

IMPLEMENTATION OF PROSPECTIVE CIVIL SERVANTS AS PUBLIC SERVICES TO MOVE FASTER, RISE UP STRONGER IN THE DIGITAL ERA TOWARDS SPECIFIC, MEASURABLE, ACHIEVABLE, RELEVANT, AND TIME-BOUND CIVIL SERVANTS

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Abstract: Basic Training for Civil Servant Candidates is held to develop competencies that are carried out in an integrated manner. Procurement of Candidates for Civil Servants at the Ministry of Religion to obtain State Civil Apparatus who have personal characteristics as public service providers, with skills, expertise, and behavior in accordance with the demands of the position for the advancement of the institution. The digital era has brought about changes in prospective Civil Servants to become State Civil Apparatuses that are specific, measurable, achievable, relevant, and time-bound (SMART)

This research was conducted at the Jakarta Religious Education and Training Center. The purpose of this study is to determine the implementation of Civil Servant Candidates who become public servants to move faster and rise stronger in the digital era towards a State Civil Apparatus that is Specific, Measurable, Achievable, Relevant, And Time-Bound. This research method is a qualitative approach. Data collection techniques used are observation, interviews and documentation.

The results indicate that prospective civil servants already have positions in accordance with the required qualifications and have moved faster in line with the mastery of technology they already have and the speed with which they capture information in the digital era. Increasing self-competence has implications for public servants to build and develop professionalism and SMART of State Civil Apparatus.

Keywords: public service, move faster, rise stronger, digital era, Specific State Civil Apparatus, Measurable, Achievable, Relevant, And Time-Bound

I. PRELIMINARY

The Education and Training Agency of the Ministry of Religion held an online Basic Training of Civil Servant Candidates for 5,179 Civil Servant Candidates of the Ministry of Religion. Basic Education and Training is carried out in order to achieve competency development of Civil Servant Candidates which is carried out in an integrated manner by combining socio-cultural competencies with field competencies (Indah 2022:1). Article 63 of the State Civil Apparatus Law also stipulates that during the probationary period, Candidates for Civil Servants are entitled to integrated education and training. The goal is to build moral integrity, honesty, spirit and motivation of nationalism and nationality, superior and responsible personality character, and strengthen professionalism and competence in the field owned. (Indah. August 5, 2022)

In 2022 Indonesia has entered the age of 77 years of independence, the theme of the 77th anniversary commemoration is to recover faster and rise stronger. Accelerated movement in improving Indonesia's condition to recover due to the COVID-19 virus outbreak and rise stronger in various sectors, especially in the economic sector. Human Resources (society, Candidates for Civil Servants are expected to be willing and able to work together with a fighting spirit to recover faster and rise stronger on the basis of Pancasila and the 1945 Constitution.

Becoming a Civil Servant Candidate to become a Civil Servant is a hope and pride because the government continues to improve the personnel system, including its welfare. When you become a Civil Servant, you become a Public Service. The principles and rules as a public servant must be carried out properly and correctly, it is no longer possible to use social media as a person, because it has entered a staffing organization that is subject to applicable regulations. Public service is an activity or series of activities in the context of fulfilling service needs in accordance with laws and regulations for every citizen and resident of goods, services, and/or administrative services provided by public service providers (PP No. 96 of 2012 Chapter 1 Article 1).

A world without borders has occurred in the digital era, especially during the COVID-19 pandemic, which hit the whole world. Like it or not, we are forced to follow the development of the digital world. The impact of the COVID-19 pandemic is not only felt in the health sector, but also in the economic, social and cultural fields, including education. (Akrim, et al.2020:11) Humans with various professions, especially State Civil Apparatus, have received blessings and disasters from this covid pandemic. Every State Civil Apparatus must be able to respond to the development of technology and information positively, adaptively in order to have a fast, accurate and efficient performance.

The government bureaucracy, which along with the times, must be able to transform and always change for the better. Transformation in the government bureaucracy is seen as a necessity to be carried out, in various scales, scope, and complexity of the State Civil Apparatus. Especially if we connect this transformation with the development of technology and information, with the birth of the fourth generation industrial revolution era.

