



Journal Homepage: - www.journalijar.com
**INTERNATIONAL JOURNAL OF
 ADVANCED RESEARCH (IJAR)**

Article DOI: 10.21474/IJAR01/6215
 DOI URL: <http://dx.doi.org/10.21474/IJAR01/6215>



RESEARCH ARTICLE

ANALYSIS OF THE EFFECT OF ACTUALIZATION OF THE BASIC VALUES OF THE APPARATUS ON THE PERFORMANCE OF PUBLIC ORGANIZATION FOR CALON PEGAWAI NEGERI SIPIL CLASS III CIVIL SERVANTS CANDIDATE.

Bambang Basuki Hanugrah.

Widyaiswara Lecturer, East Java Education and Training Agency, Indonesian.

Manuscript Info

Manuscript History

Received: 04 November 2017
 Final Accepted: 06 December 2017
 Published: January 2018

Key words:-

internalization, actualization, basic values of apparatus, organizational performance.

Abstract

PNS (Civil Servants) characteristic can be formed through learning that includes internalization of basic values of the profession of civil servants, the implementation of actualization of the basic values of the profession of civil servants and the evaluation of the actual values of the profession of civil servants. After following this learning, participants are expected to actualize the basic values of the civil servant profession in the place of assignment / place of apprenticeship. The purpose of this study is to determine the effect of the implementation of the actual value of the apparatus base on the performance of public organizations for Candidate Civil Servants Class III. The place of this research is at East Java Education and Training Agency. The time of this research is October - November 2017. The number of sample of this research counted 67 people with sampling method with saturated sampling technique. The analysis technique used in this research is simple regression analysis, t test and coefficient of determination analysis. The results showed that the t_{count} of 8.148 and t_{table} of 1.997 then ($t_{count} > t_{table}$) with a significant level of 0.000 smaller than 0.05 ($0.000 < 0.05$). This means that for the variable implementation of the actualization of the basic values of the apparatus *partially* have a significant influence on organizational performance.

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Introduction:-

To form a professional Civil Servant who is capable of performing his duties and role as a public servant, it is necessary to establish a character based on the basic values of the Civil Service profession (Perkalan 38/2014).

The establishment of basic values of the civil servant profession is done by way of education and training in accordance with the curriculum of Prajabatan Pola Baru Training which includes: Internalization, Actualization and Action Plan.

Internalization is the process of appreciation, deepening, deep assignment of a basic value (Accountability, Nationalism, Ethics, Quality Commitment, and Anti-Corruption). The process of the next stage is the actualization, where the actualization is a process of making the five basic values (ANEKA) become actual / real / happening / real / real / seriously realized.

Corresponding Author:- Bambang Basuki Hanugrah.

Address:- Widyaiswara Lecturer, East Java Education and Training Agency, Indonesian.

Prospective Civil Servants (CPNS) character must be formed through learning, where in the learning is done within campus and off campus. For in-campus learning includes internalization of basic values (ANEKA) and evaluation of actualization of basic values. For off-campus learning is the implementation of actualization of the basic values that will be applied in the work environment of each CPNS.

The outcome of this learning is the Characteristic PNS, in which the characteristic civil servants are expected to contribute positively in improving the performance of public organizations in serving the interests of the wider community.

The purpose of this study is to determine the effect of the implementation of the actual value of the apparatus base on the performance of public organizations for Candidate Civil Servants, Class III.

Review of Literature:-

Internalization of Basic Values of Civil Servant Profession:-

Internalization of the basic values of Professions is done through the learning stage. This learning phase equips the participants with the basic values needed in carrying out professional duties professionally as civil servants. The basic values given to the civil service profession include: Accountability, Nationalism, Ethics, Quality Commitment, and Anti-Corruption. These basic values are deacronized into the term in Bahasa Indonesia "ANEKA" which is also known as "*Akuntabilitas, Nasionalisme, Etika, Komitmen Mutu, dan Anti Korupsi*".

