

IMPLEMENTATION OF CODE ETHICS ASN IN SECRETARIAT DAERAH MAJOR OF BLITAR

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ABSTRACT

Code ethics become a guidelines for ASN to keep them professional. Every ASN professional as a man of the community will always hold on to the ASN code of ethics and also Prasetya Panca KORPRI. Because the code of ethics of civil servants as one feature that must exist in the profession itself. Because with it the appearance of ASN will be properly purposeful, even continues to grow well. There are still violations of the discipline and also ethics, for example such as not to enter the workplace without description, get caught stealing in addition there is also ASN which has special relations, whereas other ASN has to be minimal model for society. The purpose of this research is to know how the implementation of the code of ethics conduct at the secretariat of Blitar City, especially when the issue of the regulation of the Blitar city's Mayor number 8 year 2017 of the code of ethics of civil servants.

The research was conducted using qualitative descriptive method. Research carried out at the Secretariat of the regional city of Blitar, which is a subject of The civil servants at the Regional Secretariat of the environment city of Blitar and the informan are officials from Echelon 2, 3, 4 and also the staff. The collection of data using interviews, observation, and documentation. Validity of the data using the technique of triangulation of sources and methods. Analysis techniques were used, namely data collection, data reduction, the presentation of data, and the withdrawal of the conclusion.

The results From research obtained that the implementation of the code of ethics at Secretariat at of Blitar city Government. 1) attitude and behavior Guidelines in carrying out the duties of the profession as a man of the people, community members, and citizens. The ethics of the profession of a civil servants gave birth to a code of ethics that describes the professional values of a profession that is translated into standards of ethics 2) the implemntationof using a code of ethics that encompasses Indonesia ASN to religion, State, society, ethics with yourself and the ethics of felloew employe 3) the implementation according to Blitar city Major regulation can not run at maximum because some of the problems faced by such a device, which has not been formed and also the minimal socialization 4) ASN still not fully aware and can distinguish between violations of ethics with offense of disciplines 5) secretariat's own surroundings has still not found an offense means due to good communication and coordination between the leader and staff can make a good chemistry

Keywords: Implementation, ethics code, civil servant, ASN

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1. INTRODUCTION

The process of change in governance in Indonesia is not only marked by the dynamics of policy changes from regional government, but is also tested by changes and changes in state instruments that

have made the Indonesian state progressing with various institutions and organizations that are the fundamentals of the administration of the State. . The process of changing from an authoritarian system was gradually changed by means of a constitution to a democracy that was more open and controlled. The management model for civil servants is also changing with the times. Not only from style, behavior pattern but also performance and code of ethics which are getting more and more attention. The problems faced are not far from leadership problems. Both in terms of political leadership and career public leadership. The New Order paradigm seemed to open the veil that power and leadership went hand in hand, creating various kinds of problems. In his era, leadership in the political sector and in the public sector was an extension of the power of the national leader. This arises because the selection process is only through one door and finger pointing, without prioritizing patterns of abilities and abilities. As a result, all forms and patterns of government by public and political leadership do not have a significant effect on development and even do not apply the code of ethics properly. A code of ethics is a level of written professional norms, values and rules that explicitly states something is not true and is not good for professionals. Ethical issues in the State Civil Service (ASN) profession are regulated in government regulations concerning the Corps soul and civil servant code of ethics as well as in the ASN law which contains a code of ethics for ASN. The code of ethics is the initial goal for state civil servants in carrying out their duties in the place where the agency works. The code of ethics will become a guideline, moral guidance as well as a reference for every civil servant. Therefore, the code of ethics is not only written but must be reflected in the attitudes and behavior of ASN in serving the community. The true purpose of the code of ethics is to regulate the space and behavior patterns of professionals in order to provide the best possible service to the community or the public and prevent unprofessional actions. The policy of autonomy or regional autonomy through the intended law provides very broad autonomy to regions, especially districts and cities. This was pursued with the aim of restoring the dignity of the people in the regions, creating opportunities for political education in the context of improving the quality of democracy in the regions, increasing the efficiency of public services in the regions, increasing the acceleration of regional development and ultimately creating good governance methods. . However, implementing a policy is not a simple matter, because implementation involves interpretation, organization and support of existing resources. It seems that many people have started to question the seriousness of implementing this policy. Regional Autonomy which is being proclaimed as it is today is expected to accelerate regional growth and development, in addition to creating a balance between regions in Indonesia. Regional Autonomy has a number of powers, especially the eleven mandatory powers which constitute a very important basis for regional development. It is expected from the Regional Government that a number of things include: facilities, creative local governments, stable local politics, local governments must ensure continuity of business and local governments must be communicative with NGOs or existing stakeholders. The demands of the organization, in this case the Blitar City Government bureaucracy, to acquire, develop and maintain quality human resources are increasingly urgent based on the dynamics of the ever-changing environment. Changes need top management support as an important first step to do not just lip service. The regional secretariat of the City of Blitar should play an active role in the process of stimulating the noble values of clean government, including the ethical values of employees. the key to the success of civil servants in improving performance is having good ethics. The objectives of implementing the civil servant code of ethics are (1) applying the line of carrying out duties in accordance with the provisions of the applicable regulations, (2) increasing discipline, in carrying out the duties of living in society, in organization, as a nation and as a state (3) Ensuring the success of carrying out tasks that are safe and conducive (4) improve the quality of work and professional behavior of civil servants and (5) improve the image and performance of civil servants. The code of ethics represents dedication and loyalty as a teacher. This factor must be enforced in the world of education at every educational institution including the Regional Secretariat of Blitar City.

