

## The Authority of Acting Regional Heads in Employee Mutation: Between Legality and Abuse of Power

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### ABSTRACT

*This research examines the discretionary authority of Acting Regional Heads in implementing employee transfers regulated by the Ministry of Home Affairs Circular Letter No. 821/5492/SJ. The study focuses on the normative conflict between the Circular Letter and Government Regulation No. 49 of 2008, as well as its legal implications for governance. The research employs a normative juridical method with statutory and conceptual approaches. The findings indicate that the Circular Letter is inconsistent with the principle of legality and general principles of good governance, creating a potential for abuse of authority. The implications include disruption of good governance principles and an increased risk of bureaucratic politicization during transitional periods of regional leadership. This study highlights the need for regulatory harmonization and clear limits on discretionary powers of acting officials to ensure legal certainty and maintain the neutrality of civil servants*

**Keywords:** *Discretion; Acting Regional Head; Employee Transfer; Abuse of Power.*

### ABSTRAK

*Penelitian ini mengkaji kewenangan diskresioner Penjabat Kepala Daerah dalam melakukan mutasi pegawai yang diatur melalui Surat Edaran Menteri Dalam Negeri No. 821/5492/SJ. Fokus kajian adalah konflik norma antara Surat Edaran tersebut dengan Peraturan Pemerintah No. 49 Tahun 2008 serta implikasi hukumnya terhadap tata kelola pemerintahan. Metode penelitian yang digunakan adalah yuridis normatif dengan pendekatan perundang-undangan dan konseptual. Hasil penelitian menunjukkan bahwa Surat Edaran tersebut tidak sejalan dengan prinsip legalitas dan asas-asas umum pemerintahan yang baik sehingga berpotensi menimbulkan penyalahgunaan kewenangan (abuse of power). Implikasinya adalah terganggunya prinsip good governance dan meningkatnya risiko politisasi birokrasi pada masa transisi kepemimpinan daerah. Penelitian ini menekankan pentingnya harmonisasi regulasi dan pembatasan diskresi bagi pejabat sementara agar tetap menjamin kepastian hukum serta menjaga netralitas aparatur sipil negara.*

**Kata Kunci:** *Diskresi; Penjabat Kepala Daerah; Mutasi Pegawai; Abuse of Power*

### Introduction

Indonesia as a country of law (*rule of law*) placing the principle of legality as the main pillar of the administration of government (Diniyanto, 2016, 2018, 2020a, 2021b, 2022b, 2024; Khasna & Diniyanto, 2021; Khathryna Ihcent Pelealu, 2015). All forms of government action must have a clear, consistent legal basis, and in harmony with the hierarchy of laws and regulations (Diniyanto, 2021a; Diniyanto, Hartono, et al., 2021;



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Diniyanto, 2022a; Fauzan et al., 2022; Habibani et al., 2024; Muhtada & Diniyanto, 2017). This principle not only guarantees legal certainty, but also becomes an instrument to prevent arbitrariness in government practice (Manalu & Firdausy, 2018). However, in the reality of the constitution, it is not uncommon for regulatory disharmony to arise that has implications for legal uncertainty, and one of the actual examples is the authority to transfer employees by the Acting Regional Head (Acting Regional Head)

The existence of the Circular Letter (SE) of the Minister of Home Affairs No. 821/5492/SJ raises serious problems. The SE gives legitimacy to the Acting Regional Head to carry out mutations without the written approval of the Minister of Home Affairs. This is clearly contrary to Government Regulation No. 49 of 2008, which explicitly affirms the need for such approval. This issue is not only administratively technical, but touches on fundamental aspects, namely the consistency of the principle of the state of law and the validity of the discretion of high-ranking state officials

This phenomenon is becoming increasingly relevant in the context of contemporary politics. Since the enactment of simultaneous regional head elections, Indonesia has faced a fairly long period of regional leadership transition. In 2022–2024, more than half of the regions in Indonesia will be led by an interim in-chief (Pratama et al., 2025). The placement of the Acting Regional Head is carried out to fill the vacancy, but the position is strategic because it has administrative authority, including the mutation of ASN. In practice, employee mutation can be used as a tool to strengthen the political base, secure bureaucratic loyalty, and even weaken the position of political opponents (Hidayati, 2012). Thus, regulations that provide freedom without clear limits have the potential to become an instrument of bureaucratic politicization

