

[HOME](#)

[LOG IN](#)

[ARCHIVE](#)

[CALL FOR PAPER](#)

[REGISTRATION FEE](#)

[ACCOUNT GUIDELINES](#)   [TOUR](#)

Home > International Conference On Public Policy, Social Computing And Development (ICOPOSDEV) > International Conference On Public Policy, Social Computing And Development

## International Conference On Public Policy, Social Computing And Development

### OVERVIEW

Public policy significantly influences the achievement of Sustainable development considering the interconnectedness between policies, decisionmaking process and governance. Following Millenium Development Goals (MDGs), a global vision of development, the Sustainable Development Goals (SDGs) has been adopted across nations. SDGs provide a platform and direct national policies. However, the implementation of SDGs has to accommodate diversity among countries and development sectors. Capability to form rational judgements concerning sustainable development requires understanding of constitutional, political and geographical factors which affect the use of natural resources and management of environment.

Key arenas of public policy, such as environment, public administration reform, tourism, education, gender, economy, health, and local wisdom, and science and technological innovations urge us to think beyond and across sectors of development and field of knowledge in order to discover synergies and innovations in pursuing the achievement of SDGs. In line with the increasing role and relevance of social computing in generating public value, this conference will explore the impacts of social computing on specific public services and their governance.

Deeper knowledge of interlinked between research, policy and development is urgently required to balance conflicting interests, set priorities, and steer the transformation process towards Sustainable Development. At this point, the International Conference on Public Policy and Social Development (ICPOSDev) conducted by the Department of Public Administration, Faculty of Social and Political Sciences, Universitas Sumatera Utara cordially invites researchers, policymakers, and development practitioners to share their knowledge and expertise at this conference with the theme of "Public Policy for Inclusive and Sustainable Development".

^

### Venue



Hotel Grandika,  
Jl. Setia Budi No.169,  
Medan, North Sumatera,  
Indonesia

### IMPORTANT DATES

Full Paper Submission Deadline: 30 September 2017

Accepted Full Paper Announcement: 10 October 2017

Conference Registration Payment: 25 September 2017

Conference 20 October 2017

### USER

Username \_\_\_\_\_

Password \_\_\_\_\_



Department of Public Administration  
University Sumatera Utara In Cooperation with :  
Indonesian Association for Public Administration



# INTERNATIONAL CONFERENCE

on Public Policy, Social Computing and Development

## PUBLIC POLICY FOR INCLUSIVE AND SUSTAINABLE DEVELOPMENT

**Keynote Speaker**



**Prof. Dr. Richard Shaw**  
Massey University  
New Zealand

**Invited Speakers**



**Dr. Tanya Jakimow**  
University of New South Wales  
Australia



**Prof. Dr. Eko Prasetyo**  
Chairperson of Indonesian /  
of Public Administration  
Indonesia; Dean of FI



**Dr. Bambang Sumintono**  
University Malaya,  
Malaysia



**Dr. Riant Nugroho**  
Policy Analyst  
Indonesia

**Place and Date**

 **Hotel Grandika**  
Jl. Setia Budi No. 169,  
Medan, North Sumatra, Indonesia

**OCT 20** Friday, October 20<sup>th</sup> 2017

**SCHEDULE**

FULL PAPER DEADLINE  
September 15<sup>th</sup> 2017

ACCEPTED FULL PAPER ANNOUNCEMENT  
September 23<sup>th</sup> 2017

CONFERENCE REGISTRATION PAYMENT  
September 25<sup>th</sup> 2017

**Topic**

**Public Policy :**

- Policy Evaluation
- Sustainable Tourism
- Environmental Policy
- Education for All
- Local Economy
- Small and Medium Enterprises
- Health Reform - Regional Development
- Disaster

**Public Administration :**

- Public Administration Ethics
- E-Governance
- Public Service Delivery
- Bureaucratic Reform
- Decentralization and Local Autonomy
- Smart City & Village
- Land Reform

**Social Development :**

- Globalisation and Regionalisation
- Public, Private and Nonprofit Partnerships
- Poverty
- Community Based Development
- Gender Equality and Leadership
- Local Wisdom
- Science and Technology Innovations for Development
- Peace, Justice and
- Reproductive Right
- Volunteering in Dev

Early Bird Registration Fee :				Normal Registration Fee :			
Category	Price		Deadline	Category	Price		Deadline
	International	Local			International	Local	
Student	200 USD	1.750K IDR	Agustus 5, 2017	Student	250 USD	2.500K IDR	September 20, 2017
General	250 USD	2.000K IDR	Agustus 5, 2017	General	300 USD	2.750K IDR	September 15, 2017

  

Participant Registration Fee :				Participant Registration Fee :			
Category	Price		Deadline	Category	Price		Deadline
	International	Local			International	Local	
Student	150 USD	1.500K IDR	Agustus 30, 2017	Student	200 USD	2.000K IDR	September 1, 2017
General	250 USD	2.000K IDR	Agustus 30, 2017	General	250 USD	2.250K IDR	September 1, 2017

**Support By :**








**Papers Will Be Published by :** Indexed In : M

Remember me

Log In

Indexed By



THOMSON REUTERS



CONTACT US

[icoposdev@usu.ac.id](mailto:icoposdev@usu.ac.id)

Â

### KEYNOTE SPEAKERS

- Prof. Richard Shaw (Massey University, New Zealand)/Confirmed

Â

### INVITED SPEAKERS

- Dr. Tanya Jakimow (University of New South Wales, Australia)/ Confirmed

- Prof.Dr. Eko Prasajo (Chairperson of Indonesian Association of Public Administration/ IAPA, Indonesia; Dean of FISIP UI)/ Confirmed
- Prof. Dr. Bambang Sumintono (University Malaya, Malaysia)/ Confirmed
- Dr. Riant Nugroho (Policy Analyst)/ Confirmed.

## **CHAIR**

Asima Siahaan., Ph.D. (University of Sumatera Utara)

Â

## **Co-Chair**

Dr. Tunggul Sihombing, M.A.

