Formation of Integrity Plants in Increasing the Aparature Corruption Perception Index in the Government of Banten Province

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Abstract:- The implementation of Modern Government has more complex challenges compared to private organizations. The internal challenge of the current government is the building of integrity of the State Organization which has begun to decline due to the poor culture (moral degradation) of the bureaucracy in Indonesia, based on data on the level of integrity of the government apparatus in general is very low. So we need a suitable learning model in developing the integrity of the state apparatus in carrying out its duties and functions to serve. The research method used is descriptive quantitative analysis method. Data was collected through a questionnaire distributed to 43 samples from 70 population. This study was aimed at designing a learning model for continuous shoots of integrity, so as to build the strength of the government apparatus in all fields to fight Corruption, Collusion and Nepotism and make government in Indonesia with integrity. The results showed that the learning process of Integrity Buds carried out at BPSDM Banten Province was able to improve the competence of students related to Integrity in the administration of government, but for the process of budding integrity to be more sustainable it was necessary to apply sustainable learning models based on the models offered from the results of this study.

Keywords:- Learning, Integrity Shoots, Model.

I.   INTRODUCTION

The implementation of the current government, many face challenges both from external and internal problems and some even have mixed problems. The most difficult external problem faced was the social changes that occurred in society by the industrial revolution 4.0 which made all platforms of community life experience a shift as a whole that demanded that the government as a service provider also make adjustments in meeting people's needs. The problems faced by internal government are the work culture and HR competencies of the government apparatus which are still very weak. Weak competence and a work culture that is still top down in the process makes government officials are always forced to carry out deviant decision-making actions just to meet the direction of the leadership. These weaknesses lead to opportunities for irregularities originating from outside the organization in the form of collusion with parties outside the government to commit acts of corruption in the form of bribes.

Bribery as a mixed form of problems in the administration of government is a simple act that illustrates acts of corruption that are very detrimental to many aspects of national and state life. This is indicated by the Corruption Perception Index report in 2018 which places Indonesia at position 90 out of 176 with a value of 37 out of 100. In 2017 when the Corruption Perception Index survey was conducted which was obtained from the measurement results, there was a risk of bribery based on employment, positioning the water supply sector the highest with a value of 4.1 out of 5 then the banking sector with a value of 4.

Anti-corruption institutions are the institutions that are considered the most important in preventing and combating corruption, that the higher the gap between expectations and the role of governance capacity, the weaker the local integrity system. In the report there is data related to bribery as very closely related to the integrity of the private sector in relation to bribery to local governments, based on Corruption Perception Index data shows the value of bribery is distorted with a value of 27% while the lowest with a value of 8.8%. Whereas in the public / government sector as a service provider who has the authority in decision making / policy has the risk of integrity violations associated with bribery it can be said that: "The Higher the Probability of Bribery, Where the Public Integrity will get worse". Conceptual interpretation of integrity is closely related to equity / virtue (Audi & Murphy, 2006). Within the framework of preventing corruption the meaning of integrity has a strategic role that is repressive by describing Wise and Honest personalities. However, integrity in relation to group integrity is not impossible that an honest person can have a low level of integrity (Carter, 1996: 52), because blind honesty without consideration of contextual appropriateness may be of a nationalistic nature or unconcerned about adverse consequences befall other parties / people (Martin, 1996: 121).

Based on the above view, it is also clearly faced by the central and regional governments where in 2019 the government has done the Disrespectful Dismissal of ASN as 3,240 people were involved in corruption cases. With regard to the reality faced in the administration of the government mentioned above, it is necessary to carry out the training of integrity shoots for the government apparatus. The role of individuals is very important in controlling corruption on the grounds that one of the causes of corruption is the low level of human resource integrity, especially those who have power. This shoots integrity

training is an individual chosen and formed to build an integrity system in which the participants are employees who have an echelon IV and Echelon III before the assessment is carried out first. So it can be ascertained that the chosen integrity shoots are the personnel that are most likely to disseminate integrity and are most likely to be able to build a system of integrity in accordance with its scope of space. This shoots integrity training was conducted for 5 (five) days. Therefore, the learning process of Tunas Integritas has an important role to build the character of government leaders who are able to apply honesty based on careful consideration, so as to foster mutual awareness and live a work environment full of integrity values. Actualization of the value of integrity as stated by Davion in (Endro, 2017: 133) that: "In essence a person with integrity will indeed not compromise when faced with difficulties, but it is not impossible he must evaluate and improve his commitment to fundamental reasons so as not to fight himself.