- The purpose of this research is to find out and analyze the implementation of Mayor Regulation No. 8/2017 on the code of ethics for civil servants in the Blitar City Regional Secretariat.
- To find out the inhibiting and supporting factors in the implementation of the ASN code of ethics in the Blitar city regional secretariat

2. LITERATURE REVIEW

a. Policy Implementation

According to Van Metter and Van Horn in Agustino (2008: 195), it explains that: Policy implementation is actions taken by individuals / officials or groups. government or private sector that is directed at achieving the goals outlined in policy decisions. The main essence of policy implementation is understanding what should happen after a program is declared valid or formulated. This understanding includes efforts to administer it and have a real impact on society or events. Policy implementation is very important in a series of policy structures because through this procedure the policy process as a whole can be influenced by the level of success or failure of achieving objectives.

b. Definition of Public Policy

Public policy is one of the studies of Public Administration which is widely studied by experts and Public Administration scientists. There are also those who say that Public Policy becomes an initial dimension in the attention of state administration, so that it can determine a general direction to address community issues that can be used to determine the scope of the problems faced. Although it is realized that the problems that grow and develop in society if they are raised to the political stage will be problems that must be resolved by the government which are often complex and fundamental so that the process is long and long. This is what causes the policy making process / public policy process to be difficult. For this reason, there needs to be a high sense of responsibility and a strong willingness to take initiatives and risks, because there are many different interests, for example from community groups, from tribal communities, from the national community and from the international community. Meanwhile, to realize the Public Policy administrative activities are needed, in this case State Administration. In our country, the term Public Policy still has not got a definite translation. Policy shows the ability or quality that a person has in a learned, product and experienced state (Wojowasito, 1991: 110). Government policy means the skills of the Government to carry out its duties and responsibilities. John Lock (in Sadhana, 2011: 49) states that: Public Policy is a process and not just a system, and if necessary it can be enforced, because there is an element of power in the government, as the actor and mover and implementer of policies so that they are achieved and the objectives and other decisions are realized in the policy in accordance with the interests of the community.

c. Employee Work Ethics

Work ethic is a combination of two words, namely ethics and work. Besides that, there is the term norm which comes from Latin, norm means rectifier or gauge, in English norm means rule or rule. Etymologically, the term ethics comes from the Greek word "ethos" which means character. Between ethics and norms we can conclude that in relation to human behavior, norms are used as guidelines or directions for proper behavior and also to measure or judge something good or not before it is done. It should be noted that employee work ethics are not monotonous but will be dynamic according to the circumstances of the organization, and this employee work ethic will remain good if employees feel satisfied. In this case the leadership must pay attention to employee satisfaction in material and non-material form. Satisfaction in this non-material form takes the form of stimulation, personal growth, dignity and so on. This tendency is uncertain or not universal, but it is very urgent in anticipating the future of management relations with employees. Within government organizations, in an effort to improve employee work ethics it is necessary to pay attention to both material and non-material satisfaction. In the form of material satisfaction, workers have obtained their rights in accordance with the provisions of the employee payroll system, therefore it is necessary to pay more attention to non-material satisfaction in the form of awards, opportunities within government organizations, in an effort to improve work ethics it is necessary to give satisfaction both morally and materially.