Furthermore, this problem touches on the issue of ASN neutrality, which is one of the important pillars of democracy. ASN should work professionally, independently, and free from political intervention (Diniyanto & Sutrisno, 2022; Khasna & Diniyanto, 2021; Luhukay, 2024; Wulandari, 2015). However, mutations that are carried out haphazardly will cause insecurity in the bureaucracy, trigger the emergence of dual loyalty, and damage the merit system (Diniyanto, 2020b; Diniyanto, Muhtada, et al., 2021; Firman, 2017; Muhtada et al., 2018). Consequently, the principle good governance that emphasizes accountability, transparency, and professionalism can be systematically disrupted. In the perspective of administrative law theory, authority can only be obtained through attribution, delegation, or

mandate (Langkay et al., 2023). The Circular Letter of the Minister of Home Affairs that negates the PP can be seen as a form of abuse of authority (*Misuse of power*), where a public official exercises his authority beyond the limits set forth by law (Sobirin Malian, 2020). This shows that discretion that should be used for the benefit of the community has the potential to become a means *abuse of power*

Previous research has indeed discussed the issue of the authority of the Acting Regional Head, both in terms of appointment and his role in maintaining bureaucratic stability. However, studies on the conflict of norms between Government Regulation No. 49 of 2008 and the Minister of Home Affairs Decree No. 821/5492/SJ, as well as a critical analysis of its impact on democratic governance, are still rare. Therefore, this research is here to provide a theoretical as well as a practical contribution: strengthening the understanding of the limits of discretion, emphasizing the legal position of the SE in the regulatory hierarchy, and reminding of the risk of abuse of authority in the context of Indonesia's electoral democracy.

## **Method**

This research uses a type of normative juridical research by examining relevant laws and regulations, legal literature, and theories about authority and general principles of good governance. Meanwhile, this research approach uses a legislative and conceptual approach. The primary legal materials used include the 1945 Constitution, Law No. 30 of 2014 concerning Government Administration, Government Regulation No. 49 of 2008, and the Minister of Home Affairs Regulation No. 821/5492/SJ. Secondary legal materials are books, journals, and expert opinions. Data analysis was carried out qualitatively with a deductive reasoning method to draw conclusions about the problem being studied (Diniyanto, 2019; Fuadi & Diniyanto, 2022; Marzuki, 2014; Muhtada & Diniyanto, 2021; Mukarromah & Diniyanto, 2023; Ramadani & Diniyanto, 2023).

## **Discussion**

### **1. Problem Formulation 1: Conflict of Norms between Government Regulation No. 49 of 2008 and SE Minister of Home Affairs No. 821/5492/SJ**

As of June 2024, Indonesia has 273 Acting Regional Heads which are spread throughout the province and districts/cities. This number consists of 28 Acting Governor,

189 Acting Regent, and 56 Acting Mayor. This surge in the number of incumbents is a direct consequence of the end of the term of office of the definitive regional head ahead of the 2024 Simultaneous Regional Elections (Alissa et al., 2023). This phenomenon shows that almost half of the administrative regions in Indonesia are now headed by temporary officials.

Table 1. Recap of the number of active Acting Regional Heads in Indonesia

Type of Position	Active Count
Acting Governor	28
Acting Regent	189
Acting Mayor	56
<b>Total</b>	<b>273</b>

This condition has significant legal and political implications. With the dominance of the Acting Regent (69.2 %), the risk of politicization of ASN at the district/city level becomes greater, because regional bureaucracies are relatively more vulnerable to political intervention than the provinces. Meanwhile, the number of Acting Governors (10.3%) although smaller, still has a wide impact because provincial authority includes coordination across districts/cities.

These empirical data reinforce the normative findings discussed earlier:

*First*, the large number of Acting Ministers expands the scope of implementation of the Minister of Home Affairs Decree No. 821/5492/SJ. The more officials, the greater the potential for conflict of norms with Government Regulation No. 49 of 2008 related to the authority of ASN mutation. This means that legal problems that were originally conceptual are now national structural problems.

*Second*, the dominance of the acting at the regent and mayor levels increases the risk abuse of power on a wider scale. ASN mutation at this level is in direct contact with daily public services, so that the abuse of mutation authority has the potential to damage the integrity of the bureaucracy at the grassroots (Santika et al., 2023). This is in line with the finding that mutations without a control mechanism can be a political tool to secure support ahead of elections.