Â

## **HONORARY CHAIR**

- Prof. Dr. Runtung Sitepu,S.H., M.Hum (Chairman â€“ Universitas Sumatera Utara)
- Dr. Muryanto Amin, S.Sos, Msi (Dean â€“ FISIP Uiversitas Sumatera Utara)

Â

## **SCIENTIFIC COMMITTEE**

- Prof.Leonora Angeles (UBC, Canada)
- Prof. Regina Scheyvenz (Massey University, New Zealand)
- Mahyuddin Nasution, M.I.T., Ph.D (USU)
- Prof Dr Ningrum Natasya Sirait SH, Mli (USU)
- Prof. Dr. Erika S. Â (USU)
- Dr. Tanya Jakimow (UNSW, Australia)
- Dr. Annika Olson (Oslo University, Sweden)
- Dr.Poltak Sihombing, M.Kom (USU)
- Dr.Eng. Himsar Ambarita (USU)
- Prof. Dr. Yusuf Henuk (USU)
- Prof. Rizabuana Ph.D (USU)
- Asima Siahaan, Ph.D (USU)
- Henry Sitorus, Ph.D (USU)
- Dr. Tunggul Sihombing M.A (USU)
- Prof. Janianton Damanik (UGM)
- Dr. Sally Marisa Sihombing, MSi (Universitas Palangka Raya, Kalimantan Tengah)
- Dr. Dede Ahmad, MSi (Pekab Subang)
- Dr. Dina MSi (Universitas Al-Ghiffari, Bandung)

Â

## **Organizing Committee:**

- Dr. Tunggul Sihombing (USU)
- Dadang Darmawan MSi (USU)
- Dra. Februati MSi (USU)
- Rudi Manurung, M.A (USU)

Search

Series: [Advances in Social Science, Education and Humanities Research](#)

## Proceedings of the International Conference on Public Policy, Social Computing and Development 2017 (ICOPOSDev 2017)

---

PUBLISHING INFORMATION

---

### **Bibliographic information:**

**Title**

Proceedings of the International Conference on Public Policy, Social Computing and Development 2017 (ICOPOSDev 2017)

**Editors**

Asima Siahaan Ph.D  
Dr. Tunggul Sihombing  
Prof. Dr. Richard Shaw  
Dr. Tanya Jakimow  
Dr. Bambang Sumintono

**Part of series**

[ASSEHR](#)

**Volume**

141

**ISSN**

2352-5398

**ISBN**

978-94-6252-455-2

### **Indexing**

All articles of these proceedings are submitted for indexing in CPCI, CNKI and Scholar Google. Optionally we also submit to Compendex and Scopus.

Note that in case you need information about the indexing of these proceedings, please check with the organisers of the conference as we cannot reply to messages received from participants.

## Free access

In order to increase the visibility of its conference and of the papers of its participants, this conference has chosen to sponsor the on-line publication of the conference papers. Therefore, all conference papers can be read and downloaded for free, no subscription or other payment is required.

## Copyright

Atlantis Press adheres to the principles of Creative Commons, meaning that we do not claim copyright of the work we publish. We only ask people using one of our publications to respect the integrity of the work and to refer to the original location, title and author(s).

## DOI

All articles have a digital object identifier (DOI). DOIs are standardised digital identities used across all major scientific publishers and are managed by CrossRef. DOIs guarantee a permanent Web-address of the article, no matter where it is physically stored. So, when referring to an article you can either use the traditional reference information (name of publication, volume, issue, etc.), or use the DOI. Many people now use both notations. [More information on DOIs](#) .

## Archiving policy

To guarantee permanent archiving, Atlantis Press collaborates with the [KB National Library of the Netherlands](#). All proceedings are uploaded to its e-depot after publication.

## Print

In case you wish to have a print copy of the proceedings and no print version is available at Atlantis Press ('ISBN print = none' in the above box), then you can order one directly at our partner [Curran Associates](#).

## Atlantis Press

Atlantis Press is a professional publisher of scientific, technical and medical (STM) proceedings, journals and books. We offer world-class services, fast turnaround times and personalised communication. The proceedings and journals on our platform are Open Access and generate millions of downloads every month.

For more information, please contact us at: [contact@atlantis-press.com](mailto:contact@atlantis-press.com)

▶ JOURNALS

▶ NEWS

▶ BOOKS

▶ CONTACT

▶ PUBLISHING SERVICES

▶ SEARCH

---

[Home](#) [Privacy Policy](#) [Terms of use](#)



Copyright © 2006-2019 Atlantis Press

Search

Series: [Advances in Social Science, Education and Humanities Research](#)

