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FACTORS INFLUENCING ASN PROFESSIONALITY INDEX ACHIEVEMENTS

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ABSTRACT

State (state civil service) or ASN (Aparatur sipil negara) in Indonesian at the executive level and staff in the service sector still believe that the superior's assessment is the main thing, while other dimensions are not needed. State Civil Service (ASN) personnel at the executive level and in the service sector often prioritize superior assessments over other dimensions of professionalism. This study aims to identify factors influencing the ASN Professionalism Index. A literature search was conducted using Google Scholar, covering articles published between 2018 and 2023, following PRISMA guidelines for screening. Out of 1,910 articles, five met the inclusion criteria and were analyzed. Findings from two studies indicate that policy content and policy context significantly impact ASN professionalism. The index is dynamic and influenced by State Civil Service achievements, regulations, leadership policies, resources, and ASN's willingness to adapt.

Keywords: ASN, Professionalism Index

Background

Professionalism is the quality of attitude of members of a profession as well as the degree of knowledge and expertise possessed to be able to carry out work tasks according to specified standards and requirements (1). The problem of professionalism with its various dimensions has attracted several researchers' assessment and research before the formation of State Civil Service Agency Regulation Number 8 of 2019. Research by Marlianti in 2013 analyzed the implementation of ASN professionalism based on good analysis and governance. Meanwhile, Wiryanto, in 2018, studied the concept of a professionalism index measurement instrument that includes the variables of qualification, competency, compensation, performance, and discipline (2). Professionalism is the key to the success of ASN in carrying out its function as an implementer of public policy, public servant, and glue and uniter of the nation. Currently, measuring the professionalism of the State Civil Apparatus has been carried out with the emergence of Regulation of the Minister for Administrative Reform and Bureaucratic Reform of the Republic of Indonesia Number 38 of 2018 concerning Measuring the Professionalism Index of the State Civil Apparatus. Regulations are guidelines for Central and Regional Government agencies in measuring the Professionalism Index for State Civil Profesionalime Indeks ASN (3). Furthermore, the technicalities for measuring Profesionalime Indeks ASN are regulated in State Civil Service Agency Regulation 8 of 2019 concerning Guidelines for Procedures and Implementation of Measuring the Professionalism Index for State Civil Servants.

In Kazakhstan, research related to employee professionalism was conducted with the finding that research respondents thought professionalism had an important role in political modernization. Education and training programs to increase employee professionalism are important in this research (4). Training has a strong influence and positive effect on the development of competency variables; in other words, the more often employees take part in training, the greater the employee's competence will increase. And vice versa increasingly. Rarely does an employee attend training, then the employee's competency will decrease (5). Another research result explained that human resources, knowledge and management skills are the basis of employee performance (6). In Indonesia, research found that competence is one of the minimum requirements for forming a model of professionalism in the public sector.

In contrast, others are autonomy, ethics, association, and respect (7). A case study of ASN professionalism at the Ambon City Population Service shows that the assessment of the quality of public services in the dimensions of responsibility, service and empathy is in adequate condition, while the quality of public services which is inadequate is in the dimensions of delivery and appearance of employees, effectiveness and efficiency of employees in providing services (8). Employees have not demonstrated optimal performance attitudes in their duties (9). As technology develops, people are increasingly critical and brave in expressing their aspirations to the government to control public services (10). Employees must understand and have a high level of attitude awareness that work orientation is to fulfil the interests of society to the maximum (11). Research results showed the benefits of measuring the Professionalism Index ASN. However, it does not discuss the implementation of the measurement at a particular locus in more depth. Explains that Profesionalisme Indeks ASN is one approach to assessing the quality of ASN through a composite index obtained from several independent output indicators. Several articles also discuss adding aspects of the employee code of ethics to be added to the calculation (10). According to the previous articles, we found that the current Professionalism Index ASN measurement still does not accommodate the ethical variables of civil servants. That review aimed to determine the factors that influence the achievement of the ASN professionalism index (12). Objective: This review aims to determine the factors influencing the ASN Professionalism Index Achievement. Then, we create paradigm improvements in the bureaucracy to realize professional ASN.

Methods

A literature search was carried out using the Google Scholar database for articles published between 2018 and 2023. The literature search used several keywords, such as "ASN Professionalism Index," with Boolean search methods, such as "AND" and "OR," to find relevant articles that suit the purpose of writing.

The inclusion criteria in the literature search were research articles that discussed factors influencing the achievement of the ASN professionalism index and articles in Indonesian, available in full text. The exclusion criteria are grey literature, books, and other non-scientific publications. This literature search used the PRISMA guideline in carrying out the screening process (Fig. 1). From the search results, 1,910 articles were obtained. After the screening process, two articles met the criteria and will be analyzed.

Results

Author	Title	Result
Yunindyo Sasmito (2022)	Analysis of the professionalism of state civil servants	- BAPPEDA in the province of Bangka Belitung Islands produced the medium category for calculating the ASN professionalism index

	ASN professionalism index (IP ASN) in the development planning and regional development research agency of the Bangka Belitung archipelago province	<ul style="list-style-type: none"> - BAPPEDA in the province of Bangka Belitung Islands produced the medium category for calculating the ASN professionalism index - The pandemic has caused a massive refocusing of budgets so that many budgets have been cut to deal with the pandemic. The competency development budget is no exception, which has been cut completely. In the 2021 RKPD document, the competency development budget is contained in the regional personnel and human resources development agency in the province of Bangka Belitung Islands. The absence of a budget is an obstacle for ASN's to develop their competencies. The problem is the limited number of training quotas, but all ASN's are required to fulfill a minimum number of 20 learning hours (JP). Luckily, the existence of online webinars held through virtual meetings helps ASN fulfill these class hours (13).
Muhammad fakhri rizqyanto, slamet santoso, retna hanani, maesaroh (2018)	Implementation of the policy for measuring ASN professionalism based on the Minister of Administrative Reform's regulation on bureaucratic reform number 38 of 2018 concerning measuring the professionalism index of state civil servants in the regional secretariat organization section of the city of Semarang	<ul style="list-style-type: none"> - Factors that influence the implementation of state civil service agency regulation number 8 of 2019 concerning measuring the professionalism index of state civil servants in the organization section include results in the form of policy content and context (14).