*Third*, this data also strengthens the urgency of regulatory reformulation. If the dualism of the rules between PP and SE is not resolved immediately, then 273 incumbents will operate on a weak legal basis and have the potential to cause government instability (Amin & Achmad, 2020). In other words, the problem of

legal disharmony is no longer theoretical, but has had a real impact on the sustainability of the bureaucracy throughout Indonesia.

The number of Acting Regional Heads who now reach 273 people (28 Acting Governors, 189 Acting Regents, and 56 Acting Mayors) emphasized that the issue of discretion and mutation of ASN is not a sporadic problem, but a national phenomenon involving almost half of Indonesia's administrative regions. The high number of incumbents expands the scope of implementation SE Minister of Home Affairs No. 821/5492/SJ, at the same time to increase the potential for the clash of norms with Government Regulation No. 49 of 2008. In other words, the greater the number of Acting Teachers in operation, the more complex the risk of abuse of ASN mutation authority (Primary, 2021).

This condition makes legal problems that were initially conceptual Practical and systemic challenges in governance (Neves et al., 2022). The conflict of norms between PP and SE is no longer just an academic issue, but has transformed into a structural problem that affects hundreds of regions in Indonesia. This is where it is clear that regulatory inconsistency not only gives birth to legal uncertainty, but also has the potential to erode the integrity of the bureaucracy, considering that the Acting Regional Head holds important control in the management of ASN in their respective regions (A Tribute to the Son of God, 2022).

Conflict of norms that occur between Government Regulation No. 49 of 2008 with Circular Letter of the Minister of Home Affairs No. 821/5492/SJ shows that there are serious problems in the consistency of regulatory formulation in Indonesia. Government Regulation No. 49 of 2008 as a derivative regulation of the law has established a strict rule that the mutation of employees by the Acting Regional Head can only be carried out with the written consent of the Minister of Home Affairs (Asshiddiqie & Safa'at, 2006; Kelsen, 1949, 2013, 2014, 2015; Sadiawati et al., 2023). This means that the authority of mutation inherent in the Acting Regional Head is not full authority, but authority that is controlled hierarchically by the Minister of Home Affairs (Zamroni, 2024).

However, SE No. 821/5492/SJ actually removes the restriction by giving leeway to the Acting Regional Head to make mutations without written approval. This is clearly contrary to the principle *Superior Law Repealed by Inferior Law*, which states that the lower regulations may not negate or violate the provisions set forth in the higher regulations

(Agustina, 2015). Within the framework of theory *Stepped construction* Hans Kelsen, Circular Letter is only an administrative instrument that cannot regulate substantive legal material that has been regulated in the PP (Hanum, 2020). Thus, the existence of the SE normatively causes formal and material defects.

In the perspective of the theory of authority put forward by H.D. van Wijk than Willem Konijnenbelt, There are three ways to obtain authority: attribution, delegation, and mandate (Puspita & Sembiring, 2024). The authority to approve the mutation of ASN is clearly a form of attribution from Government Regulation No. 49 of 2008 to the Minister of Home Affairs. As an attribution, this authority is directly attached to the Minister of Home Affairs and cannot be abolished or transferred only by SE. When the Minister of Home Affairs actually makes an SE that cancels written approval, it happens *Misuse of power*, namely abuse of authority for acting outside the limits of legitimate attribution (Langkay et al., 2023).

The implications of this conflict of norms are very serious. First, any mutation made by the Acting Regional Head based on the SE has the potential to be legally defective and can be sued through the State Administrative Court (PTUN). Second, regulatory uncertainty can create confusion at the bureaucratic level, where civil servants do not know which rules must be obeyed. Third, this kind of SE can set a bad precedent, because it opens up space for other ministries to issue SE that is contrary to the PP or even the law (Riza, 2018; Safitri & Sa'adah, 2021).

Compared to practices in other countries, the role of temporary officials is very strict. At Germany and Netherlands, The acting interim is only authorized to carry out routine administrative duties without being allowed to carry out strategic policies, including employee mutations (Tafel et al., 2022). This is to maintain bureaucratic neutrality and prevent manipulation ahead of the election. While in United States, Acting Interim (*acting officials*) are also restricted by federal law from making strategic decisions with long-term implications. (Benz, 2022). From this comparison, it is clear that Indonesia should adopt a similar principle of restraint, so that the position of the acting officer remains within a neutral administrative corridor and free from political interests. Thus, the conflict of norms between the PP and the SE of the Minister of Home Affairs is not only a legal technical issue, but also a problem Integrity of Governance. If left unchecked, this can weaken the

principle of the rule of law, undermine regulatory consistency, and give more room for bureaucratic politicization.