## Proceedings of the International Conference on Public Policy, Social Computing and Development 2017 (ICOPOSDev 2017)

---

ORGANISERS

---

### **Honorary Chair of ICOPOSDev**

**Prof. Dr. Runtung, S.H, M.Hum**

University of Sumatera Utara

### **Advisor of ICOPOSDev**

**Dr. Muryanto Amin, M.Si (Dean- FISIP USU)**

Faculty of Social and Political Science, University of Sumatera Utara

**Drs. Mahyuddin K.M Nasution, M.IT, Ph.D**

Faculty of Social and Political Science, University of Sumatera Utara

**Dr. Eng. Himsar Ambarita**

Faculty of Social and Political Science, University of Sumatera Utara

### **Chair of ICOPOSDev**

**Dra. Asima Yanty Siahaan, M.A, Ph.D**

Department of Public Administration, University of Sumatera Utara

### **Co-Chair of ICOPOSDev**

**Dr. Tunggul Sihombing, M.A**

Department of Public Administration, University of Sumatera Utara

### **Secretary of ICOPOSDev**

**Dadang Darmawan, S.Sos, M.Si**

Department of Public Administration, University of Sumatera Utara

**Vice Secretary of ICOPOSDev**

**Drs. Alwi Hashim Batubara, M.Si**

Department of Public Administration, University of Sumatera Utara

**Treasurer of ICOPOSDev**

**Dra. Februati Trimurni, M.Si**

Department of Public Administration, University of Sumatera Utara

**Sessions organizers of ICOPOSDev**

**Prof. Dr. Erika Revida, M.S**

Department of Public Administration, University of Sumatera Utara

**Drs. M. Ridwan, M.A**

Department of Public Administration, University of Sumatera Utara

**Arlina, S.H, M.Hum**

Department of Public Administration, University of Sumatera Utara

**Drs. M. Husni Thamrin, M.Si**

Department of Public Administration, University of Sumatera Utara

**Drs. Burhanuddin Harahap, M.Si**

Department of Public Administration, University of Sumatera Utara

**Drs. Robinson Sembiring, M.Si**

Department of Public Administration, University of Sumatera Utara

**Dra. Elita Dewi, M.SP**

Department of Public Administration, University of Sumatera Utara

**Scientific Committee of ICOPOSDev**

**Prof. Regina Scheyvenz**

Massey University



**Mahyuddin Nasution, M.I.T., Ph.D**

University of Sumatera Utara

**Prof. Dr. Ningrum Natasya Sirait SH, Mli**

University of Sumatera Utara

**Prof. Dr. Erika S.**

University of Sumatera Utara

**Dr. Tanya Jakimow**

University of New South Wales

**Dr.Poltak Sihombing, M.Kom**

University of Sumatera Utara

**Dr.Eng. Himsar Ambarita**

University of Sumatera Utara

**Prof. Dr. Yusuf Henuk**

University of Sumatera Utara

**Prof. Rizabuana Ph.D**

University of Sumatera Utara

**Asima Siahaan, Ph.D**

University of Sumatera Utara

**Henry Sitorus, PhD**

University of Sumatera Utara

**Prof. Janianton Damanik**

Gadjah Mada University

**Dr. Sherley Marissa Sihombing, Msi**

Palangka Raya University

**Dr. Dedi Ahmad, Msi**

BAPPEDA Subang

**Dr. Dina Msi**

Al-Ghiffari University

**Secretariat of ICOPOSDev**

**Rudy Manurung, S.Sos, M.A**

Department of Public Administration, University of Sumatera Utara

**Dian Rahmayani, S.E**

Department of Public Administration, University of Sumatera Utara

**Emma Sari Munthe, S.E**

Department of Public Administration, University of Sumatera Utara

**Rizki Fadly**

Department of Public Administration, University of Sumatera Utara

**Muhammad Fairuz Arief**

Department of Public Administration, University of Sumatera Utara

**Atlantis Press**

Atlantis Press is a professional publisher of scientific, technical and medical (STM) proceedings, journals and books. We offer world-class services, fast turnaround times and personalised communication. The proceedings and journals on our platform are Open Access and generate millions of downloads every month.

For more information, please contact us at: [contact@atlantis-press.com](mailto:contact@atlantis-press.com)

▶ PROCEEDINGS

▶ JOURNALS

▶ BOOKS

▶ PUBLISHING SERVICES

▶ ABOUT

▶ NEWS

▶ CONTACT

▶ SEARCH

---



Search

## Indexing Databases

---

### INDEXING DATABASES

---

Atlantis Press has affiliations with the following indexing databases:

---

#### **Web of Science** *Trust the difference*

#### **Web of Science**

Clarivate Analytics' *Web of Science* is an online subscription-based citation indexing service which gives access to multiple databases that reference cross-disciplinary research and which allows for comprehensive citation search and in-depth exploration of specialized sub-fields within a scientific discipline. It consists of 6 core databases, a number of specialist collections, as well as regional databases and currently contains more than 100 million records and over 1.4 billion cited references. A select number of Atlantis Press journals and proceedings is indexed in Web of Science databases such as the *Science Citation Index Expanded* (SCIE), the *Emerging Sources Citation Index* (ESCI) and the *Conference Proceedings Citation Index* (CPCI).

---

#### **Scopus<sup>®</sup>**

#### **Scopus**

Elsevier's *Scopus* is the world's largest abstract and citation database of peer-reviewed scientific journals, books and conference proceedings which covers research topics across all scientific, technical and medical disciplines. The database currently contains more than 70 million records and over 1.4 billion cited references, while it also offers various smart tools and metrics to track, analyze and visualize research. At present a select number of Atlantis Press journals and proceedings is indexed in Scopus and a number of applications are in progress.

---

The *Directory of Open Access Journals* (DOAJ) is a community-curated online directory of open access journals which aims to be the starting point of all information searches for quality, peer-reviewed, open access material. DOAJ's mission is to increase the visibility, accessibility, reputation, usage and impact of quality, peer-reviewed, open access scholarly research journals globally, regardless of discipline, geography or language. At present, the directory contains more than 13,000 open access journals from 131 countries and more than 4 million open access articles covering all areas of science, technology, medicine, social science and humanities. All Atlantis Press journals are indexed in DOAJ.

---



### **Ei Compendex**

Elsevier's *Ei Compendex* (Engineering Index - COMPuterized ENgineering INDEX) on **Engineering Village** is the broadest and most complete engineering literature database in the world. It provides a holistic and global view of peer-reviewed and indexed publications with over 20 million records from 77 countries across 190 engineering disciplines. A select number of Atlantis Press journals (i.e. within relevant subject areas) is indexed in Ei Compendex.

---



### **China National Knowledge Infrastructure (CNKI)**

The *China National Knowledge Infrastructure* (CNKI) is a key national information construction project launched by **Tsinghua University** and supported by the PRC Ministry of Education, PRC Ministry of Science and Technology, PRC Ministry of Propaganda and the PRC General Administration of Press and Publication. It is dedicated to the mass digitization of China knowledge resources as well as creating the platform for global dissemination and value-added services (CNKI was designated as the second agent of DOIs in mainland China by the **International DOI Foundation** in 2013). It comprises the China Integrated Knowledge Resources Database which contains over 90% of China knowledge

resources. Most of the Atlantis Press proceedings from China are indexed in CNKI.

---



### **Ulrichsweb**

ProQuest's *Ulrichsweb* is the standard online library directory and database for journals, magazines, newspapers and other periodicals. As such, it is regarded as the global authority for serials knowledge and analysis which comprises more than 380,000 serials from 90,000 publishers covering 977 subject areas and 200 different languages. Records include searchable TOCs, ISSN, title, publisher, online availability, subject area, language, list prices and more. All Atlantis Press serial publications are indexed in Ulrichsweb.