Discussion

In a government agency or private company, human resources play a crucial role because the activities of the agency or company will not be able to run well without human resources, even though the supporting technology used is complete and sophisticated. The professionalism index is important because it assesses or benchmarks employee work (15). ASN professionalism in Article 1 point 5 of the Regulation of the Minister for Empowerment of State Apparatus Bureaucratic Reform Number 38 of 2018 concerning Measurement of the Professionalism Index for State Civil Apparatus is defined as the quality of professional members regarding their profession as well as the degree of knowledge and expertise they have to carry out their duties. In this case, the ASN Professionality Index can be followed up on in the form of conformity between the qualifications, competence, performance, and discipline of

ASNs in carrying out their job duties. As for the description of the ASN professionalism index, it can be seen in indicators based on the Republic of Indonesia State Civil Service Agency Regulation Number 8 of 2019 concerning Guidelines for Procedures and Implementation of Measuring the Professionalism Index for State Civil Servants in the form of Qualifications, Competence, Performance and Discipline.

The professionalism index achievements of each ASN are different and influenced by various factors. The study revealed that the implementation of public policy is determined by the level of implementability, which consists of the Content of Policy and the Context of Policy.

Content of Policy

There are six factors in the Content of Policy

Interest Affected

According to policy actors, they consist of policymakers, implementers and target groups. Policymakers and implementers are people, groups of people or organizations who fulfil specific roles in policy positions. This is because they are in a position of influence, both in the creation and implementation and supervision of the development of its implementers. Meanwhile, the target group is a person, group of people or organization in a society whose behaviour or existence is to be influenced by the policy in question. The implementation of the ASN Professionalism Index Measurement policy in the Organization Section of the Regional Secretariat of Semarang City is influenced by superiors and regional apparatus organizations that supervise it. The achievements obtained will be directly proportional to this.

Type of Benefits

The expected benefits in Article 2 of the State Civil Service Agency Regulation Number 8 of 2019 concerning Measuring the Professionalism Index for State Civil Servants regarding benefits in the form of self-development or human resources and increasing the professionalism of ASN. In this case, ASN is faced with the desire to change to be more professional and gain benefits but is still within the corridor of moral values.

Extent of Change Envision

The extent of the change envision factor (the degree of change to be achieved) in implementing the ASN Professionalism Index Measurement policy has a target, and its realization is in accordance with the expected target, which is the degree of desired change being well-realized in each indicator. Achievement targets can be seen in each indicator.

Site of Decision Making

The content of the policy is a Site of Decision-Making, with authorities making decisions in the ASN professionalism index measurement policy. All parties with the authority to make decisions in policy have vital control over each other, from the beginning of policy formulation to the improvement or evaluation of future policies. This is because each position holds a vital key in determining policy implementation, starting from policy formulation, implementation in the field, monitoring, and evaluation at a later date.

Program Implementer

Content of Policy in the form of an Implementer Program in the form of the level of understanding of policy implementers and the competency of policy implementers in the ASN professionalism index measurement policy. All policy implementers are competent parties who understand this policy. A policy implementer's level of understanding and competence is important, considering that they will implement the policy in the field. So, to be

involved in the ASN Professionalism Index Measurement policy requires competence that can be understood as a policy implementer. Achievement of performance targets is the result of evaluation of implementation.

Resources Committed

Context of Policy in the form of Resources Committed in the form of supporting facilities and budget support in the ASN professionalism index measurement policy. Policy implementation is fully supported by supporting resources in the form of supporting facilities and budgets for policy optimization.

There are three factors in the Context of Policy Power, Interest, and Strategy of Actors Involved

Context of Policy in the form of Power, Interest, and Strategy of Actor Involved, in the form of the use of power and strategy of actors involved in the policy for measuring the ASN professionalism index, must take into account the power, interests and formulation of strategies to facilitate the implementation of the policy. A policy has regulated each ASN's main tasks and functions. Every implementation must be within the corridor of this policy. The achievement value is realized in the achievement of ASN performance targets.

Institution and Regime Characteristics

Policymakers and authorities formulate policies for ASNs to carry out their primary functions. The achievement results are assessed directly by the institution where you work, especially by your superior.

Compliance and Responsiveness

Compliance and response from implementers when implementing policies by ASN are mandatory. With an internal assessment, ASN achievement scores will be obtained when implementing policies.

Conclusion and Recommendations

The ASN professionalism index is an indicator of ASN assessment that illustrates the actual achievements of the ASN. The achievement value is dynamic and influenced by various factors, including the Content and Context of Policy. However, ASN requires seriousness to change for the better and get out of their comfort zone to act professionally.

Further study is suggested by a descriptive comparison between the ASN professionalism index and workplace findings. This would reveal whether the assessment is based on subjectivity or in accordance with the actual condition of ASN.

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