

# DEVELOPMENT OF ETHICAL VALUES OF STATE APPARATUS TO IMPLEMENT GOOD GOVERNANCE BASED IN THE PERSPECTIVE OF CHARACTER EDUCATION

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## DEVELOPMENT OF ETHICAL VALUES OF STATE APPARATUS TO IMPLEMENT GOOD GOVERNANCE BASED IN THE PERSPECTIVE OF CHARACTER EDUCATION

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**Keywords:**

**ABSTRACT**

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Government Ethics,  
Character Education,  
Rational Building Model  
(RBM),

This paper limits the scope of discussion of the research findings from sub-discussion on Character Education Methods for State Apparatus to Achieve Good Governance. Applying qualitative method and phenomenological-hermeneutic analysis, this study aims to find the phenomena behind bad governance and how to implement good governance in public service holistically, based on the perspective of General Education / Values and Character Education (General and Character Education). One of the expected results of this research is to provide theoretical and practical contributions. Theoretically aimed at developing concepts and Character Education Methods for state apparatus through Rational Building Model (RBM) developed by James Shaver (Winecoff, 1987: 5.1), while the practical contribution is to help government programs to solve the problems of the nation in an attempt to realize the good governance of Indonesia through the field of character education.

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### INTRODUCTION

#### A. Background of Problem

The objectives of National Education are listed in Law Number 20 Year 2003 in National Education System to increase the competence of learners in order to become a pious, honest, healthy, creative, intelligent, independent, democratic and responsible person is still the ideal ideas. In fact, Indonesia's national education products still produce a corrupt generation. It is proved the existence of various corruption phenomena often occur in Indonesia, not exception in the Education Office environment. These phenomena are called by researchers as "bad governance". It is caused by various possibilities, both internal and external factors in the bureaucratic system. Internal factors are sourced from the character of the state apparatus, although before they become active government employees

(100% civil servants) they have attended CPNS Pre-employment (Civil Servant Candidate) training as a process of education and training related to the duties and role of civil servants. This notion drives President Jokowi with his ideas about "the mental revolution" and "NawaCita" movement of Indonesia in the field of character building and education to overcome the problems.

In the era of reform, the country has already established the anti-corruption education and character education, as well as forming a Committee of corruption eradication (KPK). But the fact is in the number of corruption is still high, even throughout the year 2014 demonstrates the increasingly rising projections (Jakarta,

[jokowinomics.com](http://jokowinomics.com), 2014). In 2014 — 2015, there are some regional officials: Governors, mayors, Governors, and members of the Board are bound by the case law, and several other officials who went to jail because of corruption. Some ministers went to jail. Echelon went to jail officials, Bankers went to jail (<http://www.dw.de/daftar-tangkapan-terbesar-kpk/a-18214980>).

Yet the issue has died down various corruption cases that happened in some government agencies until 2014, following the large number of cases of wild charges (pungli) revealed in the years 2015-2016, among other things: about licensing at the Ministry of transportation Pelindo (Sindo [Newys.com](http://Newys.com), October 12, 2016); The E-ID CARD project at Kemendagri-population and the civil registry (Sindo [Newys.com](http://Newys.com), October 22, 2016).

Meanwhile recapitulation of research results desertasi (2017) writer in the Office of the Department of Investment and service of integrated Single Door (DPM-PTSP) city of Bekasi, based on Community Satisfaction Indicators (IKM) and Public service standard (regulation of YOUTH 63/2004 Number) is generally inferred indicates a good quality service. But based on the answers of the respondents-user community services public services there are still some shortcomings in terms of certainty of time, clarity of procedures and details of the cost of service/licensing, and completeness of sarana-prasarana. It is according to the interpretations of researchers based on intensive interviews during research in progress there is a cause factor stems from the problems of individual characters, or the State apparatus of the character and culture of communities of users of public services.

#### **B. Formulation of the problem**

Based on the above description, then the problems that arise in research can be formulated as follows:

"The factors are the root cause of problems that become the emergence of the phenomenon of bad governance "and the factors that are becoming advocates, as well as the constraints of implementation of good governance in the public service (in the town of Bekasi), as well as how the strategy can be done to resolve the issue in the perspective of general education (education of values and character)?

#### **C. Research Objectives**

1. Dig the root problems of the characters behind the phenomenon of "bad governance" in the public services of the city of Bekasi.
2. Knowing and analyzing the factor endowments and constraints implementation of good governance in the public service based on the perspective of character education.
3. Developing the concept of character education in addressing the problems of the phenomenon of "bad governance" related to the duties of State apparatus in the public service.

#### **D. The benefits of Research**

The expected benefits from the results of this research is to provide theoretical and practical contributions. Theoretically aim among other things produces the development of concepts and methods of character education for the State apparatus.

