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Description of Reasons of People to Work as Government Employee

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ABSTRACT

The Indonesian society are still put respect and hope higher to one profession's who work at the government agencies, in Indonesia they are known as *Aparatur Sipil Negara* (ASN). Based on this reason, the Indonesian government urged to have a new paradigm in recruiting their employees. By knowing factors that drives someone to choose ASN as their profession the government can get expertises both in skill and scholarly. This study has resulting some factors that affect respondents to join ASN such as their: current job, parent's job, pension factor, low work load, and lastly proud. Their willing to join ASN mostly not affected by their: gender, present allowances, not because working as an ASN will be relaxed, not because of the allowance available, not because of their parents' demand nor no dismissal. Respondents will not join the ASN because lack of fighting spirit and struggles. They will not join ASN because of lack of creativity, not because of bounded, not because hard resignation, not because of slow carier path nor the low salary rate. Among those factors which affect respondents to join ASN or not affecting is their present job. If their present job is not ASN or jobless, then the probability to become an ASN is 41.3%. If their present job is ASN or college students then the probability of desire to be ASN is 84.4%. The profile of the respondents who are desired to be ASN observed from Tree Diagram. The method used in this study are Crosstab and Classification Tree.

Keywords: ASN, desire to be a government employee (ASN)

INTRODUCTION

The employees who work in government offices are governed by the Indonesian constitution under registration number 5, 2014 for *Aparatur Sipil Negara (ASN)*. The government employees urged to contribute to their department they appointed by delivering positive and progresive work performance. ASN who are professional on their scope of work, will deliver maximum results, balanced with their mental and behavior integrity. The "mental revolution" statement of Mr. Joko Widodo the President of Indonesia has become fundamental basis to build skills and competencies in ASN environment. This statement not only as solely goal but also as guidance in recruiting, developing, and placing employee across multiple government offices.

The ASN as a profession in general is positively well marked in Indonesian society. The society are honouring and put high expectation to one who worked in government offices. There are some factors that drives or based people to choose ASN as their profession, for example: their current job, their parent's job, pension availability, work load and also pride. By knowing these factors, hopefully the government may conduct a good screening when recruiting to get experts both in knowledge and science. Also, the government can receive inputs regarding the factors that drives people to avoid to become ASN. By doing so, hopefully it become a solid foundation to develop a guidance for employee recruitment.

Purpose of the Study
The purpose of the study are:
a. To analyze factors that influence people who want to be ASN
b. To analyze factors that influence people who do not to be ASN
c. To analyze the profile of people who want to be ASN

Literature Review
Basically, a person has responsibility to and naturally called to work. Working is a natural to human, and an important thing that will never be separated from a person life. A human with no spirit of work is a human who has lost its nature. Nevertheless, there are some factors that

drives human to work, and these factors has become a foundation, motivation or a background for human doing their job.

Factors that drive a person to do certain job are mostly to fulfill their basic need that are physical needs, fulfill their responsibilities as productive person [1], self-values, career path. Every single person has their own reason or background that motivate them doing their job. There are no factor or motivation better than others. So, whichever factor that drives a person to work is positive things because basically human is a creature with free will to choose their own choices. In this modern world, human has an opportunity to choose and decide the appropriate type of work based on their skills and expertise. Every type of work requires certain sufficient skills or expertise, to achieve positively impacted results both to their organization and the surrounding environment [2]. For example, an accountant is mandatory to have sufficient knowledge and skill in accounting so that the work they do related to the financial administration run smoothly. Just like working as a notary, a lawyer, an educator, a doctor, a construction expert, and so on.

In the context of locus – the area or place of work – we can divide the place of work into two separate parts, private owned and government owned. Working as an employee in a private owned company means working to someone who own the company, whereas working in the government owned organization means working to the nation (government of Indonesia). These workers are named *Aparatur Sipil Negara* or ASN. The Government supply and open a big opportunity to those young, innovative, creative and productive workers [3] to fill those field of work that has a good future career path. The Indonesian Government through it's agencies has changed to a modern and professional organization which accommodate every single citizen who potentially share positive contribution to the development of it's people and the country. By doing so, government is offering this opportunity to the best young generation available to develop and increase Indonesia's performance to the whole world.

