

DEVELOPMENT OF ISLAMIC VALUES THROUGH EDUCATION OF CIVIL APARATURE RESOURCES IN LOCAL DIPLOMATION PRACTICES

(Analysis of the Lubuklinggau Municipal Government's Efforts in Developing Education and
Training Against ASN in the Lubuklinggau Municipal Government Environment)

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Abstrak

Keywords:
*Development of
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This research is a qualitative descriptive study that specifically analyzes comprehensively the application, training and education carried out by the government of the City of Lubuklinggau. The approach taken in this research is to conduct field studies such as observation, documentation, and interviews. In this research effort, the study that will be explored is to find out the practical efforts of the Lubuklinggau City Government in improving the quality of human resources of the Civil Apparatus through programs and activities of Education and Training and the formation of technical implementation units that specifically carry out program activities and training. In this research broadly, it can draw three focus of study and analysis on apparatus resource development and strengthening Islamic values through local diplomacy, namely theoretical concept analysis, strengthening Islamic values and practical analysis of Lubuklinggau city government efforts in developing apparatus resources in a review of local diplomacy.

Introduction

Training is a process of changing activities and reactions to the environment. These changes cannot be called learning if they are caused by growth or circumstances. Changes in the activity in question include knowledge, skills, and behavior. The change is obtained through experience and practice not by itself changing because of maturity or temporary conditions. (2016: 13). Therefore the learning process is a communication process. In a communication process, always involves three main components, namely the component of the sender of the message, the component of the recipient of the message, and the component of the message itself which is usually in the form of subject matter. In the thought of Kemp and Dayton quoted by Aristo Rahadi, stated that:

The benefits of the media in learning are the delivery of learning material that can be uniformed, learning becomes clearer and more interactive learning, efficient time and energy, improving the quality of student learning outcomes, the media allows the learning process to be carried out wherever and whenever, the media can foster a positive attitude towards students learning materials and processes and changing the teacher's role in a more positive and productive direction. (2004: 13).

According to Zakiah Daradjat, "Education is an effort or action to shape people". (2006: 86). Efforts in the teaching and learning process have the task to encourage, guide, and provide facilities to ojeg to achieve educational goals. Furthermore, to achieve an organizational goal is closely related to the resources that work for the organization. If the performance of organizational or employee resources in the organization is good, then the performance of the organization will have the same value as individual performance. Vice versa, if organizational performance is considered poor then the biggest cause is the performance of existing employees in the organization, thus this research seeks to comprehensively analyze Islamic values in the practice of developing civil apparatus resources in Local diplomacy, which is being pursued by Lubuklinggau city government in the field of education and training of ASN which is in the scope of the Lubuklinggau government.

Research Methodology

This research is a field research using a descriptive qualitative approach by conducting observations, interviews, and documentation of the research object. Some experts like what Pupu Saeful Rahmat said in his Qualitative Research paper revealed that systematically the steps and mechanisms of qualitative research were started by sociological groups in Chicago in the 1920. (2009: 1).

Discussion and Research Results

1. Local Diplomacy in the Practice of Development of Islamic Values in the Field of Education

Islamic diplomacy in the prospect of education has a strategic role in strengthening religious human resources with religious principles by emphasizing honest, trustworthy, transparent and tolerant behavior. The practice and implementation of the concept of the city of civilization that characterizes the Lubuklinggau municipal government provides space in strengthening Islam through local diplomacy to Islamic leaders in the Lubuklinggau city area.

In the context of the history of the Indonesian nation, the role of Islamic education has a strategic position in resolving various social problems, resolutions, conflicts and the like can be said to depart from religious principles that are absorbed through the educational process of Islamic leaders and scholars. Adnan Mahdi in his paper *The History and Role of Pesantren in education in Indonesia* notes that the concept of pesantren education is a concept of Islamic education that has succeeded in formulating a national education system that is listed as the oldest educational model in Indonesia. (2013: 16).

Furthermore, Tafiqurrahman in his article wrote that the Management of Character Education is a strategic effort in strengthening the values of Islam both as private employees and in the government sphere. (2019: 1-14). From some of these reviews it can be understood that education in the application of Islamic values in terms of various aspects can be said as the main priority in strengthening Islam in the world and local, highlighting the resources of the civil apparatus working in the government environment strengthening the education of Islamic values is very influential on professional and religious management and structural management. Systematically the steps in this research will reveal the various efforts of the Lubuklinggau municipal government that participated to become part of the actors and actors of local diplomacy in the development of civil apparatus resources that are religious and professional in character.