Every State Civil Apparatus must be able to be adaptive to technology so that service performance is faster, more accurate, and efficient. The Ministry of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia (Ministry of PAN and RB) has launched a State Civil Apparatus Management Policy towards a Specific, Measurable, Achievable, Relevant, And Time-Bound State Civil Apparatus 2024. In an effort to establish a World-class Bureaucracy, it is hoped that every employees can have a profile as a SMART State Civil Apparatus, which consists of nationalism, integrity, global insight, hospitality, networking, mastery of information technology, foreign languages and entrepreneurship. A SMART State Civil Apparatus is also expected to act as a digital talent and digital leader who supports the transformation of the bureaucracy in Indonesia

The problems in this paper are:

- a. How to implement Civil Servant Candidates as public servants to move faster and get stronger in the digital era towards Specific, Measurable, Achievable, Relevant, And Time-Bound State Civil Apparatus.
- b. Why is the implementation of Civil Servant Candidates as public servants to move faster and get stronger in the digital era towards a Specific, Measurable, Achievable, Relevant, And Time-Bound State Civil Apparatus?

Researchers are interested in conducting research, implementing Civil Servant Candidates as public servants to move faster and get stronger in the digital era towards SMART State Civil Apparatus, because the topic has the most potential in an effort to improve better services in the digital era.

II. RESEARCH METHODOLOGY AND DISCUSSION

A. Research Method

Document study techniques include, from various research results, journals, articles, books that are related to Candidates for Civil Servants as public servants to move faster and rise stronger in the digital era towards Specific, Measurable, Achievable, Relevant State Civil Apparatus , And Time-Bound.

Research subjects that have been reflected in the research focus are determined intentionally, the subjects of this research become informants who will provide various information that will be needed. As for the informants in this study, there were 30 people who were Latsar Candidates for Civil Servants batch 2 of 2022.

In this study, triangulation was used with the use of sources and methods. Method triangulation is done by comparing; checking/checking the data obtained from data collection techniques from interviews, then checking with observation and documentation.

B. DISCUSSION

1. PROSPECTIVE CIVIL SERVANTS

Prospective Civil Servants who have passed the selection and have a Decree are required to carry out the duties of the State Civil Apparatus for one year. If within one year the performance of the Civil Servant Candidate is deemed worthy of continuing to become a Civil Servant, if during the probationary period it is deemed inadequate, the Civil Servant Candidate is declared not to have passed. (Head of BKN Number 10, 2022).

Basic Training for Civil Servant Candidates or abbreviated as Latsar for Prospective Civil Servants or simply called Latsar is a requirement for Candidates for Civil Servants to be appointed as State Civil Servants. Latsar is education and training in the pre-service period which is carried out in an integrated manner to build professional and character civil servants. Prospective Civil Servants are employees who have just passed the first stage of the selection test for Candidates for Civil Servants. They are paid a percentage of 80% based on the Decree of Prospective Civil Servants which has been determined by referring to the laws in force in Indonesia (https://id.wikipedia.org/wiki/Prospective_Civil_Servants)

Before becoming a Civil Servant, they are required to meet several criteria, namely: following the latsar, and having a certificate stating their graduation in the activity. Have a certificate of physical and mental health from a government hospital. Get a list of job performance appraisals with a predetermined minimum value predicate. (https://id.wikipedia.org/wiki/Calon_Pegawai_Negeri_Sipil)

At the time of status as Civil Servant Candidates, their competence and activities are assessed according to the formation when they are declared to have passed the selection to become Civil Servant Candidates. If they have not completed the assessment criteria for step 2, the status of the candidate can be postponed with a decision at a certain time. If they have not completed the requirements based on what has been determined, they are declared not to pass or are canceled to become Civil Servants. (Masrul. 2019: 41)

What about the salary system for Civil Servants Candidates? During the probationary or pre-service period, the salary of prospective civil servants is 80 percent of the nominal total salary of each group. Even so, prospective Civil Servants still receive the same benefits as Civil Servants. Among them are husband or wife allowances, children, basic material allowances that are cashed in for each family member, and others. In addition to family allowances, prospective Civil Servants also receive office allowances which make the Civil Servant profession highly sought after by many people. Salary for Candidates for Civil Servants refers to the Government Regulation of the Republic of Indonesia Number 15 of 2019 concerning amendments to Government Regulation Number 7 of 1977 concerning the regulation of salaries of civil servants.