Actualization of Basic Values for the Civil Servant (PNS) Profession:-

Training participants who have obtained ANEKA material, then the next step is to do actualization. The actualization stage of basic values of civil servant profession can be explained as follows: 1. Actualization stage of basic values of civil servant profession in place of duty, according to formation of office. Actualization of this type is intended for all participants Training CPNS Prajabatan Class III, II, I who can carry out actualization in place of duty; 2. Tahap actualization of the basic values of civil servants in the place of internships, this type of actualization is intended for all participants Training CPNS Class III, II, I who can not carry out actualization in place of duty.

This actualization shall contain the basic values set forth in Law Number 5 Year 2014 on the State Civil Apparatus (ASN), article 3, as follows:

ASN as a profession is based on the following principles:

1. The base value
2. Code of Ethics and Code of Conduct
3. Commitment, moral integrity, and responsibility to public service;
4. Competence required in accordance with the task field;
5. Academic qualifications;
6. Guarantees legal protection in carrying out duties; and
7. Professionalism at the office.

Competence of Class III CPNS Preparatory Training:-

Competence built in Preparatory Training CPNS Group III is the competence of civil servants as a professional community servant, which is indicated by the ability to actualize the five basic values are:

1. Ability to realize accountability in performing their duties;
2. The ability to prioritize the national interest in the performance of their duties;
3. Ability to uphold public ethics standards in the performance of their duties;
4. The ability to innovate to improve the quality of their duties; and
5. The ability to not corrupt and encourage the acceleration of eradication of corruption in the environment instansinya.

Besides having the ability to actualize the five basic values above, participants Training CPNS Prajabatan Class III, is also expected to have the ability to analyze the impact if the five basic values are not applied in accordance with the action plan.

Organizational Performance:-

Organizational performance is how far the level of ability to execute the tasks of the organization in the context of achieving the goals in accordance with the capabilities possessed and program / policy / vision and mission set previously.

According Dwiyanto (2008) in his book Public Policy Reform public performance indicators or criteria of performance is the productivity, service quality, responsiveness, responsibilitas, accountability.

The indicators or criteria will be explained as follows:

1. Productivity. The concept of productivity not only measures the level of efficiency, but also the effectiveness of the service. Productivity is generally understood as the ratio between input and output.
2. Quality of service. Service quality tends to become increasingly important in explaining the performance of public service organizations. Community satisfaction can be a parameter for assessing the performance of public organizations.
3. Responsiveness. Responsiveness is the organizational ability to recognize the needs of the community in setting the agenda and priorities of services and developing public service programs in accordance with the needs and aspirations of the people.
4. Responsibility. Responsibilitas explain whether the implementation of the activities of public organizations is done in accordance with the principles of administration that is correct or in accordance with the policy organization, both explicit and implicit.
5. Accountability. Public accountability shows how much the policies and activities of public organizations are subject to the political officials elected by the people, the assumption is that these political officials because they are elected by the people, will naturally always represent the interests of the people (Dwiyanto, 2008).

Methodology:-

The place of this research is at East Java Education and Training Agency. The time of this study is October - November 2017. This research uses descriptive method by using quantitative approach. Data analysis is quantitative / statistical with the aim to test the hypothesis that has been established (Sugiyono, 2015). The population of this study is the participants of Latsar Training CPNS 2017 Group III which amounted to 67 people. The number of samples is 67 people with sampling method with saturated sampling technique. This research consists of two variables. The independent variable in this research is the implementation of the actual value of base apparatus (X) and the dependent variable of this research is organizational performance (Y). For this study the instrument used in the form of questionnaires with Likert scale. According to Sekaran in Riyanto (2017) explained that the Likert scale is designed to examine how strongly the subject agrees or disagrees with the statement on a 5-point scale with the following arrangement:

Table 1:- Likert Scale

Strongly disagree	Disagree	No Opinion	Agree	Strongly Agree
1	2	3	4	5

The analysis technique used in this research is simple regression analysis, t test and coefficient of determination analysis. For statistical calculations using the software tool SPSS version 24 (Riyanto, 2017).

Research Result:-

Multiple Linear Regression Analysis

From the questionnaire data that has been tabulated and analyzed using multiple regression with the help of SPSS program version 24 as follows:

Table 2:- Simple Regression Analysis

Modle		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	9.979	1.275
	Implementation of Actualization of Basic Values of Apparatus	.484	.059

From the table in front can be explained as follows:

$$Y = 9,979 + 0,484X$$

a = 9,979; shows the magnitude of organizational performance prior to the implementation of the actualization of the basic values of the apparatus.

b = 0.484; implementation variable of actualization of basic value of apparatus have influence of 0,484 to improve organizational performance.