The administrative legal framework, the authority of the Acting Regional Head cannot be separated from Law No. 30 of 2014 concerning Government Administration. Article 1 number 7 defines *Government Administration Decree* as a written decree issued by government officials in the administration of government, while Article 1 number 8 describes *Government Administration Actions* as the act of officials to carry out or not to carry out concrete actions. The mutation of ASN by the Acting Regional Head is clearly included in the category of decisions as well as administrative actions, so it must be subject to the principle of legality.

Use Discretion in the mutation of ASN must be in accordance with Article 22 and Article 24 of the Government Administration Law, which aims to facilitate the administration of government, fill legal vacancies, provide legal certainty, and overcome stagnation in certain circumstances. However, discretion is only valid if it does not conflict with laws and regulations, in accordance with the General Principles of Good Governance (AUPB), is objective, does not cause a conflict of interest, and is carried out in good faith (Warjiyati, 2018). Article 17 also prohibits abuse of authority in the form of exceeding authority, confusing authority, or acting arbitrarily

The ASN mutation policy also has implications for Regional Financial Management. Mutations often have an impact on changes in budget allocation, for example related to position allowances, operational budgets, or employee spending structures. In this case, Article 25 paragraph (1) of the Government Administration Law emphasizing that the use of discretion has the potential to change budget allocation must obtain approval from the official's superiors according to the provisions of the law. This means that mutation discretion that has an impact on regional finances must still obtain permission from Minister of Home Affairs as the Acting Regional Head (Primary, 2024).

Thus, the mutation policy by the Acting Regional Head must not only pay attention to the principle of legality and the prohibition of abuse of authority, but must also be subject to the approval mechanism of superiors in the event that there are budget implications. This further strengthens the argument that Circular Letter of the Minister of Home Affairs No. 821/5492/SJ which removes the written consent of the Minister of Home Affairs in the mutation of ASN contrary to Law No. 30 of 2014, because it

eliminates the mandatory supervision mechanism. Therefore, every mutation made by the Acting Regional Head must still obtain permission from the Minister of Home Affairs to be legally valid and not cause potential *abuse of power* (Zulfikar Putra et al., 2023).

## **2. Legal Implications of Acting Regional Heads' Discretion in Employee Mutation on Governance**

After seeing the discretionary authority of the acting head of blood in mutating employees who must pay attention to the principle of validity in the principles of state administrative law, where TUN officials in carrying out actions/decisions must be based on the applicable legal provisions (laws of administration) It is important to continue the analysis on a more substantive aspect, namely the legal implications of the discretion of the Acting Regional Head in carrying out ASN mutations (Hidayati, 2012; Nur & Susanto, 2020). This is crucial because the number of Acting Regional Heads who now reach 273 people. Make every mutation policy have a wide impact, both on bureaucratic stability and the integrity of government administration. ASN mutation is not only related to administrative aspects, but also related to legal certainty, ASN neutrality, and even the sustainability of regional democracy. Therefore, discretion in mutations must be seen in the framework Law No. 30 of 2014 concerning Government Administration, which regulates the definition of decisions, actions, terms of discretion, and prohibition of abuse of authority (Habibani et al., 2024; I Ketut Sukawati Lanang Putra Perbawa, 2022; Maysura, 2025). With this understanding, the second discussion will examine how the discretion of mutations carried out by the Acting Regional Head can have significant legal implications for the implementation of government.

- (1) Viewed from the perspective of the General Principles of Good Governance (AAUPB), the existence of the Minister of Home Affairs Decree No. 821/5492/SJ clearly raises serious problems. The principle of legal certainty is neglected due to the birth of dualism of rules: on the one hand, Government Regulation No. 49 of 2008 explicitly requires the written approval of the Minister of Home Affairs for the mutation of ASN by the Acting Regional Head, but on the other hand, the SE actually removes the provision. This creates uncertainty among the bureaucracy about which rules must be followed, and opens up space for conflicting interpretations.

The principle of prudence was also violated, because the Minister of Home Affairs in issuing the SE did not pay attention to the hierarchy of applicable legal norms. In *Hans Kelsen's theory of stufenbau*, the lower norm should not contradict the higher norm. The SE as an administrative instrument cannot negate the obligations that have been ordered by the PP. This is in line with the view of Ridwan HR, who emphasized that *the administration of government must always rely on compliance with the order of laws and regulations, so that there is no legal chaos and maladministration practices*.