Based on the background of the problem and identification above, the authors make a number of problem formulations as follows: 1. How is the process of forming the integrity of the shoots apparatus in Banten province. 2. How is the role of budding integrity in the work environment in the Banten provincial government. 3. What is the index of corruption perception of the apparatus in the Banten provincial government?

II.   LITERATURE REVIEW

This research, in principle, is based on a normative framework as the legal basis for the focus of ASN research, the Implementation of the Integrity Shoot Training and Training, JFT, Widyaswara, Regional Government consisting of:

1. Law Number 28 of 1999 Concerning State Administration that is Clean and Free of Corruption, Collusion and Nepotism;
2. Law Number 31 of 1999 concerning Corruption Eradication as amended, with Law Number 20 of 2001 concerning Amendment to Law Number 31 of 1999 concerning Eradication of Corrupt Criminal Acts;
3. Law Number 30 of 2002 concerning the Corruption Eradication Commission;
4. Law Number 5 of 2014 concerning State Civil Apparatus;
5. Law Number 23 of 2014 concerning Regional Government;
6. Government Regulation Number 11 of 2017 concerning Management of State Civil Apparatus;
7. Presidential Regulation Number 81 of 2010 concerning the Grand Design of the 2010-2025 Bureaucracy Reform;
8. Presidential Instruction Number 5 of 2011 concerning ...
9. Regulation of the Minister of Administrative Reform and Bureaucratic Reform No. 14 of 2014 concerning Guidelines for Evaluating Bureaucratic Reform of Government Agencies;

10. Regulation of the Minister of Administrative Reform and Bureaucratic Reform No. 52 of 2014 concerning Guidelines for the Development of Integrity Zones Towards Areas Free of Corruption and Clean and Servicing Bureaucracy Areas within Government Agencies.

In order to better understand and understand the concepts that are used as the focus of this research, it is deemed necessary by researchers to clarify concepts in full, as follows:

➢ *Learning Concepts*

Educational and training activities for ASN are educational activities carried out through the learning process. In the level of the concept of Learning and Learning has a close relationship as a process of investing values. Learning as the basis of learning words can be interpreted as a process of renewing behavior as a result of the process of interaction with individuals or their environment. Renewal of individual behavior as a learning process is expected to be sustainable, positive and directed. Whereas learners in their meaning can be understood as a process of interaction between students and educators based on the material, delivery methods, learning strategies and the environment that are arranged as part of the learning process. Based on the brief explanation above according to Djamarah (2006: 39) that: If Learning is "Change", then the essence of Learning is "Arrangement".

A different view was also expressed by Corey in Sagala (2011: 62) that learning is "a process in which a person's environment is intentionally managed to enable him to participate in certain behaviors in special conditions or produce responses to certain situations". Clearly learning is limited by Robert Meager in Sumiati et al (2009: 10), namely: "intentions are communicated through statements that describe the expected changes from students". Simply stated that the learning process is a process of building a shared awareness of positive values through interaction in an environment that is designed to be a useful medium of transfer of knowledge (related to Spiritual Capabilities) and meaningful (related to cognitive and psychomotor abilities) to be able to face organizational and organizational problems. environment. Or in brief, the ultimate goal of the learning process is to manifest human beings as whole beings in ways of thinking, and act in their environment to bring about happiness together as human beings. In line with that, the change in behavior desired from the learning process in a student can be categorized in 3 aspects, namely: knowledge (Cognitive), Skill (Psychomotor and attitude change (Affective).

Associated with the previous view, it is very much needed learning patterns that are characterized by Trianto (2009: 19) is the active involvement of students in the learning process and new information must be linked to previous information so that it integrates with the knowledge possessed by students. In the case of the Training of Integrity Shoots Training, it is very necessary to change the behavior of students as agents of change in

the midst of their respective organizations, so that the learning method has a strategic position as a medium for instilling the values of integrity, in the adult learning process is very different from children who pedagogical approach, in adults the approach that is often used is Androgogy which is literally interpreted as an educational process for humans or forming a whole personality to be able to be independent in the midst of their environment.

