the court location.

This concrete policy shows the Constitutional Court's commitment to adopting information technology to increase efficiency and accessibility in handling cases.[15] With SIPP, the Constitutional Court can speed up the case resolution process, reduce administrative costs, and increase public accessibility to the constitutional justice system.[16] Information technology also helps the Constitutional Court carry out routine evaluations of the organizational structure and adjust needs according to continuously developing dynamics. The organizational simplification policy at the Constitutional Court emphasizes the importance of flexibility, change, and mobility as the primary foundation. Flexibility allows the Constitutional Court to adapt to changes in internal and external circumstances quickly. Change is inevitable in an organizational context, and the Constitutional Court must be able to respond quickly and appropriately. Meanwhile, mobility is a critical factor in ensuring the completion of tasks and responsibilities efficiently and effectively.

Although organizational simplification policies have provided many benefits, their implementation is challenging. One of the main challenges faced is resistance to change from internal parties, which may hinder the policy implementation.[8] Apart from that, more resources and infrastructure are needed to implement this policy optimally. Changing organizational culture is also a significant challenge that must be faced to ensure the long-term success of organizational simplification policies. As a constitutional monitoring institution, the Constitutional Court (MK) has taken several concrete actions to face challenges and implement the concepts of flexibility, change, and mobility in its organization. First, regarding flexibility, the Constitutional Court has tried to increase its responsiveness to changes in the legal and social environment. One way is to increase legal research and analysis capacity and speed up the decision-making process. The Constitutional Court has also adopted a new case management system to speed up case resolution. However, there are still challenges related to limited human and technological resources, which slow down responses to cases that continue to develop and are complex. Second, regarding changes as a basis for organizational policy, the Constitutional Court continues to evaluate and adjust its organizational structure to ensure its relevance in facing the challenges of the times. The Constitutional Court routinely evaluates the organizational structure and work procedures and carries out necessary organizational reforms. However, these changes are often hampered by complex and slow bureaucratic processes and resistance to change from internal parties who tend to maintain the status quo. Third, in mobility, MK strives to increase its efficiency through dynamic resource allocation and appropriate employee placement based on operational needs. MK has implemented employee rotation and career development and increased collaboration between units. However, there are still obstacles related to rigid employee management policies and a need for more flexibility in organizational management. Max Weber's theory of bureaucracy provides an in-depth understanding of the challenges and obstacles in implementing organizational simplification policies.[4] Weber highlights several key characteristics of bureaucracy, which can pose challenges in the context of simplification policies. First, Weber emphasizes standardization and rationality as the main principles of bureaucracy. Although standardization is necessary for efficiency, too many procedures and standards can hinder flexibility in responding to changes. Next, the hierarchical structure within the bureaucracy can also be an obstacle, especially if resistance to change comes from the top with authoritarian power.

In addition, the extensive specialization and division of labor within a bureaucracy can hinder the coordination and communication between different units within the company, therefore making it difficult to adopt policies aimed at simplifying processes throughout the entire organization. Finally, an abundance of formality and adherence to established procedures in bureaucracy can result in a lack of agility and adaptability when it comes to responding promptly to changes. By comprehending Weber's theory of bureaucracy, we can have a deeper knowledge of the difficulties encountered when implementing organizational simplification policies and develop suitable solutions to overcome them. Therefore, the specific measures implemented by the MK demonstrate its commitment to implementing the principles of adaptability, transformation, and agility inside its structure. In order to improve the efficiency of simplification policies and maintain the MK's role as the defender of the constitution, there are still issues that need to be solved, notwithstanding the progress that has already been made.

Various methods and tactics might be suggested to surmount the challenges and hurdles. Prioritizing the improvement of communication and engagement among all stakeholders is crucial in facilitating the organizational change process. Moreover, the effective distribution of resources and the investment in information technology infrastructure are essential for enhancing operational efficiency. Establishing a forward-thinking and inventive company culture will additionally facilitate the development of a work environment that encourages and accommodates change and adjustment. Kurt Lewin proposed a model of organizational transformation that consists of three distinct stages: unfreezing, altering, and refreezing. The unfreezing step of the change process involves the identification and resolution of resistance inside the organization, in order to prepare it for accepting and embracing change. The implementation stage encompasses

the execution of the desired changes, while the consolidation step comprises integrating such changes into the organization's culture and procedures. Connecting the suggested solutions and methods to Lewin's theory, improving communication, and engaging all stakeholders are crucial aspects in the process of unfreezing. Efficient communication can mitigate resistance to change and prime the organization to embrace the requisite changes. Proper allocation of resources and investment in information technology infrastructure can be considered as the transitional phase, during which certain adjustments are implemented to enhance operational efficiency. Ultimately, establishing a forward-thinking and inventive organizational culture can be regarded as the refreezing phase, when modifications are assimilated and become fundamental to the organization's culture and operations. The offered solutions and techniques in this approach adhere to the concepts of Lewin's change management theory, which emphasizes the significance of adequately preparing for, executing, and solidifying organizational changes. By utilizing this methodology, the MK may enhance their ability to overcome the problems and obstacles associated with implementing organizational simplification policies, leading to greater effectiveness and success. Through the implementation of appropriate solutions and tactics, the Constitutional Court can ensure that organizational simplification policies make a substantial contribution to enhancing effectiveness and efficiency in fulfilling responsibilities and preserving the equilibrium of power among state organs.

V. CONCLUSION

The simplification policy implemented at the Constitutional Court (MK) has had a substantial impact on the performance of this institution through a range of implementation measures. With this policy, MK streamlines the organizational structure, implements alterations in work processes, and encourages the mobility of human resources. This enables MK to swiftly and effectively adjust to a dynamic and evolving environment. An example of a specific measure implemented by the Constitutional Court is the adoption of an electronic system for managing cases, referred to as the Case Tracking Information System (SIPP). By utilizing the SIPP system, the procedures of submitting legal cases, arranging court hearings, and delivering verdicts can be conducted electronically, resulting in a faster settlement of cases and improved public access to the constitutional justice system. Nevertheless, the implementation of the simplification policy encounters various challenges and impediments, including internal parties' opposition to change, limited resources, and shifts in organizational culture. Various solutions and tactics have been suggested to address these difficulties, such as enhancing communication, allocating resources effectively, and fostering a forward-thinking and inventive organizational culture. By associating the suggested solutions and tactics with Kurt Lewin's change management theory, it becomes apparent that these processes align with the concepts of unfreezing, altering, and refreezing. This strategy can enhance the Constitutional Court's ability to successfully overcome challenges and barriers in implementing simplification programs. In general, the MK's policy of simplifying its organization has aided the institution in maintaining its relevance and effectiveness in fulfilling its responsibilities as the custodian of the constitution. MK has successfully responded to societal changes by incorporating flexibility, change, and mobility into its work structure and processes. This strategic approach has enabled MK to maintain the high quality and efficiency of its services.

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