#### **E. The Cornerstone Of The Theory**

1. The history and Concept of public education based on terminology and the history of the emergence of the concept of public education comes from the West (USA and Europe), which is derived from the term "General Education" as a continuation of the Liberal Education developed by Newmenn (Howard, 1992: 14). It also allegedly by Syamsu Rizal Ahmad (2012: 139) according to some

sources (Mc Connell in Henry, 1952:1), that General Education is revitalizing or emphasis again its significance as the Liberal Arts in the middle ages that contains a set of general education curriculum with different professional curriculum, Polytechnic, and techniques that emphasize the specialties. Liberal Arts materials are divided into two groups, namely: (1) the Quadrivium (arithmetic, geometry, astronomy and music) and (2) Trivium (are assigned grammatical logic, dialectic, and rhetoric/).

With more general education is charge of the curriculum which was held in order to respond to the impact of the development of science tend to emphasize the specialty. The concept of general education into the basic consideration in formulating the national education system-based character education. Public Education materials in Indonesia in perspective of Formal education in some subjects/courses (MKU), namely: the Indonesian Language, civics, Civics/PKN, and religious education.

First Year	General Education
Second Year	Major
Third Year	
Fourth Year	

Tabel 1: *Figure 1.1. General Education as Foundational* (Hansted (2012:4)

The picture above (Figure 1.1. General Education Foundational u.s.) is a model of public education that puts the charge values education as the Foundation for the subject matter the subject matter. This model is also applied in Indonesia especially in College, where the charge values education is given in the first year as

Public Courses (MKU), such as: religion, PKN, and Indonesian

Language. While in the year to the 2,3, and 4 MKU no longer presented.

In addition there is also a model of public education in the form of the following picture below

First Year	General	/
Second Year	Education	
Third Year	Major	
Fourth Year		

Tabel 2: *Figure 1.2. General Education and the Major: An Alternative Perspective* (Hansted,2012:5)

Shows the placement of the educational material most common in the early years. While on 2, 3 and 4, reduced as compared to the other principal subject matter. While in Figure 1.2. General Education and the Major: Another Alternative Perspective) puts educational material most Common in the early years, and little in year 2, 3, and 4. The model can be applied in the Vocational school curriculum (the CMS), where the key subject matter into a core competency/keahlian in the last years a lot more given as provision prospective graduates, but without abandoning the subject matter of public education that provides the cornerstone values of the personality of the students as a reinforcement for skill mastery before they enter the workforce, as it appears in the picture below

First Year	General	Major
Second Year	Education	
Third Year		
Fourth Year		

Tabel 3: *Figure 1.3. General Education and the Major: Another Alternative Perspective*

On the other hand there is also a general education model in a balanced way given starting earlier in the year to the end of the year. In Indonesia this model many practiced boarding school of Islam and Modern boarding institutions schools that aim to develop the values of public education and religious education in a balanced way, in order that the graduates have qualified personalities, good value spiritual/religious values and the knowledge of science and other general knowledge,

### **E.2.The Foundation Of Character Education For The State Apparatus.**

Referring to the opinion of Schilling and Smith (2010) in Paul Hansted (2012:6-7) to improve the organisation of work required in the skil model concept of public education as a form of scheme of Figure 1.2. and Figure 1.3. above. The model allows to achieve the development goals of the Organization through the development of human resources. Thus the mental coaching and human resources development has not only given at the beginning they enter the working world, but rather always continuously done as a consequence of the application of the concept of "learning for life" education.

Based on the 3 models of public education, then the problem of research objects can refer to table 2: models of Figure 1.2. and table 3: Figure 1.3 according to Schilling and Smith (2010) about the general education program that not only stopped early as the Foundation for a process of national education (primary education), but can also be developed in the framework of strengthening and improving the expertise/professionalism in the work environment.

William p. Anthony, Pamela 1. Perrewe and k. Michele Kacmar (1999:342) in his yangberjudul "Human Resource Management" describes the need for training needs analysis before the work was done (just my assesment "stage of the training process"), as in the following quote:

*"Before any training can be done, the need for it must first be annlyzed. This is referred to as the assessment stage of the training process. In this stage, the training needs of the organization, the job, and the individuals in the organization are examined..."*

### **RESEARCH METHODS**

Applying qualitative method and phenomenological-hermeneutic analysis, this study aims to find the phenomena behind bad governance and how to implement good governance in public service holistically, based on the perspective of General Education / Values and Caracater Education (General and Caracater Education) with **Rational Building Model (RBM)**

Rational Building models (RBM) was developed by James Shaver (Wincoff, 1987:5.1) that aims to help learners to develop moral maturity in a rational-critical social context berdaarkan. His principles are: 1) value is a concept, rather than emotional, which can be researched rationally; 2) value is standard/norm to assess where deemed inappropriate/good; 3) value is dimension to determine the right or wrong of a deed.