2. PUBLIC SERVICE

Public servants in Law no. 25 of 2009 Article 1 paragraph (1) states that "Public Service is an activity or series of activities in the context of fulfilling service needs in accordance with laws and regulations for every citizen and resident of goods, services, and administrative services provided by service providers. public service.. According to Semil in (Nurhidayati & Silpia 2018:280) "the essence of public service is the provision of satisfactory services to the general public (community) as a manifestation of the obligations of government officials as state servants and public servants". Implementers of public services, hereinafter referred to as executors, are officials, employees, officers and everyone who works within the organizing organization in charge of carrying out an action or series of public service actions. (Law N0 25 of 2002 Article 1 Chapter 1 Paragraph 5)

From this definition, there are three important points that must be considered in public services, namely:

1. The duty of service is an obligation that must be carried out by government officials.
2. The object of service is the community or the public.

3. The form of services provided can be in the form of goods and services according to the needs of the community and applicable laws and regulations. (Yudi Latif, et al. 2022:121)

With the realization of a professional State Civil Apparatus, it will also encourage the realization of better bureaucratic reforms that encourage the creation of national and state progress, because the center of public service is in the bureaucracy. If the government bureaucracy is not run properly and efficiently, then the national interest will be ignored and prioritize the interests of the group. So it is the obligation of the State Civil Apparatus to carry out this task with a full sense of responsibility and uphold the employee's code of ethics.

The Public Service Act is certainly the main basis for the implementation of public services for State Civil Apparatus. The objectives of providing public services based on this law are as follows:

1. The realization of clear boundaries and relationships regarding the rights, responsibilities, obligations, and authorities of all parties related to the implementation of public services;
2. The realization of a proper public service delivery system in accordance with the general principles of good governance and corporations;
3. The fulfillment of the implementation of public services in accordance with the laws and regulations; and
4. The realization of legal protection and certainty for the community in the implementation of public services. (Yudi Latif et al. 2022:121)

Public services are the demands and expectations of the community, as public servants of course have an obligation to be able to provide the best which has implications for institutions, as an effort to improve the level of trust. The existence of the phenomenon of public goods/services requires the presence of the government to be responsible for providing public goods/services needed by the community in the form of public services. (Erwan 2016:18)

3. MOVE FASTER RISE STRONGER

An object will move if the object is moved to another object, the object will move faster if it gets a thrust. What about humans? No event occurs without a prior impulse or event; all processes occurring in change require opposing forces.

The word move, move faster, get up stronger, is related to the pandemic that came suddenly and spread throughout the world, and had an impact on various aspects of human life in the world. The emergence of this anxiety causes the community to be required to work together to create new hopes. If you want to move faster then focus on using whatever you have right now to start progressing, be the best fan, move through the track and keep going.

If you want to develop then use positive thinking, positive thinking encourages a person to assess the experiences that occur in his life as useful things in order to provide support towards a better future direction. If you want to be successful, you have to get up stronger, so positive thinking is needed. Furthermore, it is accompanied by actions including having a purpose in life, acting according to plans, associating with a positive environment. (Zein Arkana.2021:40)

Prospective Civil Servants as young Indonesians who have worked for 4-5 months but should have been trained in the world of work and social life, the provisions are obtained from college through various off-campus learning programs that are collected in the Merdeka Campus. We have given an example to the world how the learning process in Indonesia is currently more in favor of students and frees teachers to be creative in teaching through the Freedom Curriculum and Freedom to Teach platform. The nature of democracy brings good luck for prospective Civil Servants to rise stronger in the digital era as an effort to realize their dreams. The journey to move faster and rise stronger becomes a means that must be continuously echoed. A strong desire to achieve goals should be accompanied by rising stronger. Positive thinking as capital moves faster and rises stronger will accelerate the expected achievement.