➢ *Concept of Integrity*

Integrity is essentially inseparable from the effort to form a whole person who carries out his duties and functions as prescribed. Integrity is a part of human integrity, therefore integrity by Aquinas and Aristotle as "as whole and represent completeness". This view illustrates integrity as a complement to humanity which is actualized through a unified character and a part of achieving virtue and happiness. In the Webster's Dictionary view integrity is understood as a strong adherence to a code, especially the value of morality as a certain artistic value. Miller (2001: 2-8) explains the integrity of several expert views, including: Integrity as coherence, Integrity as practical identity Integrity as social policy, Integrity as rationality and Integrity as objective objectives. Literally integrity according to Skeat (1888: 297) and Black (1825: 215) means "whole" (Whole or Entire) or an integer (a whole number) which in Latin is "Integer". Integrity in relation to morals by Olson (1998: 22-23) defines it as moral integrity is a moral unity that is built on two core components namely psychological and philosophical components. Integrity in the philosophical component consists of three elements namely: Moral Discernment, Consistent Behavior, and Public Justification. While Integrity in the Psychology component consists of 3 elements, namely: Affective, Cognition, and Behavior. The virtues of moral integrity, according to Damon (1996), are the characteristics of a perfect human being. Integrity in relation to the term can be used in two aspects namely: evaluative and non-evaluative depending on whether or not integrity is associated with humans. In its use, for example, integrity is associated with human figures as one of its controllers, such as: companies, offices and markets, its integrity is an evaluative term. Whereas if integrity is not attached to integrity such as bridges, databases, electricity networks and other inanimate objects then integrity is a non-evaluative term.

As an evaluative standard, integrity is a good and bad standard of action.

Associated with the above view, the shoot of integrity as a method of reforming the behavior of government officials becomes very necessary to be understood. The shoot of integrity describes a person who is required to be able to carry out tasks and functions with sincerity and based on moral idealism (paying attention to morals and values). The process of forming and developing Tunas Integritas is to ensure the availability of the Indonesian government apparatus that is able to make efforts to improve the integrity of themselves and their environment so as to form a harmoniously integrated environmental ecosystem. The action was carried out through: Building a

conducive system of integrity, paying attention to spiritual and physical aspects and aligning all elements with his conscience.

➢ *Shoots Integrity*

Integrity buds are individuals chosen and formed to build Integrity Systems, both the scope of the organization, pillars and nationally. The selected individuals are trained in the training of integrity shoots so that individuals with integrity are formed. Individuals with integrity are people who are able to harmonize their thoughts, feelings, words, and actions with universal values (conscience), which is always trying to have positive thought and action intentions, so as to be able to distance themselves from greed and the temptations of corruption in daily life days, both as part of an organization and as part of the general public. In addition, integrity can be seen with the concept of brain maturity, integrity is the harmony of the integration of sensomotor functions (actions and speech) with limbic functions (feelings), and mind functions (prefrontal).

A Tunas Integrity is demanded to be able to run a program full of sincerity and based on moral idealism (paying attention to morals and values), so that achieving success is done without violating norms / values. But the effort of Tunas Integritas to always be at the level of these norms, is done by continuing to interact with social reality, so that in such conditions needed wise human beings. Therefore, the integrity of every individual needs to be built to achieve personal wholeness and be adjusted to the goals and values of the organization by developing the budding of integrity through optimizing the maturation of the prefontal cortex with a value-based and cultural approach and placing humans as a key factor in change. The process of forming and developing Tunas Integritas is to ensure the availability of Indonesian people who are able to make efforts to improve self-integrity and the environment so that integrity is formed in harmony, by (1) building a conducive integrity system, (2) paying attention to spiritual and physical aspects, (3) align all elements of himself with a conscience.

