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## KEPAMONGPRAJAAN EDUCATION SYSTEM

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**Abstract:** The civil servant education system is an educational process used to improve the quality of civil servant human resources so as to create good government. However, the civil service education system has not been studied in depth, especially at one of the civil service schools in West Java province which has been operating for quite a long time. For this reason, researchers want to study the civil service education system so that they can find out the existing civil service education system at civil service schools in the city that carry out civil service education at other civil service schools. The research method used is qualitative with data collection techniques through observation, interviews and surveys, then the data received is processed in depth to determine the research results. The results of this research show that there are 8 standards in the education system, namely content standards, process standards, graduate competency standards, teacher and education staff standards, facilities and infrastructure standards, management standards, financing standards and assessment standards. Each of these standards already has good value, but there are several things that need to be improved immediately, such as management standards and facilities and infrastructure standards so that they can support learning well and achieve educational goals effectively and efficiently because each of these standards has different values. Good. an interrelated relationship. with other people.

**Keywords:** system; education; civil service

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## INTRODUCTION

Government education is an educational process used to improve the quality of human resources under the Ministry of Home Affairs and Local Government [1]. With the existence of royal education, it is expected to be able to shape the character of the civil servants so that they have brilliant qualities both in piety, creation, and balanced work and always have the readiness to continue to carry out various civil services as a form of their duty to the state and carry out public services as a form of government authority with a sense of responsibility [2]. In this learning process, various curricula that are related to a good government system or *Good governance* Always dynamically packaged through a variety of concentric teaching, training and nurturing.

The praja or students who are in the royal education will follow various educational processes as the royal education system has been prepared to achieve the goals of the existence of the royal education system, both institutional goals and curricular goals [3].

The royal education system is of course well structured and meticulous to achieve educational goals effectively and efficiently [4]. The education system is defined as a series contained in a system or elements of education that have interrelationships in realizing its success [5] [6] [7]. There are several components in the education system, namely content standards, process standards, graduate competency standards, educator and education staff standards, facilities and infrastructure standards, management standards, financing standards and assessment standards [8] [9] [10]. Meanwhile, *kepomongprajaan* is one of the educational processes that has the desire

to improve the quality of government in Indonesia, especially in the aspect of human resources.

The success of the goal of the existence of a government education system cannot be separated from various things in the government education system where the government education system is contained in Chapter IV of the Minister of Home Affairs Regulation Number 48 of 2009 concerning the Master Plan for the Development of the Home Government Institute. Where, in it there are several aspects of the education system that must be run according to applicable rules [11].

Unfortunately, these various rules have not all been implemented optimally, as evidenced by the various problems that exist in the royal school, for example the case of unnatural death of IPDN in IPDN schools [12], there is a shortage of Praja food costs during education [13], closed IPDN financial problems, and so on. This is of course contrary to the various standards in the royal education system, thus hampering the process of achieving educational goals properly and with quality. Moreover, various standards in the royal education system must be met so that the desired goals can be achieved effectively and efficiently, namely to form quality human resources in the field of government and ready to carry out various duties and obligations in the community [2]. Therefore, every civil service school as one of the important educational institutions to shape the quality of the civil service by paying attention to every aspect of the education system in its institution so as to form a civil service with noble character not an iron-fisted and destructive civil service with the power it will have in the future. Including one of the civil service schools in West Java province that should be able to implement

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the education system correctly in accordance with applicable guidelines. However, various problems in educational institutions including one of the civil service schools in West Java province cannot be avoided, where these things must be immediately addressed and analyzed appropriately so that various solutions can be used to solve various existing problems so that various government education systems as applicable regulations can continue to be implemented.

There are various studies on government schools, for example on the expectations and level of satisfaction of the government with the quality of service of educational institutions at IPDN North Sulawesi Campus [14]. The relationship between Learning perception and Learning Motivation of Praja IPDN West Sumatra Campus (Dedi Robani and Nevi Yarni, 2019), and so on. However, no study of the government education system has been studied in depth, until in one of the civil service schools of Western Province.

This prompted researchers to conduct research on the royal education system with the research location of one of the civil service schools in West Java province. This is because one of the civil service schools in West Java province has been operating for quite a long time so that many have graduated civil servants who are currently sitting on government benches where in the education process cannot be separated from the royal education system. Moreover, there has been no research that examines the royal education system in one of the civil service schools in West Java Province. The purpose of this study is to determine the process of implementing the civil service education system in one of the civil service schools of West Java province so that various information obtained can be used as a basis

for the implementation of civil service education in other civil service schools

## RESEARCH METHODS

This research is located in one of the civil service schools in West Java province from July to August 2023. The type of research used in this study is qualitative research. Data collection techniques were carried out through observation, interviews and surveys to 20 respondents. The collected data is then analyzed. The results of the data analysis are then conveyed in this study in sentences that are easy to understand and can be accounted for.

## RESULTS AND DISCUSSION

Before discussing further about the results of this study, there are several important information to know including:

*First Education System.* The education system has actually been built since ancient times until now [15]. The education system is a series of sub-systems or various elements of education that are interrelated to realize the desired goals or successes [6] [16].

*Second Monarchy.* Leadership is an expertise possessed by the government apparatus in applying a variety of science, ethics, technology, arts or skills and various other values in organizing domestic government, the code of ethics for pamongprajaan and so on [17].

*Third, the royal education system.* The royal education system is a series of sub-systems or various elements of royal education to form the quality of human resources that are superior to the civil servants so that when leading the country through the seat of government, it is carried out with noble behavior accompanied by superior human resource quality. There are eight standards in the government education

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system, namely content standards, process standards, graduate competency standards, educator and education staff standards, facilities and infrastructure standards, management standards, financing standards, and assessment standards [11].