d. Code ethics

A code of ethics is a system of norms, values and also written professional rules that explicitly state what is right and good and what is not true and not good for professionals. The code of ethics states what actions are right / wrong, what actions should be done and what actions should be avoided. In short, the definition of a code of ethics is a pattern of rules, procedures, signs, ethical

guidelines when carrying out an activity / a job. A code of ethics is a pattern of rules / procedures to guide behavior. The purpose of the code of ethics is for professionals to provide the best possible service to users or to their customers. With the code of ethics will protect the work from unprofessionals. The adherence of professionals to the code of ethics is an instinctive obedience that is united with the mind, spirit and behavior of professionals. This obedience is formed from each person not due to pressure. Thus, professionals feel that if they violate their own code of ethics, their profession will be damaged and they will lose themselves.

e. Concept of Ethics for Civil Servants

Civil Servant Ethics is also known as bureaucratic ethics, which is part of government ethics. As stated in various literature on public administration ethics, public administration ethics is a field of knowledge about moral teachings and principles of good behavior for officials in carrying out their job duties and carrying out their office actions. a set of values in bureaucratic ethics that can be used as a reference, reference, guide for the public bureaucracy in carrying out its duties and authorities include:

- a) efficiency
- b) distinguishes private property from office property
- c) impersonal
- d) Merytal, this value system is related to employee recruitment and promotion, meaning that employee recruitment or employee promotion is not based on kinship, but based on knowledge, skills, attitudes, abilities and experience so that the person concerned is competent and professional in carrying out his duties and responsibilities and not a spoil system (is the opposite); (5) responsible, (6) accountable, (7) responsiveness.

Law Number 42 of 2004 also regulates the enforcement of ethics / code of ethics, namely: (1) Civil servants who violate the code of ethics are subject to moral sanctions; (2) Moral sanctions are made in writing and declared by the personnel guidance official; (3) Moral sanctions in the form of: closed statements and open statements; (4) Civil servants who violate the code of ethics in addition to being subject to moral sanctions, may be subject to administrative action in accordance with statutory provisions.

From the text above brief description of the concepts and ethics policies of civil servants above, it can be concluded that the ethics of civil servants contain values which are the guidelines for attitudes, behavior and actions that apply to civil servants both in the life of the state, themselves, in organizations, in society and socializing, with fellow civil servants. Civil servant ethics will serve as a guide for attitudes, behavior and actions in carrying out their duties

3. METHODS

This research is a qualitative research. Qualitative research is defined as a research procedure that produces data in the form of descriptions in the form of written or oral words from people and behavior that can be observed by describing the state of the object under study (Zuriah, Social and Educational Research Methods 007: 92). This research is oriented to things or symptoms that are natural, and cannot be in the laboratory, but in the field (Educational Research Methods: Mahmud, 2011: 89). Basically, qualitative research methods are intended for research that is handling cases or things. By using qualitative research methods, it is expected to obtain in-depth data and information so that the research objectives are achieved. The research approach used in this research is a descriptive qualitative approach, this method can be interpreted as a problem-solving procedure which is investigated by describing the current state of the research object based on facts or what it is. Descriptive method focuses its attention on finding facts as the real situation. Descriptive research is a study that seeks to observe problems systematically and accurately regarding the facts and nature of certain objects. Descriptive research is aimed at describing and describing and mapping facts based on a certain perspective or frame of mind. This method seeks to describe and interpret what exists or recognize existing conditions or relationships, developing opinions, ongoing processes, consequences or effects that occur or trends that are developing, (Mahmud, Qualitative Research Methodology, 2011: 72).