➢ *Corruption Concept (there is Corruption Perception Index)*

The etymological corruption of the word comes from the Latin language, Corumpere, but the use of the word corruption in Indonesia can be identified with the word Corruptie in Dutch which can literally be interpreted as rottenness, badness, dishonesty, immorality, deviation from holiness. Which is completely interpreted by the Webster dictionary: "Corruption (L. corruption (n)) The act of corrupting or the state of being corrupt; putrefactive; decomposition. Putrid matter; moral perversion; depravity; perversion of integrity; corrupt or dishonest, proceedings; bribery; perversion from a state of purity; debasement, as of a language; adebased from of a word ". In line with the above understanding, George E Rush (2003: 84) defines corruption as: "corruption is illegal act by a sworn peace officer, including all violations of fiduciary trust and the professional code of conduct and ethics". In the meaning of corruption in Indonesia understood by Poerwadarminta

(1990: 661) the word corruption is interpreted as bad deeds such as embezzlement, embezzlement and so on.

Corruption in the view of Indonesian regulations as stipulated in Law No. 7 of 2006 concerning Ratification of UNCAC 2003 does not provide a clear definition, but qualifies corruption in several aspects including:

First, Bribery of national public official or bribery of national public officials. Second, bribery of foreign publicofficials and official of public international organizations or bribery of foreign public officials and officials of public international organizations. Third, embedding, misappropriation or other diversion of property by public officials or embezzlement, diversion or transfer of wealth in other ways by public officials. Fourth, trading in influence or trading influence. Fifth, abuse of function or abuse of function. Sixth, illicit enrichment or illegitimate enrichment. Seventh, bribery in the private sector or bribery in the private sector. Eighth, emblezzement of property in the private sector or embezzlement of wealth in the private sector. Ninth, laundering of proceeds of crime. Tenth, concealment or concealment. Eleventh, obstruction of justice or acts obstruct the judicial process

Based on the classification mentioned above, it can be understood that acts of corruption as an extraordinary violation that can occur in all aspects of governance. Or simply Robert Klitgaard (2001: 31) in his book Eradicate Corruption defines corruption is a behavior that deviates from official duties of a state office because of status benefits or money that concerns a person (individual, close family, own group) or violates the rules of implementing some behavior personal behavior. Based on the understanding of article 2 of Law Number 31 of 1999 as amended by Law No. 20 of 2001, corruption is an act against the law with the intention of enriching oneself which can harm the country's finances or economy, so from here there are several elements that must be fulfilled so that an act can be considered as corruption, namely: 1) Unlawfully 2) Entrusting yourself / others; 3) Can be detrimental to the country's finance / economy

III. RESEARCH METHODS

Based on the background of this research that the integrity of government is still weak, especially in the apparatus, this research is based on action research. Such research basically focuses on social dynamics that are developed into research that is focused on the field of education that can be directly carried out by educators to students as informants and research respondents with no influence from other parties. This research model is based on the collaborative and reflective principles carried out by educators who work together with other parties to improve the practice of education / training especially the process of interaction in the classroom. This research according to Anderson (2004) is a research model that begins with diagnosing problems and preparing plans, then taking action, observing and reflecting on the approach to discuss

the first formulation that focuses on learning outcomes of shoots of integrity.

The first formulation of the research was carried out by utilizing the Google form which was divided into three sections namely: the influence measurement section, the Measurement Procedure section and the suggestion improvement section. The step is carried out as a media questionnaire so that it can immediately obtain data in real time from the participants who become respondents. The number of participants was 43 people with an average of echelon III in the Banten provincial government environment from various positions that were carried out, some were functional positions and some were structural positions. While the discussion related to the effective learning innovation model is carried out with a qualitative approach to describe the phenomenological model of the activities that occur during the learning process so as to give birth to an effective model.

The concept of learning that shoots integrity is the involvement of students in the learning process and new information must be linked to prior information so that it integrates with the knowledge of students. The Integrity Buds Training makes students' behavioral changes an agent of change for their respective organizations, thus the learning method has a strategic position as a medium for instilling the value of integrity.

IV. DISCUSSION

The Provincial Government is willing to commit to continue to improve the number of corruption perceptions, one of which is through the surey index of corruption perception. This corruption perception index is a foothold for provincial government officials to improve governance that has the potential for corruption. The results of an anti-corruption survey in 2017 by the Indonesia Corruption Watch (ICW) released on August 8, 2017 show that 54 percent of Banten residents consider corruption in Banten to increase, while 38 percent consider it unchanged and 8 percent have decreased. (Merdeka.Com). 2016, the corruption index in Banten decreased, citizens who considered corruption in Banten increased by 64 percent, while 22 percent considered there was no change and 9 percent decreased (Banten News, 10 November 217).