Furthermore, the principle of prohibition of abuse of authority is also weakened. The SE opens opportunities for Acting Regional Heads to carry out ASN mutations without a control mechanism from the Minister of Home Affairs. This condition is very prone to be used as a political instrument, especially ahead of elections, when temporary officials can get rid of civil servants who are considered disloyal and replace them with civil servants who are more partial. This is in line with the warning of Philipus M. Hadjon, who stated that *discretion without clear legal limits has the potential to be a means of abuse of power (detournement de pouvoir)*.

In the context of comparison, practice in the Netherlands and Germany shows that temporary officials are only allowed to carry out routine administrative functions and are prohibited from making strategic decisions such as employee mutations. The goal is to maintain bureaucratic neutrality and ensure that political changes do not damage the professionalism of the apparatus. If Indonesia allows this SE to apply without supervision, then it is contrary to the principle of a democratic state of law.

Thus, from the perspective of AAUPB, the SE Minister of Home Affairs not only violates the principles of legal certainty and prudence, but also opens the way for abuse of authority. This practice threatens the integrity of governance, damages the merit system of civil servants, and weakens public trust in the state bureaucracy.

- (2) The implications for bureaucracy are very real. Mutations without a control mechanism can easily turn into a political instrument for the Acting Regional Head. This authority can be used to get rid of disloyal ASN and reward positions to ASN who are on the side, thereby damaging the merit system which should be based on competence, qualifications, and performance. According to Tatiek Sri Djatmiati, the merit system is the main pillar of the modern bureaucracy; if mutation is used as a

political tool, then the professionalism of civil servants will collapse and the culture of transactional bureaucracy will become more entrenched.

Another impact that arises is bureaucratic instability due to uncertainty in position uncertainty. ASN who do not feel safe in their positions will tend to be opportunistic and pragmatic, thereby reducing the quality of public services. The view of Dwight Waldo, a public administration figure, confirms that a politicized bureaucracy loses rationality and fails to maintain neutrality in services. This condition causes the bureaucracy to be busier in securing positions than carrying out service duties professionally.

In addition, sudden mutations cause high institutional costs, ranging from readaptation, shifts in work programs, to stagnation of services. In the long run, this practice forms a vicious circle: civil servants work not to improve professionalism, but to maintain positions through political proximity. Thus, the implication of uncontrolled mutation not only weakens the merit system, but also creates transactional bureaucracy, position instability, and a decline in service quality, which is clearly contrary to the principles of good governance.

- (3) In terms of the principle of good governance, the existence of the SE Minister of Home Affairs actually weakens the principles of accountability and transparency. The mutation policy should be based on the needs of the organization and competence of ASN, not short-term political interests. However, with the removal of the Minister of Home Affairs' written approval mechanism, mutation becomes vulnerable to non-transparency, difficult to account, and opens up space for office corruption. As stated by Philipus M. Hadjon, every government policy must be tested for transparency and accountability so as not to fall into the practice of abuse of power. Without a control mechanism, ASN mutation has the potential to damage public trust in the bureaucracy and weaken the joints of good governance.
- (4) In principle good governance, existence SE Minister of Home Affairs No. 821/5492/SJ It undermines the foundations of accountability and transparency that are at the heart of modern governance (A Tribute to the Son of God, 2022). The ASN mutation policy should ideally be carried out based on Organizational needs **and** Individual competencies, so that it can strengthen the merit system and improve the quality of public services. However, the elimination of the written approval mechanism

of the Minister of Home Affairs in mutations makes this process vulnerable to abuse for short-term political interests. The lack of clarity in the accountability mechanism makes mutations difficult for the public to verify, not transparent, and even opens up space for Corruption of the Department in the form of buying and selling positions and political negotiations.

According to *Philipus M. Hadjon*, Every government policy must be able to be tested in a transparent and accountable manner so as not to fall into the practice of abuse of power (*Misuse of power*). Without a control mechanism, the ASN mutation policy is prone to causing maladministration practices that harm ASN, weaken the professionalism of the bureaucracy, and reduce the legitimacy of local governments. A similar view was also affirmed by *Dwight Waldo*, which says that a bureaucracy that loses accountability will be trapped in practical political logic and fail to carry out its rational function in serving the community (Meutia, 2017).