Then in this research the information we get from :

- a. the Regional Civil Service Agency
- b. Assistant Regional Secretary
- c. Heads of Division
- d. Head of subdivision
- e. Staff

4. RESULTS AND DISCUSSION

Today's globalization is developing rapidly in a steady pace. Globalization truly affects current technological developments. One example of the development of globalization in today's technology is the emergence of the smart city concept. As previously discussed, smart city is a concept or term that has a purpose of developing and integrating the city's growth with several information and communication technologies. The purpose of a smart city is to improve the quality of life by using urban informatics and technology to increase service efficiency and meet the needs of citizens. Then the concept of smart city in Indonesia was adopted as a policy, so a smart city policy was created. The smart city policy itself is considered a decision which aims to improve government services to the community, so that these services can be better in terms of speed, efficiency, and effectiveness.

The smart city policy has been implemented in several regions in Indonesia. This is due to the evaluation of 100 Smart Cities conducted by the Ministry of Information and Communication of the Republic of Indonesia in 2017. One of the areas that implements smart city policies in Indonesia is Purwakarta Regency. Purwakarta Regency is located in West Java Province which is directly adjacent to DKI Jakarta, Karawang Regency, Subang Regency, West Bandung Regency, Cianjur Regency, and Bogor Regency. Purwakarta Regency has a total population of 943,337 residents in 2017, consisting of 479,713 male residents and 463,624 female residents.

Purwakarta Regency also has abundant natural resources, some of which are rivers, reservoirs, and lakes. Several rivers in Purwakarta Regency are used as tourist attractions, such as the Citarum, Cilamaya, Ciherang, Cikao, Cilangkap, Ciampel, and Cilalawi rivers. For the reservoir area, Purwakarta has two large reservoirs, namely Jatiluhur and Cirata reservoirs. As for situ (sundanese for lake), Purwakarta Regency has 8 situ which are used as tourist attractions, namely : Situ Cibeber, Situ Cibodas, Situ Cigangsa, Situ Cikamar, Situ Wanayasa, Situ Buleud, Situ Cikumpay, and Situ Cisaat.

With its adequate population, abundant natural and cultural resources, having adequate infrastructure, and good superstructure, Purwakarta Regency is trusted by the Ministry of Communication and Information of the Republic of Indonesia to create and implement smart city policies in Purwakarta Regency for the year 2017 in the Evaluation of 100 Smart Cities. Which resulted in smart city policy in Purwakarta Regency to start in 2017 but has only been implemented in mid-2017 until this time.

In addition, smart city is used as a policy by Communication and Informatics Office (Diskominfo) of Purwakarta Regency because it assessed that there are several problems in society, especially in terms of slow, ineffective, and inefficient public services and high enthusiasm from the public for technology, especially in using the internet and social media, so that there emerged a desire in Diskominfo to fix these problems. This is in accordance with the theory of public problems expressed by Theodore J. Lowi (1964 in Winarno, 2016). According to Theodore, public problems are divided into two categories, namely procedural problems and substantive problems. The problems faced by Diskominfo of Purwakarta Regency and Purwakarta residents before adopting smart city as a policy are included in these two problems that is due to slow, ineffective and inefficient public services not only due to real consequences from humans but also when government agencies do not carry out their duties properly. On the other side, the problems faced can also be categorized into redistributive problems according to Winarno's theory (2007 in Handoyo, 2012). This is because the problems and the high enthusiasm of the people faced who demand a change in the resources for groups or classes in society in which the desired change were public services to the community to become faster, more efficient, and effective.

Subsequently, said problems and enthusiasm are made as a public agenda by the Purwakarta Regency's Diskominfo. In the theory of the public agenda put forward by Roger W. Cobb and Charles D. Elder, (1972 in Winarno, 2016) public agenda is divided into two which are systemic agenda and institutional or government agenda. A systemic agenda is a collection of all problems or issues that according to the community deserve the attention of the wider community and includes issues that are under the legal jurisdiction of the government. An institutional or government agenda is a collection of all problems that really get the attention of the government. The points of institutional agenda can be divided into two which are old agenda's key points and new agenda's key points. New agenda key points arise from certain events, so that key points on the new agenda are regularly listed on the policy agenda.

Meanwhile, the key points on the old agenda are agenda' key points that did not receive enough attention from policy makers. This is because: (1) Public problems have been listed for so long that policy makers think that these problems have received sufficient attention; (2) Policy makers have understood the problems; (3) The time allocated to discuss the problem is insufficient; and (4) In discussing these problems, it is always full of problems. So it can be seen that the problems faced can be categorized as an institutional agenda that has old agenda's key points caused by lengthy, inefficient, and ineffective public services that have been a problem for so long and existed in the Purwakarta Regency government agencies.

