# Axiological approach in implementing basic training for civil servant candidates, curriculum for state administration institution regulations number 1 of 2021

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## A R T I C L E   I N F O

## ABSTRACT

In the study of philosophy, the term axiology is usually defined as a field (philosophy) that investigates values, including the purpose of obtaining knowledge. CPNS Basic Training is a process of instilling good values and adapting these values to become a character that civil servants or state civil servants should have. The values taught are contained in the Learning Agenda which consists of nationalism values in Agenda I, Moral values (Service Oriented, Accountable, Competent, Harmonious, Loyal, Adaptive, Collaborative) in Agenda II, cultural and ethical values using digital media in Agenda III. This research was conducted to determine the training implemented so that CPNS are able to behave and act professionally in managing the challenges and problems of socio-cultural diversity using a whole of government or one government perspective which is based on the basic values of Civil Servants based on their position and role in the Unitary State of the Republic of Indonesia (NKRI) in every implementation of his/her duties as a public servant as a concrete manifestation of defending the country as a Civil Servant.

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## 1.   INTRODUCTION

Organizations must have personnel with the essential skills and expertise to succeed in a growingly competitive business climate (Norhaedah, 2020). Training is crucial to guarantee that staff has pertinent and current skills. Advancements in technology and alterations in corporate procedures frequently necessitate individuals to enhance their expertise (Niati, 2021). Training is essential for employees to comprehend and utilize new technology and adapt to changes in work procedures (Nabella, 2023). Customers frequently anticipate superior and more effective services from organizations (Saleem, 2021). Organizations must have well-trained workers capable of delivering quality service to achieve these requirements (Cahyani, 2020).

As organizations progress, the challenges encountered by employees become more intricate (Handari, 2020). Employees require training to effectively confront these problems and carry out responsibilities accurately (Udina, 2020). Organizations frequently undergo changes in their

structure, policies, or strategies (Pallarés, 2022). Training is essential for employees to adapt to these changes and maintain productivity in a dynamic setting (Gunawan, 2021). Organizations that offer quality training to their employees typically see increased levels of employee satisfaction and retention (Oraby, 2022)(Nasib, 2021)(Khairani, 2023). Offering chances for personal growth helps employees feel appreciated and inspired to continue making contributions (Rumiasih, 2021)(Nasib, 2020)(Banuari, 2023).

Law Number 5 of 2014 concerning State Civil Servants mandates that all Civil Servant Candidates (CPNS) are required to take integrated CPNS Basic Training (Latsar). The CPNS training which is implemented nationally aims to build moral integrity, honesty, a spirit of nationalism and nationhood, superior and responsible personality traits in order to increase the professionalism of civil servants (Setiani, 2022)(Nguyen, 2020)(Laing, 2021).

CPNS Basic Training is education and training in the Pre-Service Period which is carried out in an integrated manner to build moral integrity, honesty, enthusiasm and motivation for nationalism and nationhood, superior and responsible personality traits, and strengthen professionalism and field competence (LAN RI Number 1, 2021).

Character training for CPNS is needed to continuously shape the individual identity of civil servants and train their abilities in order to build integrity. CPNS character will be formed from values, beliefs and habits, which will create attitudes, behavior and mindset. Positive character will make a civil servant credible and very reliable in achieving successful performance and career. In line with the CPNS Latsar learning agenda as regulated in State Administrative Institution Regulation Number 1 of 2021, one of the structures of the CPNS Latsar Curriculum consists of a Civil Servant Character Building Curriculum.

Axiology is a branch of philosophy of science that questions how knowledge is useful for humans and how they use it. The branch of philosophy that discusses good and bad values, beautiful and not beautiful, is closely related to education, because the world of values will always be considered or will be the basis for consideration in determining educational goals (Abdul Muis Thabrani, 2015). CPNS Basic Training Practices have a noble goal in order to improve the quality of Human Resources who are expected to become professional and characterful public servants. This literature study aims to examine the curriculum implementation scheme for civil servant character formation from the axiological aspect.

## 2. RESEARCH METHOD

The method used in this writing is the literature study method. According to Syofian (2021), literature study is a research method used to collect information related to the subject to be researched (Zakki et al., 2022). Apart from that, there are main objectives of conducting literature studies including 1) Finding what variables will be researched, 2) Differentiating things that have been done and determining things that need to be done, 3) Carrying out a synthesis and gaining a new perspective, 4) Determine the meaning and relationship between variables. Among the literature sources that can be used by researchers are 1) abstracts of research results, 2) indexes, 3) reviews, 4) journals 5) reference books (Sarwono, 2006).

## 3. RESULTS AND DISCUSSIONS

### Axiological Approach To Basic Training For CPNS

The competencies developed in CPNS Basic Training are competencies for building professional civil servant character according to their field of duty. CPNS Basic Training is not intended to make a CPNS a technical expert in their field of work, but the strengthening that will be emphasized in this training is to make CPNS have the character of implementing basic values which are expected to make a CPNS capable of providing professional and quality public services.