---



## Google Scholar

*Google Scholar* is a freely accessible web search engine that indexes the full text or metadata of scholarly literature across an array of publishing formats and disciplines. The Google Scholar index includes most peer-reviewed online academic journals and books, conference papers, theses and dissertations, preprints, abstracts, technical reports, and other scholarly literature, including court opinions and patents. It is estimated to contain more than 160 million documents and continues to cover approximately 90% of all articles published in English. All content published on the Atlantis Press platform is indexed in Google Scholar.

---

## Atlantis Press

Atlantis Press is a professional publisher of scientific, technical and medical (STM) proceedings, journals and books. We offer world-class services, fast turnaround times and personalised communication. The proceedings and journals on our platform are Open Access and generate millions of downloads every month.

For more information, please contact us at: [contact@atlantis-press.com](mailto:contact@atlantis-press.com)

- ▶ PROCEEDINGS
  - ▶ JOURNALS
  - ▶ BOOKS
  - ▶ PUBLISHING SERVICES
  - ▶ ABOUT
  - ▶ NEWS
  - ▶ CONTACT
  - ▶ SEARCH
-



Search

Series: [Advances in Social Science, Education and Humanities Research](#)

## Proceedings of the International Conference on Public Policy, Social Computing and Development 2017 (ICOPOSDev 2017)

---

AUTHORS

---

140 authors

**Adiwisastra, Jossy**

Coordination on Integrated Citarum Water Resources Management Investment Program (ICRWMIP) in Bandung Regency

**Agustrisno, Mr**

Community Awareness of Surrounding Historical Buildings Looking for Regional Tourism Development Opportunities InTanjung Beringin Sub-district, Serdang Bedagai Regencies

**Alesyanti, Mrs**

A Practical Education Training Model as A Memorizing Effort to the Rating of Diversity

**Amalia, Luky Sandra**

Recruitment System for Women's Legislative Candidates in PKS&PKB in Indonesia

**Amiruddin, Suwaib**

WOMEN'S SUFFRAGE IN THE ELECTION OF THE PANDEGLANG REGENT YEARS 2015

**Aneta, Asna**

RECONSTRUCTION OF CIVIL SERVANT PERFORMANCE ASSESSMENT MODEL IN THE GOVERNANCE OF GORONTALO PROVINCE

**Arma, Nur Ambia**

How Will Indonesia Pay For Early Childhood Education Services?

**Arma, Nur Ambia**

Infrastructure Budget and Poverty Reduction in Indonesia 2016

**Badaruddin, Prof**

VILLAGE COMMUNITY DEVELOPMENT AND SOCIAL CAPITAL

**Bangun, Sabariah**

Communication Model of P2TP2A Officer in The Assisting Families Process of Sexual Violence Victims

**Basaria, Ida**

Gender and Pakpak Dairi Language Changes



**Batu Bara, Alwi Hashim**

THE INFLUENCE OF NEW PUBLIC MANAGEMENT TOWARDS THE QUALITY OF BUREAUCRATIC TOURISM SERVICE IN LAKE TOBA NORTH SUMATERA (A STUDY IN FOUR DISTRICTS)

**Buchari, Rd. Ahmad**

COMMUNITY PARTICIPATION APPROACH IN MANAGING CONFLICTS AS THE IMPACT OF TOURISM DEVELOPMENT

**Candradewini, Ms**

The Policy Implementation of Land and Building Tax after Fiscal Decentralization in Cimahi City

**Candradewini, Ms**

The Coordination in the Implementation of the Uninhabitable Home Improvement Program in West Bandung Regency

**Chalirafi, Mr**

Forecasting Of Optimal Raw Material Supplies For Paving Block Making In UD. Karya Jaya

**Dama, Hais**

RECONSTRUCTION OF CIVIL SERVANT PERFORMANCE ASSESSMENT MODEL IN THE GOVERNANCE OF GORONTALO PROVINCE

**Darmawan, Dadang**

THE ROLE OF MICROFINANCE IN THE RURAL DEVELOPMENT PROCESS; CASE STUDY OF TANDEM HILIR II VILLAGE, HAMPARAN PERAK SUB DISTRICT, DISTRICT OF DELI SERDANG

**Deliarnoor, Nandang Alamsah**

Policy Implementation Of Green Space In Bandung City Seen From Power, Interest, And Strategies Of Actor Involved Factor (Study About Park and City Forest)

**Dhany, Hanna Willa**

Encryption and Decryption using Password Based Encryption, MD5, and DES

**Djani, William**

STUDY OF ELECTRONIC GOVERNMENT IN SUPPORTING PUBLIC SERVICES IN KUPANG CITY

**Ermansyah, Mr**

VILLAGE COMMUNITY DEVELOPMENT AND SOCIAL CAPITAL

**Fadly, Rizki**

Implementation Program Child Friendly City at Langkat Regency

**Fahmi, Hasanul**

Encryption and Decryption using Password Based Encryption, MD5, and DES

**Falconer, Janelle**

SUSTAINABLE AND COMMUNITY-BASED TOURISM MODELS FOR ALLEVIATING POVERTY IN CITARUM BASIN

**Fauzi, Ahmad**

A Practical Education Training Model as A Memorizing Effort to the Rating of Diversity

**Fidowaty, Tatik**

Policy Implementation Of Green Space In Bandung City Seen From Power, Interest, And Strategies Of Actor Involved Factor (Study About Park and City Forest)

**Ginting, Bengkel**

Poverty of Traditional Fisherman Percut Village Percut Sei Tuan District Deli Serdang District

**Gunadi, Mr**

Earmarking Tax Policy on Local Tax in Indonesia: Toward Pro Fiscal Legitimacy Policy (Study at Batu City, East Java and Special Province of Yogyakarta)

**Hajar, Siti**

EMPOWERMENT OF COASTAL COMMUNITY THROUGH VILLAGE POTENTIAL

**Harefa, Yulianus**

NIAS LOCAL WISDOM: A CRUCIAL ASSET IN PROMOTING NIAS TOURISM (A View Point)

**Hariandja, Satria Braja**

Juridical Analysis on Government Regulation in Lieu of Law (PERPPU) Number 1 of 2017 on Access to Financial Information for Tax Purposes, Bank and Costumer Confidentiality

