

ANALYSIS OF THE READINESS OF MINISTRY OF RELIGIOUS AFFAIRS EMPLOYEES ON THE ISSUE OF IKN NUSANTARA RELOCATION IN THREE PTKIN

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Abstract

The urgency of relocating the national capital to IKN Nusantara is rooted in its symbolic representation of the nation's identity. The Ministry of Religious Affairs (Kemenag) is at the forefront of promoting national unity through its campaign on religious moderation, essential for IKN Nusantara's development. State Islamic Religious Universities (PTKIN), under Kemenag, lead in studying religious moderation. This study aims to assess the readiness of PTKIN employees towards IKN Nusantara within the Ministry of Religious Affairs. Using a quantitative survey approach, data from 95 PTKIN employees in UIN Syarif Jakarta, UIN Bandung, and UIN Banten were analyzed. Results indicate UIN Jakarta, followed by UIN Banten and UIN Bandung, as most prepared for the move. Readiness also varies with age, service duration, and gender, with male employees showing higher readiness to relocate to IKN.

Keywords: ASN; Kemenag; Readiness; IKN

Introduction

The Republic of Indonesia plans to relocate the national capital. IKN Nusantara has been chosen as the name for the new national capital. The announcement of the relocation of the new national capital was made by President Joko Widodo during his state address in a joint session of the Regional Representative Council (DPD) and the People's Consultative Assembly (DPR) in the year 2019. In an official press conference, the President also announced the prospective location for the new capital, which is in the Penajam Paser Utara Regency of East Kalimantan Province (Nugroho, 2020).

Ideally, as the center of government for the nation, IKN must have a strategic location in the middle of the Indonesian archipelago. It should have ample land and be free from natural disasters such as earthquakes, volcanoes, floods, wildfires, and so on (National Development Planning Agency, 2019). This ensures the smooth functioning of the government without a plethora of issues.

The urgency to relocate the national capital is rooted in the numerous challenges faced by Jakarta, one of which is geographical issues. Jakarta is highly susceptible to the effects of climate change due to its geographical location on the northern coast of Java, making it prone to floods and rising sea levels. This condition is exacerbated by excessive groundwater extraction and pollution. Around 50% of Jakarta's area has a flood return period of less than 10 years, far from the ideal condition for a major city, which should be a minimum of 50 years. One of the causes of flooding in Jakarta is land subsidence, which results in sea levels being higher than river water levels. According to a land subsidence study conducted by ITB in 2016, land subsidence in coastal areas of Jakarta has been occurring since 1975, with a significant decline from 2010 to 2016, with a subsidence rate of 3-18 cm per year. Specifically in North Jakarta, land subsidence has occurred at an average rate of 7.5 cm per year. In 2016, over 70% of North Jakarta's land was already below sea level, including sea dykes and rivers. Excessive groundwater extraction is driven by rapid urban development, tall buildings, and industrial zones, and has become a major cause of land subsidence (National Development Planning Agency, 2020).

Moreover, Jakarta frequently experiences earthquakes. As a part of the "Ring of Fire," Indonesia is home to numerous volcanoes. Near Jakarta, there are threats from the Krakatau and Gede volcanoes, which can trigger volcanic earthquakes. Jakarta is also at risk of tectonic earthquakes and the South Java Megathrust and Sunda Strait Megathrust tsunamis. Additionally, land-based tectonic fault lines, such as Baribis, Lembang, and Cimandiri, pose a risk of earthquakes (National Development Planning Agency, 2020).

In addition to geographical challenges, Jakarta faces spatial issues. It is known for its complex spatial problems (Waskito et al., 2015). As the current national capital, Jakarta has a significant responsibility and challenges in managing its spatial planning. Jakarta's development is rapid due to its status as a national strategic city, leading to spatial policy challenges. The city faces limitations in land and space, which are insufficient to support the rapid growth of development and population. Typically, cities experience population agglomeration and various activities, such as economics, politics, and culture, at a rapid pace. The gap between land needs for housing on one side and the limited available land on the other side exacerbates these challenges. This is further aggravated by the increasing population and the number of households in urban areas (Makarau, 2011).

This situation is a consequence of the strong pull factors in governance, economics, and politics, leading to urbanization that needs to be balanced with the city's capacity to meet the needs of its entire population. As the population grows, so does the need for space and infrastructure. The demand for housing, infrastructure, and services like transportation and clean water is becoming increasingly challenging to meet in Jakarta, leading to environmental pollution and damage that is difficult to contain (National Development Planning Agency, 2020).