2. Theoretical Review of the Education and Training of Civil Apparatuses

Human resource development is an important priority for the government in various regions in order to create quality services that can meet the needs and interests of the community, both from government and private elements. Dewi Sartika in her paper *Competence Development Of Civil Servants In East Kalimantan Provincial Government* noted that "success in the management of civil servants includes developing proportional and professional systems" (2017: 138). Moving further, if you look at some of the efforts of the government and regional heads of South Sumatra in the strategic plan of the local government to improve the quality of civil apparatus resources, specifically to be "direction in planning, reference and guidance in developing quality apparatus development program". (2013: 2). From these two reviews, it can be understood that mature regulation and planning have a strategic role in the development of human resources both in training, education, and training in the Lubuklinggau city government environment.

In highlighting training plans for civil servants, the preparation of training plans in developing the quality of civil apparatus resources, in general refers to the rules and

regulations set by the government including "Law No.28 of 1999 concerning the administration of a clean and KKN free State and UU no. 23 of 2014 concerning local government. " (2013: 2). Nurul Khorotin in his paper, technically revealed that planning is an ideal implementation in improving the quality of training for human resources. (2018: 196).

Moving further if we see globally the success of human resource development in several regions of the country with national regulations, has a strategic role in providing education in the autonomous region in a country. Some research by academics such as Abdul Rahman in his paper revealed that the efforts of the national regulation carried out by the central government "have been carried out since the first Indonesian independence by establishing an employee affairs office, based on Government Regulation number 11 of 1948 located in Yogyakarta". (2019: 5). Furthermore, Rahman revealed that based on LAN studies and research in 2005 showed that when viewed from institutional prospects, "overlapping tupoksi occurred between the employment management institutions in Indonesia, namely the Ministry of PANRB, BKN and LAN." (2019: 6).

In highlighting the important role of training in human resource development, Sulaefi in his writings the effect of training and development on work discipline and employee performance noted that training and quality development of human resources improve employee performance and increase organizational productivity. Therefore, the analysis and research conducted by Sulaefi found that Employee Development is the key to the sustainable development of organizations or institutions, both private and government institutions. (2013: 12-13). Neelam Thahir and several colleagues in *The Impact of Training and Development on Employees Performance and Productivity A case study of United Bank Limited Peshawar City, KPK, Pakistan* explained that training has a strategic role in encouraging employees to innovate and improve the principle of performance in a private institution and in the government environment in a country. (2014: 13).

In seeing the role of improving educational qualifications for the quality of human resources, Venkatraja in her paper wrote that education is an important effort in improving the quality of personal abilities in overcoming various problems faced, besides education has a role in several aspects such as the impact on economic improvement, and functional positions in an institution. (2011: 2). In line with that, Judith.A Rameley revealed that education has an important role in the world of work, social, cultural and environmental settings. (2013: 1-3). From the two theoretical approaches it can be understood that education has become a necessity and a demand in various aspects of both the work environment and the socio-

cultural environment, thus the quality of human resources in the current global conditions of educational qualifications is one of the parameters of the quality of human resources.

Research result

a) Research Areas and Objects

To obtain data, observations have been made by conducting direct observations by reviewing the location of UPT training and conducting interviews. This observation was carried out to get a better picture of the implementation of education and training and to know the problem. This location review, it is important to know the general picture of facilities and infrastructure in the UPT of education and training such as electricity, access to information and communication, and other public facilities

b) Qualification of ASN Education in Lubuklinggau City

Table. 1.1

ASN Education Qualifications in Lubuklinggau City

No	Educational stage	Information
1	Sekolah Dasar	21 People
2	Sekolah Menengah Pertama	20 People
3	Sekolah Menengah Atas	473 People
4	Sekolah Menengah Kejuruan	74 People
5	Diploma I	45 People
6	Diploma II	92 People
7	Diploma III	463 People
8	Diploma IV	42 People
9	Strata Satu (S1)	2443 People
10	Pasca Sarjana (S2)	340 People

Source: BKPSDM Lubuklinggau 2019

From the table above it can be seen that the majority of State civil servants in the Lubuklinggau municipality have a bachelor degree, but there are still statistics that indicate there are still civil servants who are still educated in junior and senior high school. When compared with civil servants who have the qualifications of undergraduate education, it appears that the Higher Middle education staff and civil servants who have more elementary

school education qualifications when compared with the qualifications of undergraduate education.