Partial Test (t test):-

This t test is also called partial test, this test aims to test the significant result of partial regression test. The steps:

1. $H_0: b = 0$; that is, the implementation variable of actualization of base apparatus value partially has no effect on organizational performance variable.
 $H_1: b_1 > 0$; that is, the implementation variable of actualization of base apparatus value partially influence to variable of organization performance.
2. $\alpha = 0.05$ with $df (n-k-1) = 67 - 1 - 1 = 65$; $t_{table} = 1,997$
3. Criteria testing:
 If $t_{count} > t_{table}$, then H_0 is rejected and H_1 accepted. Means there is influence between dependent variable with independent variable.
 If $t_{count} < t_{table}$, then H_0 is accepted and H_1 is rejected. Means there is no influence between the dependent variable and the independent variable.

Table 3:- t Test results

Modle		t	Sig.
1	(Constant)	7.829	.000
	Implementation of Actualization of Basic Values of Apparatus	8.148	.000

Based on table 2 above, note that the value of the t_{count} implementation for the implementation of the actual value of the apparatus base value = 8.148 with sig. 0.000 and can be described in the form of normal curve as follows:

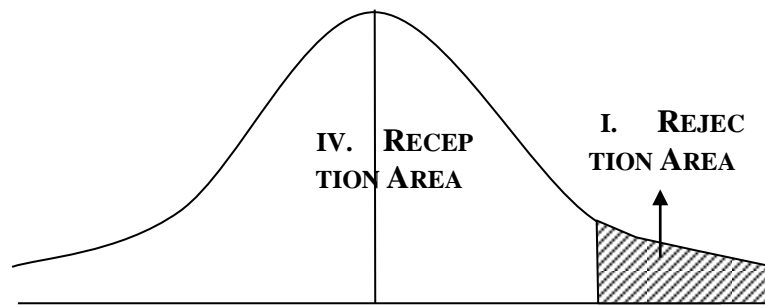


Figure 1:- Normal Curve t Test
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Based on the result of t_{count} equal to 8,148 and t_{table} equal to 1,997 then ($t_{count} > t_{table}$). Then from a significant level of 0.000 less than 0.05 ($0,000 < 0.05$) then H_0 is rejected and H_1 is accepted. This means that for variable implementation of the actualization of the basic values of the apparatus *partially* have a significant effect on organizational performance.

Determination Coefficient Analysis (R^2):-

Determination coefficient test (R^2) is used to find out how far the ability of the model in explaining the variation of bound variables, the following test results coefficient of determination.

Table 4:- Determination Coefficient Analysis

Modle	R	R Square
1	.711 ^a	.505

For the analysis of coefficient of determination is 0.505 means that the change of organizational performance can be explained by changes in the implementation of the actual implementation of the basic value of the apparatus of 50.5%. While the rest that is equal to 49.5% influenced by other variables outside the variables studied. Other independent variables predicted to determine organizational performance are organizational culture, leadership style, work environment and so forth.

Discussion:-

Based on the results of data analysis known that the implementation of the actual value of the basic apparatus partially have a significant influence on the performance of public organizations.

Stages of actualization of basic values conducted by the training participants include: 1. Designing the actualization of basic values of the profession of civil servants; 2. Present the actualization design in the seminar; 3. Actualizing the basic values of the civil servant profession; 4. Coaching the actualization of the basic values of the civil servant profession in the place of assignment / place of apprenticeship; 5. Evaluation seminar on the actualization of basic values of civil servant profession; and 6. The action plan of the actualization refinement.

Implementation of the actualization of the basic values undertaken seriously gives a positive impact to the organization or institution where the task or place of apprentices training participants. The positive impact of the actualization of the basic values is the improvement of the performance of public organizations.

Conclusion:-

The actualization of the basic values of the apparatus partially has a significant influence on the performance of public organizations. It means that the better the implementation of the basic values of the apparatus, then the performance of the organization will increase.

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