Besides the aforementioned challenges faced by Jakarta, the urgency to relocate the national capital is also rooted in the symbolism of the nation's identity. As Bartolini notes, the capital city plays a significant role in portraying a nation's identity, representing the power of a country, and serving as the focal point for the existence of supporting groups, conflicts, and cohesion among groups that form a nation. The capital city is also a political center and has a critical function in the power debates to legitimize that power (Stefano,

2005). Rossman adds that the presence of the capital city is sensitive and is considered a reinforcement of national symbols, unity, and the equitable development of physical and economic areas within a country (Vadim, 2017). Thus, besides being a symbol of national unity, the capital city is equally important as a symbol of national unification.

The Ministry of Religious Affairs is one of the institutions tasked with unifying the nation. With its current campaign on religious moderation, the Ministry of Religious Affairs is at the forefront of efforts to strengthen the symbol of national unity, which is an essential goal in the development of IKN Nusantara. Religious moderation is an oasis for religious communities amidst the confusion of identity politics that lean towards extreme positions on either side. This campaign seeks to promote religious moderation, which is the essence of religion and a necessity in a plural and multicultural society like Indonesia. It is essential for maintaining harmony among and between religious communities, as mandated in the Vision and Mission of the Ministry of Religious Affairs. Conflict often arises from differences in interpreting religion, and moderation is crucial in avoiding this, given the sensitivity of religion, which touches the deepest corners of people's souls (Junaedi, 2019). Therefore, the campaign for religious moderation is necessary to mitigate the destructive potential of religious conflicts that threaten national unity.



Picture 1: Location Nusantara of the National Capital City (IKN) in Kalimantan Island

Source: GoogleMaps, 2023

With the relocation of the national capital, the Ministry of Religious Affairs is expected to be one of the institutions that will be involved. This includes the transfer of human resources, including Civil Servants (ASN) and

employees working within the institution. This is because the Ministry of Religious Affairs, or Kemenag, is a centralized institution, along with the Ministry of Justice, the Ministry of Archives, the Ministry of Land, and others. The transfer of Kemenag employees to IKN Nusantara is likely to happen, especially for those working in the Regional Office of the Ministry of Religious Affairs in DKI Jakarta, West Java, and Banten. Employees in these regional offices frequently interact with the central government in Jakarta. As a result, data on the readiness of Kemenag employees regarding the issue of relocating to IKN is essential. This data is expected to be considered in the policy direction for Kemenag employees in IKN Nusantara.

Academic institutions under the Ministry of Religious Affairs include State Islamic Religious Higher Education Institutions (PTKIN). As an academic institution that plays a pivotal role in the study of religious moderation by Kemenag, PTKIN has a crucial role in strengthening the symbol of national unity, which is a goal in the development of IKN Nusantara. It is well known that Islamic higher education institutions contribute to the renewal of Islamic thought (Lukens-Bull, 2001). PTKIN under the DKI Jakarta, West Java, and Banten Regional Offices include UIN Syarif Hidayatullah Jakarta, UIN Sunan Gunung Djati Bandung, and UIN Sultan Maulana Hasanudin Banten. Hence, State Civil Apparatus working in these PTKIN institutions are likely to relocate to IKN Nusantara. Therefore, these ASN employees need to be prepared for the issue of relocating Kemenag employees to IKN Nusantara.

Readiness, according to Slameto, is the overall condition of a person that makes them prepared to respond or react in a specific way to a given situation (Slameto, 2003). Sugihartono (1991) argues that work readiness is a condition that demonstrates the harmony between physical maturity, mental maturity, and learning experiences, allowing an individual to perform a particular activity or behavior related to work (Ariyanto & Suparmin, 2014).

Based on the above discussion, it is essential for employees in UIN Syarif Hidayatullah Jakarta, UIN Sunan Gunung Djati Bandung, and UIN Sultan Maulana Hasanudin Banten to be prepared to relocate to IKN Nusantara. With this background in mind, the research question for this study is: "How ready are PTKIN employees to relocate from Jakarta to IKN Nusantara?"

The hypothesis in this study is as follows: H1: Kemenag employees are ready to support the IKN Nusantara program. H0: Kemenag employees are not ready to support the IKN Nusantara program.

Based on the background and research questions, the objective of this study is to determine the level of readiness and analyze the readiness of PTKIN employees regarding the issue of IKN Nusantara in the Ministry of Religious Affairs' environment.