Banten Governor Wahidin Halim along with Deputy Governor Andika Hazrumi continue to work to improve the accountability of local government performance through improving regional financial management, enhancing development and oversight of government administration and realizing information technology-based government services in collaboration with the City of Bandung to sign an MoU in the application of the Smart City application and E- Governnmmnt. On 18 October 2017 the Banten Provision Government in collaboration with the KPK held a coordination meeting of regional leaders related to the evaluation of the acceleration of the implementation of the action plan to eradicate corruption in Banten Province. The KPK dispatched the Supervision and Prevention

Coordinating Team (Korsupgah), including forming budding integrity of OPD leaders, which subsequently held the Banten provincial government annually in the Integrity Shoot Training and Training followed by echelon IV and echelon III officials. Learning Outcomes of Integrity Buds in the Formation of Corruption Perceptions Index that based on survey results obtained from participants' answers related to the influence of the process of training of budding integrity on the level of understanding of the perception index of corruption the answers obtained were very significant with a percentage of 100% answering yes. Furthermore, the next question related to the influence of the material obtained in the training process of integrity shoots towards the implementation of duties as a government apparatus, the answers obtained were also very significant with a 100% percentage rate, answering yes. Furthermore, the following question is related to the support of the superior leadership of the participation of respondents in the training of shoots, the integrity of the answers obtained is also very significant, namely 100% answered yes. The following question is related to the training participants' readiness to deliver the results of the implementation of the integrity shoots training in the work environment.

Then related to the preparedness of the action plan, the following question relates to the ability to identify acts of corruption in the work environment for the question yes the answer gets a percentage of 97.7% while the answer does not get a percentage of 2.3%. The next question is related to the respondent's confidence in his perception of the decrease in the level of fraud in his workplace. Yes, the answer is 97.7%, while the answer is no, 2.3%. Both of these answers, although the percentage is not very little, but need to be a concern in the learning process because even if a little, corruption can have an external impact on governance. In the next question related to the training participants' beliefs and abilities in providing input in their work environment so as not to commit acts of corruption, the answers obtained were very significant with a percentage of 100% answering Yes. The next question is related to the action plan after following the integrity and integrity division discussion, yes the answer is obtained 100%. The next question related to the willingness of participants to formulate jointly the prevention of corruption in the work environment the answers obtained 100% answered yes.

Respondents' responses to the questions above illustrate a high commitment to combating acts of corruption in the work environment of each participant based on the understanding obtained from the intended shoots of integrity education. In addition, it also shows the courage that is owned by the participants in becoming buds of integrity at work agencies which are then expected to form a work environment full of integrity. In the last question related to the sustainability of the training of shoots of integrity for all ASNs, from that question the response given by the respondents was different from the previous answer, ie there was a decrease in the level of respondents' recognition of this question. Where the response yes received 95.3% while the response did not get results 4.7%.

➢ *Measurement of Service Procedure*

The first question at this stage is related to the service procedures established in the work environment of each respondent not to cause corruption. The answers obtained by respondents who in principle approve the statement are still more that is 86.1%, this shows that SOPs designed at government agencies should be able to prevent acts of corruption in government.

The second question at this stage is directed to get respondents' responses regarding commitments not to provide services outside the prescribed procedures for obtaining rewards. Respondents who agreed to the statement if totaled then amounted to 88.3%, this shows that the respondents acknowledged that actions outside the procedure are actions that are not commendable.

The third question is related to brokering in government services, the response given by the respondent that rejects brokering within the scope of government. That the brokering is a simple act which is a challenge in instilling the value of integrity for the government apparatus. Responses from respondents showed the significance of agreeing to the rejection of the existence of brokering as illustrated in the graph. The statement was related to brokering in the implementation of government services which received a rejection of 95.3%. Showed that the understanding of Tunas Integritas was generally understood by the respondents as participants.