**Hermanto, Bambang**

Strategy of Increasing of Local Tax Revenues in Bandung City

**Huda, Listiani Nurul**

Standard Regulation of Occupational Health Requirements of Heat Environments at SMEs

**Husein, Dina**

Coordination on Integrated Citarum Water Resources Management Investment Program (ICRWMIP) in Bandung Regency

**Hutabarat, Christopher Ondian**

Implementation of Diversion of Authority from District Forestry Office to Provincial Forestry Office under Act Number 23 of 2014 in Forestry Office of North Sumatra Province

**Hutahaeen, Marlan**

Analysis of Distributive Public Policy-Making Model

**Inayati, Ms**

Bonded Logistic Center: Policy Analysis on Perspective Supply Side Tax Policy on Shipyard Industry

**Inayati, Ms**

Earmarking Tax Policy on Local Tax in Indonesia: Toward Pro Fiscal Legitimacy Policy (Study at Batu City, East Java and Special Province of Yogyakarta)

**Iswanto, Mr**

THE ROLE OF MICROFINANCE IN THE RURAL DEVELOPMENT PROCESS; CASE STUDY OF TANDEM HILIR II VILLAGE, HAMPARAN PERAK SUB DISTRICT, DISTRICT OF DELI SERDANG

**Izhari, Fahmi**

Encryption and Decryption using Password Based Encryption, MD5, and DES

**Kadji, Maha Atm**

RECONSTRUCTION OF CIVIL SERVANT PERFORMANCE ASSESSMENT MODEL IN THE GOVERNANCE OF GORONTALO PROVINCE

**Karlina, Nina**

Analysis Performance Of Joint Venture-Owned Enterprises (Badan Usaha Milik Desa/Bumdes) Leles Sub District, Garut

**Karlina, Nina**

The Coordination in the Implementation of the Uninhabitable Home Improvement Program in West Bandung Regency

**Kartasasmita, Pius Suratman**

Resilience Pathways Against Poverty and Extremism: Framing Public Issues Within State Policy and Community Action

**Kase, Petrus**

Government Policy in the Management of Border Conflict Between Indonesia and Oecusse District, Timor Leste

**Kase, Petrus**

The Influence of Social Demographic Factor on Individual Decision to Cross-border Migration between Timor Leste and Indonesia

**Keban, Yermias T**

Policy of Inclusive Education for Education for All in Indonesia

**Khamdiyah, Malikatul**

The Implementation of E-Procurement Related to Government's Goods / Services in Department of Public Works Medan

**Kudus, Imanudin**

Analysis Performance Of Joint Venture-Owned Enterprises (Badan Usaha Milik Desa/Bumdes) Leles Sub District, Garut

**Kurniati, Poni Sukaesih**

Implementation of Tax Policy on Acquisition of Land And Building Rights in Bandung City

**Kurniati, Poni Sukaesih**

Strategy of Increasing of Local Tax Revenues in Bandung City

**Kusumasari, Bevaola**

Policy of Inclusive Education for Education for All in Indonesia

**Lingga, Suparlan**

The integrated approach to improve sustainable livelihood in Tello Island

**Lubis, Suwardi**

Implementation of Tourism Destination Development Policy in Samosir Regency

**Mainita, Ms**

THE STATE RESPONSIBILITY TO HEALTH FINANCING IN ENSURING UNIVERSAL COVERAGE FOR ALL INDONESIAN CITIZENS

**Manurung, Sabam S.**

Beneficial Economics of Youth and Their Role Towards Regional Development in the Palm Planters Area at Bandar Pasir Mandoge, Asahan Regency, Indonesia

**Manurung, Rudi Kristian P.**

Implementation of Sinabung Eruption Disaster Management Policy at Post Disaster Stage

**Mardhiah, Nellis**

Model Policy Implementation Of Peace In Aceh Province, Indonesia

**Ms, Murwendah**

Bonded Logistic Center: Policy Analysis on Perspective Supply Side Tax Policy on Shipyard Industry

**Muhyi, Herwan Abdul**

Profile and Problem of Micro, Small and Medium Enterprises in Bandung

**Muhyi, Herwan Abdul**

The Development of the Leather Industry Center of Sukaregang District Garut Regency West Java

**Muliawaty, Lia**

The Guber Team as A New Waste Management Systems (WMS) in Bandung City

**Mulyadi, Asal Wahyuni Erlin**

Policy of Inclusive Education for Education for All in Indonesia

**Myrna, Rita**

Coordination on Integrated Citarum Water Resources Management Investment Program (ICRWMIP) in Bandung Regency

**Naldo, Rony Andre Christian**

Implementation of Corporate Absolute Responsibility for Land Fires Causing Air Pollution

**Nasution, Ely Hayati**

Minangkabau Proverbs: Values and Functions

**Nasution, Darwin**

Urgency of Local-Owned Enterprises (BUMD) Law as Good Corporate Governance Basis in Indonesia

**Nazsir, Nasrullah**

Policy Implementation Of Green Space In Bandung City Seen From Power, Interest, And Strategies Of Actor Involved Factor (Study About Park and City Forest)

**Noor, Irwan**

Infrastructure Budget and Poverty Reduction in Indonesia 2016

**Nurasa, Heru**

Coordination on Integrated Citarum Water Resources Management Investment Program (ICRWMIP) in Bandung Regency

**Nurbani, Ms**

Communication Model of P2TP2A Officer in The Assisting Families Process of Sexual Violence Victims

**Pakpahan, Zainal Abidin**

**Pardede, Piki Darma Kristian**

Implementation of Law Number 14 Year of 2008 on Public Disclosure (Study Case on Information Management Officer and Documentation in Medan Municipality)

**Pius Suratman, Kartasasmita**

SUSTAINABLE AND COMMUNITY-BASED TOURISM MODELS FOR ALLEVIATING POVERTY IN CITARUM BASIN

**Prananda, Rahandy Rizki**

Modern Store Regulation To Protect Traditional Market In Semarang

**Prananingtyas, Paramita**

Modern Store Regulation To Protect Traditional Market In Semarang

**Purba, Sukarman**

THE INFLUENCE OF NEW PUBLIC MANAGEMENT TOWARDS THE QUALITY OF BUREAUCRATIC TOURISM SERVICE IN LAKE TOBA NORTH SUMATERA (A STUDY IN FOUR DISTRICTS)