The implication is that public trust in the bureaucracy can be systematically eroded. The public will view that ASN mutation is no longer an instrument of strengthening the organization, but just a tool for political transactions. This condition is very dangerous because it damages the joints of *good governance* that relies on the integrity, justice, and effectiveness of government administration. Thus, the existence of the SE Minister of Home Affairs not only causes a conflict of norms, but also substantially weakens the quality of governance in Indonesia.

From the various legal, political, and administrative implications that arise from the implementation of the Minister of Home Affairs SE No. 821/5492/SJ, there are several recommendations that can be offered. First, it is necessary to harmonize regulations between Government Regulation No. 49 of 2008 and the technical policies of the Minister of Home Affairs. This harmonization is important to eliminate the dualism of rules that create legal uncertainty. The realistic solution as discussed above is as follows:

- (1) Mechanism supervision of ASN mutation by the Acting Regional Head must be strengthened. The written approval of the Minister of Home Affairs as mandated by Government Regulation No. 49 of 2008 must be maintained as a form of *check and balance* (Mazepus & Toshkov, 2022). In fact, to strengthen accountability, the mutation approval process can involve State Civil Apparatus Commission (KASN) or other

- independent institutions. Thus, the mutation decision is no longer solely a political product, but the result of objective verification based on the competence of ASN;
- (2) Applied substantial restrictions on the discretion of the Acting Regional Head. Discretion may only be used to carry out the administration of government under certain circumstances, in accordance with Article 22 and Article 24 of the Government Administration Law, and must not be contrary to higher norms (Syuhudi, 2018). In fact, if ASN mutations have an impact on Regional Budget Allocation, then according to Article 25 paragraph (1) of the Government Administration Law, the discretion must be approved by the superiors, in this case Minister of Home Affairs. This ensures that any mutation policy remains within the corridor of legality and avoids abuse of authority;
  - (3) From the perspective of governance, it is necessary to strengthen the principle of good governance in every ASN mutation. Transparency can be realized through the publication of the reasons for the mutation and the competency test of the ASN concerned, while accountability is realized through a periodic evaluation mechanism for mutations carried out by the Acting Regional Head.
  - (4) As a lesson from practice in other countries such as the Netherlands, Germany, and the United States, Indonesia should adopt a model of limiting the authority of temporary officials, namely only authorized in routine administrative affairs and prohibited from carrying out strategic policies such as ASN mutations. With these restrictions, bureaucratic neutrality is maintained and the quality of democracy is not disturbed by short-term political interests (Garifullin, 2024).

By implementing these recommendations, the problem of conflict of norms, potential abuse of authority, and the risk of bureaucratic politicization can be minimized. In the end, the reformulation of regulations and the strengthening of supervisory mechanisms are the keys to realizing governance in accordance with the principles of the rule of law and good governance.

## **Conclusion**

Conflict of norms between Government Regulation No. 49 of 2008 **and** SE Minister of Home Affairs No. 821/5492/SJ. The PP clearly requires the written approval of the Minister of Home Affairs for each ASN mutation by the Acting Regional Head, while the

SE actually negates this requirement. This causes a violation of the principle of *lex superior derogat legi inferiori*, so that SE is considered formally and materially flawed. The discretion used by the Minister of Home Affairs in issuing the SE also goes beyond the legitimate attribution of authority, so it can be categorized as a form of abuse of authority (*detournement de pouvoir*). The legal and administrative implications of the existence of the SE are very serious. The mutation of ASN carried out by the Acting Regional Head has the potential to be legally flawed, opens up opportunities for bureaucratic politicization, and weakens the general principles of good governance, especially legal certainty, prudence, and the prohibition of abuse of authority. This condition threatens the principles of *good governance* and the neutrality of ASN, especially during the transition period of regional leadership ahead of the election. Therefore, it is necessary to harmonize regulations, limit the authority of the Acting Regional Head, and strengthen the supervisory mechanism so that discretion does not cause abuse of power and the bureaucracy remains neutral and professional.

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#### **DEKLARASI KEPENTINGAN**

Penulis menyatakan bahwa tidak ada konflik kepentingan dalam penerbitan artikel ini.

#### **INFORMASI PENDANAAN**

Tidak ada

#### **PENGHARGAAN**

Para penulis berterima kasih kepada peninjau anonim artikel ini atas komentar dan umpan balik mereka yang berharga.

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