In the next stage, problems that have been put on the public agenda are formulated to become a public policy. When formulating a smart city policy, there are several actors who influence the formulation of the policy. The actors who influence the formulation of smart city policies in Purwakarta Regency are divided into two, namely formal and non-formal actors. The formal actors who influence the formulation of smart city policies is the Ministry of Communication and Information Technology of the Republic of Indonesia, while the non-formal actors are the people of Purwakarta Regency.

The next stage after the smart city policy is formulated is the implementation of the policy. The implementation of the smart city policy in Purwakarta Regency involves all actors in implementing the smart city policy and in order to receive outcomes in the form of achieving good public services. This is in accordance with the theory of policy implementation from Lester and Steward (2000, in Winarno, 2016) who see that the implementation of public policy is a complex phenomenon, which in this phenomenon is an implementation of laws involving all actors, organizations, procedures, and working techniques to carry out the policy to achieve its objectives, so that indirectly it is a process that has a product or output and has an impact or outcome. The expected outcomes from implementing the smart city policy in Purwakarta Regency are good public service; in the form of increased speed, efficiency, and effectiveness of services to the community that makes it easier for people to get accurate information on administrative and bureaucratic matters, ease people especially tourists to get accurate information about tourist attractions, transportation, and accommodation in Purwakarta Regency. According to Winarno (2016), in implementing a policy there are three implementers or executor of public policies, namely the bureaucracy, pressure groups, and community organizations. The same thing applies to the implementation of smart city policies in Purwakarta Regency. The implementation of the smart city policy in Purwakarta Regency has two implementers, namely Diskominfo of Purwakarta Regency as the bureaucracy implementor, and the Urang Purwakarta community as the community organizations implementor for citizens involved. However, in implementing this smart city policy, no one is pressing neither the government nor the community, so it does not have a pressure group implementor.

Purwakarta Regency government, in implementing the smart city policy for tourism, invites the public to participate in creating a form of smart city policy implementation. The Purwakarta Regency Government, especially the Disporaparbud (Equivalent of Government agency for youth, sports, tourism, and culture) of Purwakarta Regency, invited the Urang Purwakarta Community to create the Sampurasun application as a form of implementing smart city policies in Purwakarta Regency in the field of tourism or smart branding. Disporaparbud invites the Urang Purwakarta community because it assesses that the community has the resources that Disporaparbud lacked in creating forms of smart city policies implementation, especially in terms of tourism with example including tourism places, accommodation, and transport. Meanwhile being invited to participate in creating a form of smart city policy implementation is something that is proudful and profitable, especially in terms of funding for Urang Purwakarta Community. This is in accordance with the theory of public participation according to Verhangen (1979 in Mardikanto & Soebiato, 2017) that participation is an activity that comes from specific interactions and communication and has a connection with the distribution of authority, responsibility, and has its own benefits. The interaction and communication that becomes participation grows from awareness of unsatisfactory conditions that must be corrected. So, unsatisfactory conditions can then be corrected through community activities and that people have the ability and the confidence to participate and contribute to these activities.

Also, the implementation of the smart city policy in Purwakarta Regency has experienced obstacles and challenges like other policies. The obstacles faced in implementing smart city in Purwakarta Regency are that there are still many people in the government who do not understand current technology, such as not understanding computers, applications, and the internet itself and therefore services that should have been faster will be slower. The information contained in the application has not been updated so that the public is left behind. People prefer to use social media rather than using other important applications. And also the lack of public interest in the socialization of smart city policies and the implementation of smart

city policies by the Purwakarta Regency government. This is due to the perception of the Purwakarta people who always think about the advantages behind the socialization.

Besides, the form of implementing the smart city policy in Purwakarta Regency is still not widely known by the Purwakarta people. This is due to a lack of information and socialization regarding this form of implementation. Additionally, the same thing applies to improving the economy of Purwakarta Regency. With the implementation of the smart city policy in Purwakarta Regency, it is hoped that it can improve the economy of the people in Purwakarta Regency, especially in increasing the sales of UMKM (Small and Medium Enterprise) in Purwakarta Regency, but there are still many UMKM that had just only been knowledgeable in the form of implementing smart city policies, such as the name of the application. These UMKM knows about Sampurasun but not for Ogan Lopian application, while in using the application, such as entering a store location, they still do not know the procedure.