The structure of basic CPNS training courses which consists of 4 learning agendas generally directs training participants to strengthen their character through understanding the meaning of basic values and their application in the work environment. Strengthening values in CPNS basic training is obtained through learning the following material:

a. Agenda 1 National Defense Behavioral Attitudes equip training participants with an understanding of national insight through interpreting the values of defending the country. Education and training materials in this aspect focus on strengthening nationalist values.

b. Agenda 2 Basic Values of State Civil Apparatus equips participants with internalizing the basic values of ASN which are needed in carrying out civil servant duties professionally as public servants. Circular Letter of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 20 of 2021 (SE Menpan RB 20/2021) concerning the Implementation of Core Values and Employer Branding of State Civil Apparatus dated 26 August 2021 was the forerunner to the emergence of ASN Basic Values discussed in agenda 2 of Basic Training CPNS. ASN Core Values with the acronym BERAKHLAK is an abbreviation of ASN Basic Values which consist of Service Oriented, Accountable, Competent, Harmonious, Loyal, Adaptive and Collaborative.

c. Agenda 3 equips participants with knowledge about the position and role of civil servants to support the realization of smart governance. The material on this agenda consists of ASN Management and Smart ASN. Smart ASN itself studies the 4 pillars of digital literacy consisting of digital skills, safe digital media, digital media ethics and digital culture. From this material, it can be concluded that apart from this material aiming to provide knowledge related to ASN management, this third agenda material also provides understanding regarding the values needed for the realization of smart governance.

d. Agenda 4 is a practice of the material that has been internalized during agendas 1 to 3. The habituation of the values that have been learned is expected to become a character for CPNS in their future work as ASN.

Axiology is a science that contains moral and ethical values or principles that apply in society. In the context of CPNS Basic Training, character education obtained through the process of internalizing values in government organizations becomes an implementation of strengthening ethics and morals for State Civil Apparatus. National values or nationalism, service-oriented, accountable, competent, harmonious, loyal and adaptive are most of the products targeted for competency development in basic CPNS training.

Strengthening values is expected to be one of the causes of increased performance of government employees because the concept of values binds employees to something that is positive, good and liked. For example, the value of accountability is tied to disciplined and responsible behavior in using state assets. In contrast to this, employees who do not apply the value of accountability are employees who are undisciplined or use state assets for personal gain. Training plays a role in instilling good values to be recognized and made into habits as well as introducing bad (negative) values to be avoided at work.

**Getting Used To Practice Basic Values In Basic Training For CPNS**
Implementation of CPNS Basic Training based on LAN Head Decree Number 14/K.1/PDP.07 of 2022 can be carried out using 3 methods, namely Classical, Blended Learning and Distance Learning. Variations in training time differ between the three training methods with the length of time (lesson hours/JP) for each method, namely, 1) Classical with a total of 511 JP, 2) Blended Learning with a total of 647 JP, 3) Distance Learning with a total of 511 JP.

The process of internalizing the basic values of ASN is carried out through independent learning and material enrichment by the training facilitator. At this learning stage there is a code of behavior as a reference for the practice of applying each value. For the process of habituating values into behavior, the Actualization of ASN values stage is carried out at the training participant's work unit locus within 320 JP or the equivalent of 30 working days. Participants are required to make writing in the form of an actualization plan and report to prove the implementation of the actualization of the values they have learned. It is hoped that this value habituation process can be maintained by CPNS as a behavioral character in government organizations so as to create competent and professional employees.

## 4.  CONCLUSION

In the study of philosophy, the term axiology is usually defined as a field (philosophy) that investigates values, including the purpose of obtaining knowledge. CPNS Basic Training is a process of instilling good values and adapting these values to become a character that civil servants or state civil servants should have. The values taught are contained in the Learning Agenda which consists of nationalism values in Agenda I, Moral values (Service Oriented, Accountable, Competent, Harmonious, Loyal, Adaptive, Collaborative) in Agenda II, cultural and ethical values using digital media in Agenda III. As for material outside of instilling values and practicing values, there is material to increase CPNS knowledge regarding state defense preparedness, ASN management and digital literacy. The implementation of basic CPNS training is carried out by utilizing various innovative and integrated technologies and strategies, namely the implementation of training that combines classical and non-classical learning at the training site and in the workplace, thereby enabling participants to be able to internalize, apply and actualize, and make it a habit (habituation). ), and feel the benefits, so that it is ingrained in him as a professional Civil Servant character in accordance with his field of duties and based on the core values of ASN in carrying out his duties and positions as implementer of public policy, public servant, and the glue and unifier of the nation. This training also hopes that CPNS will be able to behave and act professionally in managing the challenges and problems of socio-cultural diversity by using a whole of government or one government perspective which is based on the basic values of Civil Servants based on their position and role in the Unitary State of the Republic of Indonesia (NKRI) in every implementation of his/her duties as a public servant is a concrete manifestation of defending the country as a Civil Servant.

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