The Indonesian government has plenty of position available ready for ASN, such as: education agency, mining, health, government offices, employment, social, disaster response, military, culture, and so on. The Indonesian government guarantee that people who are working as ASN will have clear career path, better income, pension fund, and other allowances. These factors offered by Indonesian government to attract all energetic and productive employees to join as ASN. Nevertheless, we do need inputs regarding factors that drives people to have a will to work as an ASN. By doing so, it would be helpful and usefull for the governement to settled and adjust or develop its policies especially this ASN recruitment [4].

Those factors which drive someone to join ASN are: the present job, parent job, pension allowances, work load and lastly: pride. We will discuss these factors in this study to have a view or description of reasons of why Indonesian people choose ASN as their career.

Research Variables

The variable that are included in this study are: gender; present job; parent's job; salary per month; want to be ASN; relax feeling; fringe benefit; pension allowance; light workload; parental demands; feeling of proud; dismissal; low creativity; lacking of fighting spirit; low income; slow up; difficulties of join; difficulties of resignation; bounded feelings.

RESEARCH METHOD

The population of this study is the employees and students who work or study at Jakarta. The sample is 221 employees or students who works or study at Jakarta. They are sampled by purposive sampling [5].

Findings

From Cross Tabulation Method [6] the findings are:

	Influencing Factors	Non-Influencing Factors
Willingness to be ASN	▪ Current job ▪ Parent's job ▪ Get pension ▪ Light Workload ▪ Proud	▪ Gender ▪ Salary per month ▪ Feels Relax ▪ Fringe Benefit ▪ Parental demand ▪ No Dismissal
Willingness not to be ASN	▪ Lacking fighting spirit ▪ Difficulties to enter	▪ Low Creativity ▪ Feels Bounded ▪ Difficulties to exit ▪ Slow up ▪ Low income

The cross tabulation analysis [7] above brought up the following facts.

1. Reason description of people desired to join ASN influenced by several factors, such as current working condition, parent job status, got pension allowances, low work load, and the pride to be ASN.
2. Factors that do not influence people to join ASN are: gender, monthly salary, feel relax, allowances, parent wants, and dismissal.
3. Reason description of people who does not want to join ASN influenced by some factors such as: low fighting spirit and difficulties to join ASN.
4. Factors that are not influencing people to who are not have desired to join ASN are: low creativity level, feelings of limited, difficulties of resignation, slow pace of work, and lastly low income.

To find the factor that most influence willingness to be ASN or not and the profile of people who want to be ASN, the Classification Tree is used [8]–[10]. The Classification Tree is shown in the following Figure 1:
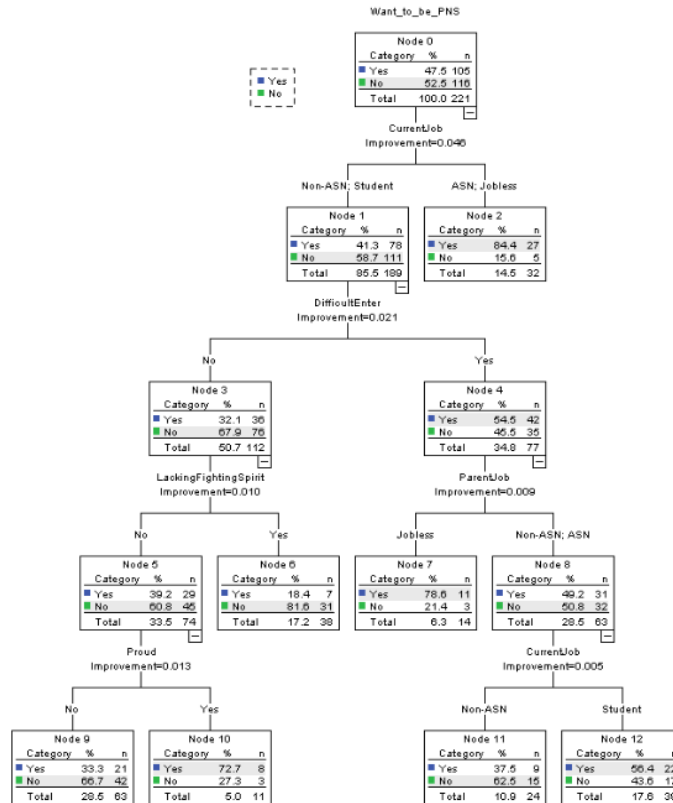
Figure 1: Classification Tree

Some interesting point drawn from the Figure 1 above, are:

    a. The factor that mostly influenced the willingness to be ASN is present job. People who are ASN or jobless have probability to be ASN 84.4%. People who non ASN or student have probability to be ASN 41.3%

    b. The profile of people who want to be ASN:

        ▪ People non ASN or students, feel no difficulties of joining ASN, has no feeling lacking spirit on ASN and proud to be ASN have probability to be ASN are 72.7%.