Through philosophical foundation: in the context of this research, this model can be implemented with some concept of Ethical governance and Foundation of the theory of Educational value. This method is applicable to the development efforts of Government Ethics as the Foundation of theory and practice of good governance in the publ service, where often there is a clash between the values of



personal/individual, social values and the values of professionalism, as well as moral values/ethical. Therefore required an analysis of rational morality in decision-making in order to produce decisions wisely.

Rational model Building develop cognitive skills and knowledge and to determine:

- 1) Are the basic values in the context of the social and cultural context is different.
- 2) moral values did which can be used to support a social unit.
- 3) value if that is supposed to be owned by good citizens and from where it derives its value (Hakam, 2008:109).

## DISCUSSION

Based on the recapitulation of research results and analysis of qualitative phenomenology hermeneutik-to the quality of public services in the service of capital investment and Integrated Service of one door (DPM-PTSP) city of Bekasi based on Community Satisfaction Indicators (IKM) and concluded that the Public service standard in General shows a relatively good quality of service. But there are still some shortcomings in terms of certainty of time, clarity of procedures and details of the cost of service/licensing, and completeness of sarana-prasarana. It is according to the interpretations of researchers based on intensive interviews during research in progress there is a cause factor stems from the problems of individual characters, or the State apparatus of the character and culture of communities of users of public services. The researchers obtained data based on the results of the interviews of researchers with some officials of the DPM-PTSP Bekasi, namely Ka Ka Subag Subag planning and Staffing, Public and that various efforts have been made to improve the quality of public services by PTSP

DPM, namely organizing the Licensing Service is fast, easy, and transparent "that supports the RPJMD Bekasi 2013-2018.

Mental and character education efforts DPM PTSP employees among others through mental coaching employees, either in formyl (through briefing weekly, each completed Apple Monday and by the careful leadership meeting), as well as in non formyl (in the event of investigations/sermon Friday and a pivotal moment in incidental). In addition DPM-PTSP always strives to improve the quality and capacity of employee performance with the technical guidance (Bintek) in accordance with the needs of employees. On the other hand, DPM — PTSP has strived to do breakthrough innovation to respond to the needs of the user community of the public service to obtain licensing services faster and transparent through simplification (public services through on-line systems) in accordance with the vision. This is intended to minimize the chances of the occurrence of the existence of a case of "pungli" that had become a bad image of public service (Jeremy Pope: 2003), due to the sluggish process of public services that are convoluted, so exploited by unscrupulous brokers in taking care of permissions. According to the results of the interviews of researchers with some officials of the DPM-PTSP and several communities of users of public services the problem is less the maximum implementation of the principles of Good Governance in the public service other than caused by factors and infrastructure, there is also the factor of character (Character Matters) individual clerks (Lickona, 2012).

Weaknesses in terms of certainty of time, clarity of procedures and details of the cost of service/licensing, caused by a few things. The uncertainty of the time required in the service take care of permissions can be sourced from the complete lack of requirements to be met by

those who take care of permissions. But there are times when because of the flurry of responsible officials in the service of licensing sometimes become the cause of the withdrawal resolution time management permissions. It actually can be anticipated if the entwined good coordination and it, as well as the attitude of responsiveness (responsiveness) State apparatus to the needs of the user community of the public service who want to get the services as soon as possible. The attitude of the response can be developed with fostering a sense of moral values which are the empathy social which is very important for the State apparatus in serving the interests of the community.

The clarity of the procedures and details of the cost of service/licensing can be attempted through the socialization Standard Operating Procedure (SOP) to the community of users of public services, so as to reduce the chance of the occurrence of percaloan in licensing due to a clear procedure and transparency of costs. The characters honestly State apparatus in serving the public interest can be grown by referring to the Standard Operating Procedure (SOP) and mental/spiritual education continues.

## CONCLUSIONS AND SUGGESTIONS

### A. Conclusions

Based on the background of the issue and the discussion above, in order to improve the quality of public services DPM-PTSP, then the development of a values-based Ethics State apparatus pendidikan characters indispensable to increase awareness and responsibility, honesty, as well as responsive and caring attitude of the State apparatus to the needs of the user community services public services. In other words the value of the character education to the State apparatus in accordance with the ethical principles of Government (The Liang Gie, 1996) and the concept of Ethical governance (Taliziduhu Ndraha, 2003) still needed in

environmental work as a process of education for life (life long education) according to Hanstedt, Paul., (2012) and the process leading to the development of an autonomous moral (Kohlberg) for the sake of the realization of Good Governance in the public service.

Referring to the opinion of Schilling and Smith (2010) in Paul Hansted (2012:6-7) to improve the organisation of work required in the skill model concept of public education as a form of Public education model in table 2 and table 3 above. The model allows to achieve the development goals of the Organization through the development of human resources.

### B. Recommendations

Character education for the State apparatus through mental coaching and human resources development should not only be given at the beginning they enter the working world, but rather always continuously done as a consequence of the application of the concept of "long life education " and " life long-learning "

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