In this result This research was conducted at the Mayor's Office of Blitar as well as the Regional Secretariat of Blitar City. Blitar City is one of the areas in East Java Province which is geographically located at the southern tip of East Java with an altitude of 156 m above sea level, at the coordinates of 112 ° 14 - 112 ° 28 East Longitude and 8 ° 2 - 8 ° 10 South Latitude, It has a fairly cool temperature with an average of 24 ° C- 34 ° C because Blitar City is at the foot of Mount Kelud and a distance of 160 Km southeast from the capital city of East Java Province. Blitar City is the second smallest area in East Java Province after Mojokerto City. The area of Blitar City is surrounded by Blitar Regency with the following boundaries:

- North: Garum District and Nglegok District, Blitar Regency
- East side: Kanigoro District and Garum District, Blitar Regency
- South side: Sanankulon District and Kanigoro District, Blitar Regency
- West side: Sanankulon District and Nglegok District, Blitar Regency.

In this research, a code of ethics council was also made with provisions for violations of the code of ethics by structural officials, certain functional positions at the main and intermediate levels as well as general functional positions at least Group IV / a, a City Code Council was formed and for code violations by functional positions For certain youth levels and supervisory levels downward and general functional positions for class III / d room below, a Regional Apparatus Code of Ethics Council is formed with members coming from the relevant Regional Apparatus which is stipulated by a Mayor Decree. Which The PNS Code of Ethics Council is tasked with making written summons to PNS suspected of having violated the code of ethics for examination. If a civil servant does not fulfill the summons, a second summons shall be made no later than 7 (seven) working days from the date the person concerned should be examined on the first summons. If the second summons fails to fulfill the summons without valid reasons, then the person concerned is considered to have violated the code of ethics and the Code of Ethics Council recommends that the civil servants concerned be subject to moral sanctions based on the evidence and information without being examined. Decisions of the PNS Code of Ethics Council are taken by deliberation to reach consensus and if not achieved, the decision is taken by majority vote, the decision is fina

a. Communication

In essence, it takes direction and self-awareness of every civil servant in carrying out their duties and responsibilities. Where responsibility affects public services in society in order to create community satisfaction, every civil servant must have a good and honest attitude and character.

b. Resources

In this research, Resources have an important role in policy implementation, so that we can get any suggestion to make a good government and code good code ethics, where will produce a good quality ASN

c. Disposition

it means that the code ethics of ASN in regional secretariat of blitar city must be based on the regulation of the mayor of Blitar number 8 of 2017 concerning the ASN code of ethics which in that regulation take many point about the how is ASN do in their office

d. Bureaucratic structure

The bureaucratic structure in the regional secretariat of the city of Blitar starts from the mayor to the staff in their respective fields, which Sekretaris Daerah is directly responsible to the mayor as a report related to the implementation of regional government.

5. CONCLUSION

From all of that the civil servant code of ethics as outlined in Government Regulation Number 42 of 2004 concerning Corps Soul Development and Civil Servant Code of Ethics which became a formal rule, which was later broken down by the Blitar City Government to include more space in ASN in Blitar City with the Mayor of Blitar regulation No. 8 of 2017 has not been fully understood by civil servants. Not many civil servants know and read about this regulation due to the lack of socialization by the local government. However, the standard reference most familiar to civil servants with regard to discipline is PP. 54 of 2010 concerning the disciplinary regulations for civil servants.

Then The highest level of civil servant awareness of organizational ethics is at the level of the ethical dimension "oriented towards religious ethics efforts" and the ethical dimension "cooperating cooperatively with other work units related to organizational ethics". It is clear from these findings that basically civil servants have the intention to perform. However, this intention is unlikely to surface when there is no motivation that will encourage them to optimize their abilities. In other matters, civil servants also realize the importance of cooperative cooperation with other related units. The problems of cooperation and coordination in the practice of government administration are difficult to solve and often become obstacles in the provision of services, giving rise to what are called "bureaucratic problems".

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