        ▪ People non ASN or students, feel difficult to be ASN and jobless have probability to be ASN are 78.5%

RESULTS AND DISCUSSION

From the finding shown earlier using cross tabulation method [7], [9], [11], [12], there are noticeably factors that influence people to join ASN are: the present condition of work [13], parent job status, pension allowances, low work load, and lastly feeling proud of themselves. Their current work condition [14], [15] has become strong consideration for one's desire to join ASN. Their working environment condition can be formed of less conducive work habits, unclear career path, unpleasant relation between coworkers, disharmonious relationship with superiors [15], [16]. With

the aforementioned conditions, can build up a strong desire to join ASN. Therefore the government through the related agencies must give a conducive working environment [17], respect each other, clear career path [16], and a good relationship between employees and to their superiors.

The parent job statuses are significant enough to be the reason of why the desire to join ASN may rise. If their parent work as ASN, then their next generation will apparently follow their parents. This is why both on ASN and government side must form a systematic and well directed within all operational event across agencies. This is to make sure that the next generation of ASN will still have faith that working in government agencies is countable.

The government need to calculate pension fund as professional as possible to make it attractive when recruiting young, talented and innovative [18] employee to work as ASN. Low workload when working as ASN as prefered by most people, shall not reduce both work results and quality, which of course would be then back to the society. Other factor is the proud of being an ASN [1]. The society trust to the government must have a deep considertation to keep the quality and integrity of quality of service to the society.

The government need not to worry about gender factor, monthly income, slow work pace, allowances, parent desires, and the dismissal factor, because none of them has a significant effect that drive people to join ASN. Every single Indonesian citizen, have the same opportunity to join ASN, and not divided by gender and intervention by their parents. As long as an employee own sufficient capacity and competency, the opportunity to join ASN is widely opened. People has already put trust that the government will put ASN allowances and welfare and proportional workload. The society are also aware of dismissal [19] of ASN will not be conducted by the government as long as the employee are actively contributing a positive result to their work surroundings [15]. The conclusion of this part explains that reason of people join ASN is their present job. If they are ASN or who are jobless at the moment, then the biggest chance that they choose ASN is 84.4%. Whilst to those who are having others job or who are active in education, then the chance to choose and join ASN is 41,3%. These facts indicated that ASN who are working in government agencies, feels satisfied with government policies [13].

The Indonesian government has to do an important homework because there are parts of society who are not desired to join ASN because they think not challenging enough and barely tough process to join ASN. Hence, they must develop something or programs [18], [20] to build the positive work spirit that finally enhance the performance and the quality of work [21], [22]. On the other side, socialization regarding ASN recruitment procedures must takes place by the government [21]. Through sustainable socialization hopefully can change the paradigm in the society about how hard it is to join ASN. This is trully needed to turn the paradigm from fear of joining ASN to be brave or challenging to join ASN and work to serve their country [1]. The society believed by joining ASN doesn't mean they do a low creativity job, limit their potential and difficult to quit the job. Also, not because the slow work pace and low income.

CONSLUSION

The concluded points from this studies are:

1. Reason of people to join ASN are: their condition of present job, their parent's job, pension allowance availability, low work load and the proud of being an ASN. The other reason such as: gender, monthly income, relaxing, allowances, parent's desires, and the dismissal process are not influencing. If they are ASN already or currently jobless then it is 84.4% chances they will have desire to join ASN. Whilst for non-ASN and students, the percentage of probability is 41.3%.

2. Reason of people who do not want to join ASN are: fighting spirit and the tough process and procedures they faced to join ASN. The other reason are because of low creativity level, limited, hard to quit the job, slow pace of work and lastly low income.

Suggestion

Findings aforementioned above, the author draws some suggestions offered to the Indonesian government through it's related agencies of the following:

1. The Indonesian government must keep their integrity and authority of their agencies so that the proud of being ASN in the society is lasting.

2. The authority and integrity are manifested and applicable in almost operational activities positive and progressively.

3. The Indonesian government accommodate field of works that will increase or foster the innovative and renewable spirit across all services to the society.

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