In order to improve the quality of human resources, the Lubuklinggau city government continues to encourage and facilitate the State Civil Apparatus who want to improve its quality. The efforts undertaken include the provision of study assignments and study permits for ASN who wish to increase their educational qualifications to a higher level. Following are the data of ASN employees in the Lubuklinggau city government who carry out study assignments and study permits.

Table 1.2
ASN Data of Lubuklinggau City

No	Description	Number of People
1	Pegawai Tugas Belajar	6 People
2	Pegawai Ijin Belajar	97 People

Source: BKPSDM Lubuklinggau 2019

From this table it can be seen that employees who are interested in improving qualifications for higher level education are still very low when compared to the total number of ASNs serving in the Lubuklinggau municipal area. So the statistics of civil servants who are interested in improving educational qualifications are only 2.56 percent.

c) Training and Education

In addition to improving educational qualifications, the Lubuklinggau municipal government also continues to work to improve the quality of human resources of its apparatuses by conducting training. The following are training data collected by ASN employees in the Lubuklinggau city government in 2019.

Table 1.3
Table of Types of Education and Training followed by ASN Lubuklinggau in 2019

N0	Description	Number of People
1	Diklat Kepemimpinan TK IV	3 People
2	Diklat Kepemimpinan II	2 People
3	Worshop e-learning	25 People
4	Diklat Penguatan Kepala Sekolah	30 People

Source: BKPSDM Lubuklinggau 2019

From the table, it shows that in 2019 civil servants in the Lubuklinggau city government environment that participated in the education and training program are still very low. When compared with the total number of existing civil servants, so it was found statistically that only 1.4 percent participated in the training program.

d) Descriptive Analysis

Departing from the theoretical framework in the previous description, shows that, education and training for ASN in the Lubuklinggau municipal government environment aims to improve the quality of apparatus resources. This increase in resources is expected to provide improved performance results, which in turn can have an impact on improving professional performance in providing services to the community and creating better governance in the city environment of Lubuklinggau. To assess the quality of human resources, the apparatus uses the index value of professionalism, where the higher the index value of one's professionalism, the more professional it is considered. Professional indexes are composite indicators consisting of variables of educational qualifications, competencies, performance and discipline. Educational variables are measured using education levels. Competence is measured using technical and functional training in accordance with the position and the development of other potential. Performance is measured using performance values, while discipline variables are measured by the level of disciplinary punishment. From these variables, qualifications and competencies play a very important influence because they contribute 70 percent of the total index value.

As described above, minimal budget allocations significantly affect the implementation of quality improvement programs for human resources. With this limited budget allocation, many training activities have been postponed, learning tasks for employees must also use a cost sharing mechanism with scholarships, and only top for six employees. With such limited budget conditions, the Lubuklinggau city government facilitates the granting of study permits for ASN employees who will improve their educational qualifications. However, the granting of study permits is also faced with several obstacles such as low motivation of employees because they have to pay for their own costs, limited study programs, and distance allowed for study permits.

From interviews with several employees who carry out study permits and study assignments as well as education and training it appears that one of the motivations for improving educational qualifications and education and training is to improve their careers and positions. If examined further, then to improve employee motivation to improve

educational qualifications can be done by improving the career and position patterns for each ASN. Clear regulations are needed as well as proper implementation of regulations so that in determining the position of each ASN it can be in accordance with the level of education and competence.

Conclusion

From the research and analysis of the efforts of the Lubuklinggau municipal government in developing civil apparatus resources that are in the Lubuklinggau city government environment, referring to the results of interviews with several employees who carry out study permits and study assignments and training shows that one of the motivations of civil servants is motivated to improve qualifications education in order to enhance career and position in the work environment. Therefore, if examined further, to improve employee motivation to improve educational qualifications can be done by improving the career and position patterns for each ASN. Furthermore, based on the analysis in this research, it is clear that the need for clear regulations and proper implementation of the plan so that in determining positions and careers can be in accordance with the educational qualifications and ASN competencies. Of course this requires serious attention, because it would be very ironic if ASN which has already carried out study assignments and study permits would not get clarity in their careers and positions. If these conditions continue to occur, it will have an impact on the low motivation of ASN to improve its quality, because it will create the perception that it is useless to participate in education and training but does not affect the position and career.

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