The fourth question related to related to acts of discrimination in the process of governance, get a significant response also reject discrimination. Based on the graph illustrates 97.7 percent agreed that there was no discrimination in the administration of public services in government. This shows that respondents have understood that the government must be neutral for all parties who need service with the same standard and quality. The sixth question is related to levies / compensation for money / goods from services provided by the government. The statement is the same as the answers obtained from the respondents only two namely strongly agree and agree, service personnel do not ask / collect fees from services provided. Overall respondents reject the existence of levies made by service providers, that this view shows the existence of high integrity values that are owned by respondents from the background of their duties and strengthened in the implementation of education and education programs.

Seventh Statement, related to the refusal of giving money / goods for services rendered. The statement showed a positive response with a total opinion agreeing and strongly agreeing amounting to 93.1%. This shows that the respondents consciously stated that giving money / goods was prohibited in the process of service to the party being served. The eighth statement, the statement at this point is related to the quality of the product services provided.

From the responses obtained based on respondents' answers, most of the principles agree that the quality of service must be in accordance with the specified specifications. Judging by the response from the training participants, it was significant to agree with the statement. This illustrates that the positive views of the training participants to build an organization that integrates.

Based on the primary data obtained above, it can be interpreted that the training participants who are participants in the Tunas Integritas training have a positive view in building the workplace organization into an organization with integrity. The results of Banten Governor's hard work in a joint effort to prevent and eradicate corruption, then on December 11, 2019, the Banten Provincial Government received an award from the KPK in the framework of implementing an integrated corruption prevention and eradication action plan.

V. CONCLUSION

Based on the discussion that has been submitted, the conclusions that can be drawn from are as follows: 1). The process of forming budding integrity in Banten province is not based on echelonering, but through the Executive Brain Assessment test of individual employees. After an Executive Brain Assessment test, potential employees have the potential to have integrity in the group. Because the shoots of integrity are individuals chosen and formed to build integrity systems, both within the scope of the organization, pillars, and nationally. The assessment is carried out to ensure that the selected budding integrity is the personoil that is most likely to disseminate and is most likely to build integrity. 2) The role of shoots of integrity in the work environment in the provincial government environment helps employees after attending the training of shoots of integrity have a positive view of building integrity in their workplace, so that it works precisely as an organization with integrity. The overall positive response also shows that the training of integrity shoots can be a benchmark in forming the character of an apparatus with integrity. In the Banten Provincial Government, the perception of corruption as a foothold in improving governance, therefore the Banten Provincial Government is committed to continue to improve the perception index. Banten Governor Wahidin Halim along with Deputy Governor Andika Hazrumi continue to strive to improve the accountability of local government performance through improving regional financial management, enhancing development and oversight of government administration and realizing information technology-based government services in collaboration with the City of Bandung to sign an MoU in the application of the Smart City and E -Governmmnt. The results of Banten Governor's hard work in a joint effort to prevent and eradicate corruption, then on December 11, 2019, the Provincial Government of Banten received an award from the KPK in the context of implementing an integrated corruption prevention and eradication action plan

RECOMMENDATION

Based on the above conclusions, the recommendations that need to be considered by all parties include:

➢ Integrity shoots are formed to be able to create systems and environments with integrity, they move to build systems and culture of integrity not outside the system but within the existing system. Therefore it is very important to prepare the Integrity Buds with qualified competence to carry out the mission of changing the system and culture with more integrity.

➢ For ASN in the provincial government environment that has not participated in the integrity shoots training, in the future, it should be included in the integrity shoots training program, considering the pursuit of integrity shoots can change attitudes and behaviors into ASN with integrity.

➢ Integrity shoots is an effort to eradicate corruption through education to state administrators, integrity shoots should be a reference for every local government, because shoots of integrity are a method of renewing the behavior of the government apparatus, with shoots of integrity describing someone who is demanded to be able to carry out their duties and function with sincerity and based on moral idealism (maintaining morals and values).

➢ That in order to realize the Banten Provincial Government with integrity, clean and free from corruption, collusion and nepotism, integrated prevention efforts are needed through the institutional development and integrity system within the Banten Provincial Government by Karen, the provincial government is obliged to form Banten Governor Regulation Number 84 Year 2014 Concerning the Guidelines for the Integrity Committee of the Banten Provincial Government, which in turn regulates the integrity committee guidelines and the establishment of integrity movers

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