4. DIGITAL ERA

Since the days of dial-up, the internet has been available to most people. Internet cafes are available everywhere, so that anyone from any age can access it easily. Wi-Fi is also available almost anywhere and if the user has access to

cellular data offered by any cellular service provider today can access the information. Applications for messaging have evolved, and the users involved in web conferencing, as well as business activities. The impact of technological developments is that it is easy for data to connect with other people and reach everyone around the world quickly.

Information technology is growing and must be utilized by the State Civil Apparatus in carrying out their duties of the State Civil Apparatus. At this time, mastery of office applications such as Word, Excel and Powerpoint, can no longer be said to be an added value. It is natural and should be controlled by every state apparatus tasked with serving the community.

The digital era Era 4.0 which facilitates communication, this can also trigger division, the potential for patience, restraining emotions, looking for the right source of information is needed. The development of the digital era not only has a major influence on prospective Civil Servants, but also families in general. The study of the relationship between the digital era and the development of adolescents and their risky behavior is expected to assist efforts to prepare population groups for data to make optimal use of the development of the digital era. (Zainal.2020:13)

The digital era 4.0 has the potential to improve the quality of life of people around the world, advances in automation and artificial intelligence have raised concerns that machines will one day take over human work. (Ranisa.2019:26)

5. SPECIFIC, MEASURABLE, ACHIEVABLE, RELEVANT, AND TIME-BOUND STATE CIVIL SERVICES

Change is a necessity. Of course, this sentence is often heard in our ears. This sentence can also be understood as a form of 'coercion' for us to always change. Change in this case is that we must always be able to adapt. In an effort to form a World-class Bureaucracy, it is hoped that every employee has a profile as a Smart State Civil Apparatus, which consists of nationalism, integrity, global insight, hospitality, and networking, mastery of information technology, foreign languages and entrepreneurship.

There are demands from the public to apply the principles of good governance and encourage the recruitment of State Civil Apparatus employees away from the practice of corruption, collusion, and nepotism, but rather based on a merit system (competence). There is criticism from the public that the quality of public services is decreasing. There is a demand that government officials should have a more sense of crisis so that they understand the problem.

Government officials are required to work professionally by prioritizing the principles of public accountability and responsibility. State Civil Apparatuses who work in institutions certainly have rights and obligations and play a role in bringing about better changes in their institutions. Specific, Measurable, Achievable, Relevant, and And Time-Bound State Civil Apparatus is not only a hope but a demand towards good governance

The community as the party being served demands that the government pay more attention to their aspirations. In PP No. 17 of 2020 article 10 it is stated that the function of the State Civil Apparatus is as an implementer of public policies, public servants and the glue of national unity and integrity. (Dwi M; 2021:2). The State Civil Apparatus has a mandate that must also be carried out properly and correctly, as an expression of their sense of responsibility for their professionalism.

CHAPTER III

CLOSING

Conclusion:

Based on the results of the study, several conclusions can be drawn, including:

1. Starting from prospective civil servants who are able to implement public services properly and correctly in accordance with applicable regulations;
2. Prospective Civil Servants who are on their way to Civil Servants are able to move faster and rise stronger to bring about changes in their institutions;

3. Candidates for Civil Servants are appointed based on positions in accordance with their competencies, this affects the ability in the level of professionalism;
4. Candidates for Civil Servants in the digital era quickly move towards State Civil Apparatus that are Specific, Measurable, Achievable, Relevant, And Time-Bound

The concept of Smart State Civil Apparatus is to view employees or employees in an institution or organization as an investment, where if the employee or employee is managed with good and professional management and planning, it will provide benefits to the organization or institution more efficiently and effectively. The criteria for Specific, Measurable, Achievable, Relevant, and Time-Bound State Civil Apparatus include; with integrity, global perspective, understand information technology and foreign languages.

Recommendation

1. Public services are the demands of every State Civil Apparatus as an effort to provide the best service for the community,
2. The digital era demands that every State Civil Apparatus get up faster and move stronger
3. Become a proud State Civil Apparatus but be prouder if committed to being a Specific, Measurable, Achievable, Relevant, And Time-Bound State Civil Apparatus.

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