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. For this reason, it is necessary to search for data on the factors that influence the achievement of the professionalism index for the State Civil Service. The literature search method was carried out based on articles published between 2018-2023 according to the inclusion and exclusion criteria that had been determined using 1 database, namely Google Scholar. This literature search uses the PRISMA guideline in carrying out the screening process. From the search results, 1,910 articles were obtained, after the screening process there were 5 articles that met the criteria and analysis would be carried out. The results of the study from 2 literature showed that the factors that influence the achievement of the ASN professionalism index are Content of Policy and Context of Policy, so it can be concluded The State Civil Apparatus Professionalism Index is an indicator of ASN professionalism which can dynamically change along with the achievements achieved by the State Civil Apparatus. Regulations, policies from leadership, resources and the willingness to change from ASN play an important role in this achievement.

Keywords: ASN; Profesionalism Indeks

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). Professionalism is the key to the success of ASN in carrying out its function as 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 used as guidelines for Central Government and Regional Government agencies in measuring the Professionalism Index for State Civil Professionalisme Indeks ASN (2). Furthermore, the technicalities for measuring Profesionalisme Indeks ASN are regulated in 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 Kazakhstan, research related to employee professionalism was conducted with the finding that research respondents thought professionalism had an important role in the process of political modernization. Education and training programs in increasing employee professionalism play an important role in this research (3). This is in line with the research result explained that human resources, knowledge and management skills are the basis of
employee performance (4). In Indonesia, research conducted found that competence is one of the minimum requirements that can form a model of professionalism in the public sector, others are autonomy, ethics, association and respect (5). 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 (6). Employees have not been able to demonstrate optimal performance attitudes in carrying out their duties (7). As technology develops, people are increasingly critical and brave in expressing their aspirations to the government as an effort to control public services (8). Employees must understand and have a high level of attitude awareness, that work orientation is to fulfill the interests of society to the maximum (9). Research result the aims and benefits of measuring Professionalism Index ASN, however, it does not discuss in more depth the implementation of the measurement at a particular locus. Explains that Professionalisme Indeks ASN is one method of approach in 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 (8). This can be found in research which argues that the current Professionalism Index ASN measurement still does not accommodate the ethical variables of civil servants. The purpose of this review was to determine the factors that influence the achievement of the ASN professionalism index (10). Objective The purpose of this review is to determine the factors that influence the ASN Professionalism Index Achievement. This is done in order to create paradigm improvements in the bureaucracy so that professional ASN can be realized.

Methods

A literature search was carried out for articles published between 2018-2023 using the Google Scholar data base. The literature search uses 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.

Inclusion criteria in the literature search were research articles that discussed factors influencing the achievement of the ASN professionalism index, articles in Indonesian, available in full text. The exclusion criteria are gray 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 carrying out the screening process, there were 2 articles that met the criteria and will be analyzed.

Results

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<th>Author</th>
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| Yunindyo sasmtoo (2022) | Analysis of the professionalism of state civil servants ASN professionalism index (IP ASN) in the development planning and regional development | - BAPPEDA in the province of Bangka Belitung Islands produced the medium category for calculating the ASN professionalism index  
- The pandemic has caused a massive refoocusing 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 |
| Muhammad fakhri rizqyanto, slamet santoso, retna hanani, maesarah (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 | - 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 content of policy and context of policy(12) |

**Discussion**

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. So that in this case it can be followed up regarding the ASN Professionality Index in the form of conformity between the qualifications, competence, performance and discipline of ASN 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, influenced by various factors. Grindle (in Leo Agustino, 2017: 143) revealed that the implementation of public policy is determined by the level of implementability which consists of Content of Policy and Context of Policy.

**Content of Policy**
There are 6 factors in the Content of Policy

1. Interest Affected

   According policy actors consist of policy makers, implementers and target groups.
Policy makers and implementers are people, groups of people or organizations who fulfill certain 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 society whose behavior 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.

2. 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.

3. Extent of Change Envision

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

4. Site of Decision Making

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

5. 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 and capable parties in understanding this policy. The level of understanding and competence of a policy implementer is important considering that they will be implementing the policy in the field. So, to be involved in the ASN Professionalism Index Measurement policy requires competence that is able to understand as a policy implementer. Achievement of performance targets is the result of evaluation of implementation.

6. 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 3 factors in the Context of Policy

1. 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. The main tasks and functions of each ASN have been regulated in a policy. Every implementation must be within the corridor of this policy. The achievement value is realized in the achievement of ASN performance targets.
2. Institution and Regime Characteristics

Policy makers and authorities formulate policies as a means for ASN to carry out their main functions. Assessment of achievement results is carried out by the institution where you work, especially by your superior directly.

3. Compliance and Responsiveness

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

Conclusion and Recommendations

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

The suggestion for further study is a descriptive comparison between the ASN professionalism index and findings in the workplace. So it can be seen whether the assessment is based on subjectivity or in accordance with the actual condition of ASN.

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