**Purba, Sukarman**

Bureaucratic Knowledge of The Quality of Tourism Service In Lake Toba Parapat North Sumatera

**Rangkuti, Ridwan**

Implementation of Diversion of Authority from District Forestry Office to Provincial Forestry Office under Act Number 23 of 2014 in Forestry Office of North Sumatra Province

**Rasmini, Mas**

Strategy of Increasing of Local Tax Revenues in Bandung City

**Revida, Erika**

THE INFLUENCE OF NEW PUBLIC MANAGEMENT TOWARDS THE QUALITY OF BUREAUCRATIC TOURISM SERVICE IN LAKE TOBA NORTH SUMATERA (A STUDY IN FOUR DISTRICTS)

**Revida, Erika**

Bureaucratic Knowledge of The Quality of Tourism Service In Lake Toba Parapat North Sumatera

**Ritha, Mr**

Implementation of Tourism Destination Development Policy in Samosir Regency

**Rosdiana, Haula**

Bonded Logistic Center: Policy Analysis on Perspective Supply Side Tax Policy on Shipyard Industry

**Rosdiana, Haula**

Earmarking Tax Policy on Local Tax in Indonesia: Toward Pro Fiscal Legitimacy Policy (Study at Batu City, East Java and Special Province of Yogyakarta)

**Rosmalinda, Ms**

Is An Un-registered Married Woman Protected in Indonesia?

**Rusli, Budiman**

The Coordination in the Implementation of the Uninhabitable Home Improvement Program in West Bandung Regency

**Saragih, Kolahman**

STATE LAW PROTECTION AGAINST OUTSOURCING WORKERS BASED ON JUSTICE PERSPECTIVE

**Sayuti, M**

Forecasting Of Optimal Raw Material Supplies For Paving Block Making In UD. Karya Jaya

**Sembiring, Rosnidar**

Mediation as one of the Models in Alternative Dispute Resolution in the Nagori Village in Tanah Java District of Simalungun

**Siagian, Morida**

Right To The Difference Of Space As The City Magnet (The Study of Teory Henri Lefebvre)

**Siahaan, Asima Yanti**

Implementation of Diversion of Authority from District Forestry Office to Provincial Forestry Office under Act Number 23 of 2014 in Forestry Office of North Sumatra Province

**Siahaan, Asima Yanty**

The Implementation of E-Procurement Related to Government's Goods / Services in Department of Public Works Medan

**Siahaan, Asima Yanty**

Implementation of Law Number 14 Year of 2008 on Public Disclosure (Study Case on Information Management Officer and Documentation in Medan Municipality)

**Siahaan, Asima Yanty**

Implementing E-Public Service in North Sumatera: Prospects and Challenges

**Siahaan, Asima Yanty**

Implementation Program Child Friendly City at Langkat Regency

**Siahaan, Asima Yanty Sylvania**

Evaluation of Implementation of Disaster Management Policy of Local Disaster Management Board (BPBD) Karo

**Sihombing, Marlon**

Implementation of Tourism Destination Development Policy in Samosir Regency

**Sihombing, Tunggul**

Implementation of Diversion of Authority from District Forestry Office to Provincial Forestry Office under Act Number 23 of 2014 in Forestry Office of North Sumatra Province

Search

Series: [Advances in Social Science, Education and Humanities Research](#)

## Proceedings of the International Conference on Public Policy, Social Computing and Development 2017 (ICOPOSDev 2017)

---

PROCEEDINGS OF THE INTERNATIONAL CONFERENCE ON PUBLIC POLICY, SOCIAL COMPUTING AND DEVELOPMENT 2017 (ICOPOSDEV 2017)

---

### RECONSTRUCTION OF CIVIL SERVANT PERFORMANCE ASSESSMENT MODEL IN THE GOVERNANCE OF GORONTALO PROVINCE

#### Authors

Asna Aneta, Maha Atm Kadji, Hais Dama

#### Corresponding Author

Asna Aneta

Available Online October 2017.

#### DOI

<https://doi.org/10.2991/icoposdev-17.2018.29> [How to use a DOI?](#)

#### Keywords

reconstruction, civil servant, performance assessment

#### Abstract

The research aims at reconstructing the model of civil servant performance assessment in a conditional, rational, and practical way to support the governance within the Province of Gorontalo. The research used qualitative design to do in-depth analysis on the model of civil servant performance assessment at the local governments within the Province of Gorontalo and to identify alternative model of civil servant performance assessment to support the governance within the Province of Gorontalo. The research shows that the model of civil

servant performance assessment at the local governments within the Province or Gorontalo was not consistent, Therefore, reconstruction of the civil servant performance assessment is necessary to support the governance in each of the local government within the Province of Gorontalo. Reconstruction of the civil servant performance assessment was conducted in the following phase : establishment of the annual work plan, formulation and establishment of Civil Servant Performance, Implementation of job description and assessment.

#### Open Access

This is an open access article distributed under the [CC BY-NC license](#).

**+ Download article (PDF)**

**Proceedings**

International Conference on Public Policy, Social Computing and Development 2017 (ICOPOSDev 2017)

**Part of series**

Advances in Social Science, Education and Humanities Research

**Publication Date**

October 2017

**ISBN**

978-94-6252-455-2

**DOI**

<https://doi.org/10.2991/icosposdev-17.2018.29> [How to use a DOI?](#)

**Open Access**

This is an open access article distributed under the [CC BY-NC license](#).

**Cite this article**

---

ris

enw

bib

---

```
TY - CONF
AU - Asna Aneta
AU - Maha Atm Kadji
AU - Hais Dama
PY - 2017/10
DA - 2017/10
TI - RECONSTRUCTION OF CIVIL SERVANT PERFORMANCE ASSESSMENT MODEL IN THE GOVERNANCE OF GORONTALO PROVINCE
BT - International Conference on Public Policy, Social Computing and Development 2017 (ICOPOSDev 2017)
PB - Atlantis Press
UR - https://doi.org/10.2991/icosposdev-17.2018.29
DO - https://doi.org/10.2991/icosposdev-17.2018.29
ID - Aneta2017/10
ER -
```

**+ download .ris** [COPY TO CLIPBOARD](#)



## Atlantis Press

Atlantis Press is a professional publisher of scientific, technical and medical (STM) proceedings, journals and books. We offer world-class services, fast turnaround times and personalised communication. The proceedings and journals on our platform are Open Access and generate millions of downloads every month.