After conducting research, it is known that the following things are related to the royal education system which refers to eight standards, namely:

*First*, content standards. Content standards are standards that regulate a variety of materials as well as competencies at an educational level that aims to create graduates who have superior competence without prioritizing violence [18]. In this aspect, it is known that educators in civil service schools know the purpose of content standards where this is seen in daily education in civil service schools to continue to form civil servants with noble characters so as to minimize the occurrence of damaging events as already reported such as death without cause, violence, and so on. This is also in line with what was conveyed by TY that content standards are one of the important things because they contain several things about the education system ranging from the formation of civil service cadres, Bhineka Tunggal Ika coaching, the implementation of science and the curriculum used. Where the curriculum is prepared in accordance with applicable rules. ZH also mentioned that the curriculum prepared has been adjusted to the applicable rules and the needs of the times.

With this, in the aspect of content standards, one of the civil service schools in West Java province has implemented it well as the purpose of the existence of a civil service education institution. Because educators already understand the core or main content of content standards to be implemented in learning or education.

*Second*, process standards. Process standards are minimum criteria in the implementation of learning that are adjusted to the level of education in order to achieve graduate competence in accordance with the standards and desires agreed in a rule [19] [20] [21]. Process standards cover several matters related to the learning process. Learning in civil service schools is a learning that prioritizes discipline and is interesting and challenging. Although sometimes learning goes tiring because it uses a strong physique, this feels good. This was as conveyed by GH as one of the civil servants in one of the civil service schools in West Java province where he stated that learning was fun and very disciplined. This is also in line with the survey results which stated that 75% of respondents agreed that learning is very fun and 100% agreed that learning runs with strict discipline.

*Third*, graduate competency standards. Graduate competency standards are the minimum criteria that must be possessed by every civil servant as a result of learning after completing education [22] [23]. Competency standards for graduates in civil service schools include academic education, vocational education, and professional civil service education which contains the desired draft criteria or quality of civil service. The results of interviews with civil service school leaders stated that most graduates or retirees have been accepted into the government and strive to form a good government. With this, various things that are arranged to realize the quality of good graduates are always pursued well as well.

*Fourth*, standards of educators and education personnel. This aspect discusses the various qualifications of educators and education personnel [24] At the Civil Service School. The results of observations and

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interviews are known that educators and education staff have met the qualifications as applicable rules. This can also be seen in the provision of agile and quality learning

*Fifth*, standards of facilities and infrastructure. This aspect discusses infrastructure facilities that have a role in the learning process as well as the desired goals. The results stated that 80% of facilities and infrastructure were good enough but 20% stated that they were not good. Upon further investigation, it was found that there were several facilities that were not good and damaged so that they could not be used properly. For this reason, civil service schools should repair damaged facilities and infrastructure or complete the needs of facilities and infrastructure because this supports the pace of government education effectively and efficiently.

*Sixth*, management standards. Management standards are the minimum criteria that schools must have in planning, implementing or supervising educational activities in an educational unit [25]. The standard management aspek at civil service schools includes the administration of the organizer, the scope of administration, service patterns and education management. The results of the interview showed that the leaders and managers of the school have tried their best to do the best management for the civil service school even though in the process they still experience various obstacles. Nevertheless, various existing obstacles must be overcome wisely so as not to cause even worse problems.

*Seventh*, financing standards. Financing standards are criteria regarding breeding procedures in an educational unit. Operational financing for civil service schools comes from the state budget and other legal assistance is also non-binding. The goal is to

continue to improve the quality of education at IPDN. In addition, the funds obtained are also used properly in accordance with the existing budget so as not to experience a shortage of funds that ultimately have an impact on the education process.

*Eighth*, appraisal standards. Assessment standards are criteria regarding the scope, objectives, benefits of principles, ordinances. Assessment procedures and instruments as evidence of learning outcomes where this is used as a basis for improving the education system in an education unit [26] [27]. There are several things that are done in the assessment standards in civil service schools, namely supervision and control, both for educators and civil servants, the existence of quality assurance institutions, and conducting regular and disciplined evaluations. As the results of interviews and surveys that state that evaluations in civil service schools are carried out routinely and full of discipline.

Based on the explanation above, it can be seen that the government education system as per the Regulation of the Minister of Home Affairs Number 48 of 2009 concerning the Master Plan for the Development of the Home Government Institute has been implemented quite well despite having various obstacles. However, the existence of this obstacle also cannot be underestimated because it can affect the effectiveness and efficiency of civil service schools in achieving their goals. Therefore, various facilities or infrastructure that are not good are immediately fulfilled then if there are obstacles then immediately addressed properly and wisely according to applicable rules so that pensioners can be created in accordance with the expectations of the state and nation.

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## CONCLUSION

The royal education system is a series of activities related to education for the civil servants so that the retired civil servants who occupy the government bench can run a good government.

There are eight standards in the government education system, namely content standards, process standards, graduate competency standards, educator and education staff standards, facilities and infrastructure standards, management standards, financing standards and assessment standards. Where every standard goes well so that the objectives of civil service education can be obtained effectively and efficiently. However, in the management process there are some problems that sometimes occur so that they need to be handled wisely and according to the rules. In addition, in the standard of facilities and infrastructure where there are poor facilities, it is immediately repaired so that the achievement of educational goals can run optimally.

The results of this research are expected to contribute to future research as well as being used as a basis for developing and improving the government education system that has not been optimal in order to create qualified pensioners to form a good government.

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