For more information, please contact us at: [contact@atlantis-press.com](mailto:contact@atlantis-press.com)

▶ PROCEEDINGS

▶ JOURNALS

▶ BOOKS

▶ PUBLISHING SERVICES

▶ ABOUT

▶ NEWS

▶ CONTACT

▶ SEARCH

---

[Home](#) [Privacy Policy](#) [Terms of use](#)



Copyright © 2006-2019 Atlantis Press

# RECONSTRUCTION OF CIVIL SERVANT PERFORMANCE ASSESSMENT MODEL IN THE GOVERNANCE OF GORONTALO PROVINCE

Asna Aneta

Departement of Administrative  
Science  
Gorontalo State University  
Gorontalo, Indonesia  
asnaatiek.aneta@ung.ac.id

Maha Atma Kadji

Departement of Administrative  
Science  
Gorontalo State University  
Gorontalo, Indonesia

Hais Dama

Departement of Administrative  
Science  
Gorontalo State University  
Gorontalo, Indonesia

**Abstract**—The research aims at reconstructing the model of civil servant performance assessment in a conditional, rational, and practical way to support the governance within the Province of Gorontalo.

The research used qualitative design to do in-depth analysis on the model of civil servant performance assessment at the local governments within the Province of Gorontalo and to identify alternative model of civil servant performance assessment to support the governance within the Province of Gorontalo.

The research shows that the model of civil servant performance assessment at the local governments within the Province of Gorontalo was not consistent. Therefore, reconstruction of the civil servant performance assessment is necessary to support the governance in each of the local government within the Province of Gorontalo. Reconstruction of the civil servant performance assessment was conducted in the following phase : establishment of the annual work plan, formulation and establishment of Civil Servant Performance, Implementation of job description and assessment.

**Keywords**—reconstruction, civil servant, performance assessment

## I. INTRODUCTION

Local governance, which is oriented on high-quality public service, requires the role and responsibility of high-performing civil servants. Civil servant performance refers to existence of civil servants, who have the necessary competence and achievements that are required for improving the quality of governance and public service. These eventually will lead to the improvement of public satisfaction towards the development programs conducted by the local government.

Through its regulation, the local government continuously encourages the civil servants to optimize their performance. For this, periodical assessment was conducted for the civil servant performance to make sure that the civil servants could do all of the administrative tasks, public service, and development programs in an optimum way. Performance assessment is also a method to get the necessary feedback and

to set a plan for corrective actions. Therefore, reconstruction of civil servant assessment model was necessary, and this was conducted by means of a research, which complied with the relevant methodological and scientific norms.

## II. THE CONCEPT OF PERFORMANCE

According to Prawirosentono(1), performance refers to the results of work achieved by an individual or a group of individuals within an organization, based on their authority and responsibility, in the efforts of achieving the organization's objectives in a legal way and in compliance with the existing moral and ethic principles.

Understanding the basic concepts of performance can be obtained by using the engineering approach defines performance and the economic marketplace approach. In view of the engineering approach, performance is defined as a ratio of human resources (input) and the resulting standard units (output). On the other hand, economic market place approach is related to the productivity, based on the use of certain resources(2).

Lenvine et al.(3) proposed three indicators that could be used to measure the performance of a public bureaucracy namely responsiveness, responsibility and accountability.

## III. PERFORMANCE ASSESSMENT

Levine et al.(3) proposed three concepts that could be used to measure performance of a public bureaucracy, namely, responsiveness, responsibility and accountability(4). According to Keban(5), among of the approaches that can be used to measure the performance of local government are managerial and policy approaches, assuming that effectiveness of the local government greatly depends upon the two main aspects, namely Public Management and Policy. Management approach deals with to what extent the managerial functions in the local government have been implemented as efficiently and effectively as possible. The targets are all of individuals responsible for implementing the public policy. In addition, Keban(4) combines both approaches into moral/ethic approach.

In this context, Keban sees to what extent the local government has paid attention on the aspect of morality. Combination of the two approaches is the target of this moral/ethic approach.

Furthermore, managerial function can be viewed from the managerial lines in charge, namely, whether there have been improvements in the use of managerial skill, system, and work procedures, motivation as well as satisfaction among the employees or officials in the local government. It is necessary to find out whether the approach has contributed to the objective achievement in an efficient and effective way. In addition, performance of the local government is assessed to find out to what extent the functions, tasks, and responsibilities have been manifested in the management and policy programs.

#### IV. METHOD

This research used qualitative method with a case study. This study was conducted in Gorontalo Provincial Office of Personnel Management and Gorontalo District Office of Personnel Management. Data collection methods were focused observation, in-depth interview, FGD, and document study. The qualitative data were analyzed interactively and continuously through several systematic steps that consisted of data collection, data reduction, data display, data verification and conclusion drawing.

The research was conducted for three years. In the first year (2014), the research was focused on investigating the model of civil servant performance assessment at the local governments within the Province of Gorontalo. In the second year (2015), the research was focused on reconstructing the model of civil servant performance assessment at the local governments within the Province of Gorontalo, and in the third year (2016), the research was focused on implementing the civil servant assessment model in the governance within the Province of Gorontalo.

#### V. RESULT AND DISCUSSION

##### *A. Reconstruction of Civil Servant Performance Assessment Model*

The model of civil servant assessment in the Province of Gorontalo were presented in this following phase. First, the model of civil servant performance assessment is conducted by an internal team in the local government or external team, both in partial and integrated way to obtain maximum and standardized results of performance assessment. Secondly, formulation of annual work plan and budget plan, as well as operational plan of the government institutions based upon the vision and mission of the leader. The next phase were formulation and determination of civil servant performance target for each civil servant and approval by the superior or assessor. Later phase were Job implementation by each of the civil servant based on the pre-specified Civil Servant Performance Target. Staffing supervision by immediate super-ordinate in each work unit and assessment at the end of fiscal year, consisting of monitoring of program implementation is the next phase. Confirmation of the Reward and Punishment system, integrated evaluation after the assessment in each work

unit and the feedback upon the civil servant performance assessment is the end phase.

When applied at all levels of government in the Province of Gorontalo, the model of civil servant performance assessment is expected to guarantee uniformity in assessment as a reference or legal basis for the implementation, implementation time, assessment indicators/aspects, as well as assessor. In addition, the model is expected to guarantee objective assessment of the local government performance assessment, which in turn will motivate the civil servants to develop their potentials and to contribute for the improvement of local government performance.

##### *B. Implementation of The Civil Servant Performance Assessment Model in The Governance of Gorontalo Province*

Focus Group Discussion (FGD), which involved the local governments in the Province of Gorontalo, including the Provincial Government of Gorontalo, revealed that all of the government lines had implemented the civil servant assessment method as stipulated in the Government Regulation. The Government Regulation stipulates that civil servant assessment at all levels is conducted once a year.

The values of performance assessment varied from a region to another. For instance, in Gorontalo Municipality, the civil servants have the right to receive the benefits in full amount as long as they meet the disciplinary component, which values sixty percent and the job performance component which values forty percent. The disciplinary component is measured from the attendance of civil servants at the office during the specified work hours and attendance for specific activities held by the Local Government. The job performance component is measured from the monthly statement of job description implementation which is submitted to the direct supervisor.

In the Local Government of Gorontalo, the benefits for the civil servants are given based on the regent's regulation stipulates that the benefits are based upon the workload and the work location. Civil servants who have the right to received the benefits are those who attend the office and do the job description based on the specified terms. Based on Regent's regulation further stipulates that distribution of the benefits are in effect since January 1, 2015, based on the attendance list recapitulation for December 2014. This shows that the basis for the benefits is merely the attendance, and it seems to overlook the job performance or achievements of the civil servants.

In the Local Government of Bone Bolango, benefits for the civil servants are established in the Regent's Decision on the Benefits for Civil Servants based on the work load in the local government of Bone Bolango, for the fiscal year of 2015. The attachment for the Regent's Division maintains that the criteria for the benefits include loyalty, leadership, innovation, public service, teamwork, and disciplinary aspect. This is almost similar to the Local Government of Gorontalo, as the benefit scheme seems to overlook the job performance of the civil servants.

In the Local Government of Boalemo, benefits for the civil servants are specified in the Regent's regulation on the local

government standard unit price for the fiscal year of 2015. The Regent's regulation maintains that the benefits are given based on the organizational structure and echelon system. Also, it seems to obey the job performance of the civil servants.

In the Local Government of Pohuwato, the benefits are specified in the Regent's Regulation which maintains that elements that determine the civil servants' job performance include (a) knowledge and competence in their job description and other related tasks; (b) skills for implementing the job description; (c) diligence in doing the job description; (e) effectiveness and efficiency in the job implementation, and (f) achievements of the civil servant performance targets, which have been agreed by the Civil Servants and the Direct Supervisor. Unlike the other local governments do, the local government of Pohuwato has included the job performance as a determinant of the benefits.

In the Provincial Government of Gorontalo, the benefits are specified in the Governor's Regulation for the Fiscal Year of 2015. The Governor's Regulation maintains that assessment of the civil servant job performance is based upon 5 indicators, namely discipline, productivity, responsibility, teamwork, and innovation. As Pohuwato Regency does, the Provincial Government of Gorontalo also uses the job performance/productivity in determining the benefits for the civil servants, despite lack of details.

Despite variation in the policy and implementation, assessment of the civil servant performance in the Province of Gorontalo are generally similar, particularly in the aspect of time, as the assessment is conducted every month. This is not surprising, since the job performance assessment is directly related to the benefit, which is distributed every month, even though payment is realized every three months or month.

Another similarity in common among the local governments in the Province of Gorontalo refers to the model of civil servant performance assessment, which is recommended in the second phase of this research. The local governments in the Province of Gorontalo generally have applied the performance assessment method through the Local Staffing Office. However, most of the assessment had not come into the final phase of the model, namely feedback.

Lack of Feedback phase implies lack of knowledge and awareness of the civil servants on the shortfalls or mistakes, which they do. In the long run, this kind of system will eventually lead to apathies among the civil servants, since they do not know what to correct and what to improve from their job performance. This will eventually result in suspicion among the civil servants, that the assessment is neither fair nor objective. In the end, this condition will lead to decrease of the civil servant performance level.

## VI. CONCLUSION

The distribution of Benefits for the Civil servants, each local government in the Province of Gorontalo determines a policy related to the performance assessment, which is conducted once a month. When it comes to the construction of civil servant performance assessment model to support the governance as recommended in this research, all of the local governments in the Province Gorontalo had not fully implemented all of the phases, particularly the feedback phase.

## VII. RECOMMENDATIONS

The research recommends that all of the local governments in the Province of Gorontalo implement all phases of the civil servant performance assessment model to improve the governance effectiveness.

## REFERENCES

- [1] Prawirosentono, S. *Employee Performance Policy : Tips for Building a Competitive Organization Ahead of World Trade*. Yogyakarta, Indonesia. Economy Faculty Press. 2002. [Kebijakan Kinerja Karyawan : Kiat Membangun Organisasi Kompetitif Menjelang Perdagangan Bebas Dunia]
- [2] Widodo, J. (2001). *Good Governance : Review of the Dimensions of Bureaucracy Accountability and Control in the Decentralization and Autonomy Era*. Surabaya, Indonesia. Insan Cendekia Press. 2001. [Telaah dari Dimensi Akuntabilitas dan Kontrol Birokrasi pada Era Desentralisasi dan Otonomi Daerah].
- [3] Lenvine, C.H. *Public Administration: Challenges, Choices, Consequences*. Scott Foreman/Little Brown Higher Education: Glenview, Illinos. 1990.
- [4] Keban, Y.T. *Local Government Performance Indicators : Management Approach and Policy*. Yogyakarta, Indonesia. Gadjah Mada University Press. 1995. [Indikator Kinerja Pemda: Pendekatan Manajemen dan Kebijakan].