Meanwhile, some previous studies related to this research are as follows:

1. First, a study titled "The Influence of Work Motivation, Attitudes, and Organizational Behavior on the Performance of ASN at the Pangkep District Fisheries Service" by Abu, Mashur Razak, and Muhammad Hidayat, published in the MASSARO Journal of Applied Management and Entrepreneurship, Volume 2, No. 2, August 2020, Pages 118-125. The results showed that the influence of the three independent variables had a positive effect, meaning that motivation, attitude, and behavior affected the performance of Civil Servants (ASN) in the Pangkep District Fisheries Service.
2. Second, a study titled "Readiness for Change in Bureaucratic Reform in Indonesia" by Anang Pikukuh Purwoko, published in the Civil Service Journal, Volume 11, No. 2, November 2017, Pages 27-38. The study found that the Guidelines for the Implementation of Change Management Programs as guidance in managing change in government agencies had not given enough attention to the psychological aspects of readiness for change. This may bias the measurement of readiness for change and could be one of the reasons for the slow progress of change efforts.
3. Third, a study titled "Civil Servants in the Time of Pandemic: Review of the New Normal Policy in Central Java Province" by Erni Irawati, published in the Proceedings of the 2nd Seminar on Population, Family and Human Resources "The New Normal Life For Family, Population and Human Development." The study highlighted practical efforts to support the performance of civil servants in Central Java through the implementation of health protocols, maintaining work productivity, and enforcing discipline. These policies in preventing and

controlling COVID-19 in Central Java had various consequences, and they required efforts, motivation, and integrity to provide the best service to the public as a reference for ASN.

Based on the aforementioned background and research questions, the aim of this study is to determine the level of readiness and analyze the readiness of PTKIN employees regarding the issue of IKN Nusantara in the Ministry of Religious Affairs' environment.

Research Method

This research employs a quantitative method through a survey approach. The data used in this study is based on the results of a survey conducted on 95 employees of State Islamic Religious Higher Education Institutions (PTKIN) at UIN Syarif Hidayatullah Jakarta, UIN Sunan Gunung Djati Bandung, and UIN Sultan Maulana Hasanudin Banten as the sample. The selected sample comprises individuals who work as employees at these three PTKIN institutions. The survey was conducted from March 31, 2022, to April 15, 2022. The sampling technique used in this research is non-probability sampling. The non-probability sampling technique used is purposive sampling, where the sample selection is based on the characteristics of respondents originating from the three PTKIN institutions who are actively serving as Civil Servants (ASN). Data analysis in this research is carried out through descriptive analysis, which involves presenting and explaining the data obtained from the survey.

This research is conducted following the stages of research activity:

1. First, research preparation: At this stage, the research team conducts a literature review, planning, instrument development, and instrument testing.
2. Second, research implementation: The research is conducted by surveying the readiness of employees to relocate to the new national capital, Ibu Kota Negara (IKN) Nusantara. The survey is conducted online, utilizing a Google Form application, allowing respondents to complete the questionnaire online. After collecting the questionnaire responses, the data is processed to calculate the readiness index,

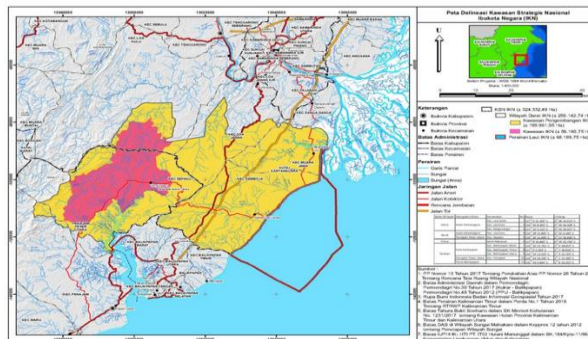
which is categorized into four criteria: very low, low, high, and very high.

3. Third, data processing: Quantitative data obtained through the questionnaire are tabulated and processed.

Data analysis: The analysis of the processed quantitative data will be presented in the research analysis section.

Results and Discussion

The findings in this study are based on the readiness of the respondents for their relocation to IKN Nusantara. Readiness comprises three crucial questions in this research. First, after the State Civil Apparatus decided to move to IKN, I did not easily change it. Second, I am willing and voluntarily choose to move to IKN. Third, my family is willing to move to IKN. These three questions are further referred to as readiness one for the answer to the first question, readiness two for the answer to the second question, and readiness three for the answer to the third question.



Picture 2: Map of the National Capital City Plan (IKN) of the Archipelago

Source: Kompas.com, 2022

Each question will include readiness responses based on respondent demographics, including their originating institution, age, length of service as a Civil Servant, and gender. This is done to understand each respondent's answers based on their background, making the analysis in this study more comprehensive.

The findings will present a table containing readiness values for each respondent. Readiness values are divided into two categories: high readiness and low readiness. High readiness is interpreted as prepared, while low readiness is interpreted as less prepared.

Below is a table containing respondent answers based on the three crucial questions:

Readiness One

Tabel 1. Readiness 1

No.	PTKIN	Readiness 1	
		High	Low
1	UIN Jakarta	42	58
2	UIN Banten	41	59
3	UIN Bandung	29	71

Table 1 shows that UIN Jakarta is the most prepared among UIN Banten and UIN Bandung. However, the difference in the values obtained between UIN Jakarta and UIN Banten is very small. The least prepared among the three State Islamic Religious Higher Education Institutions (PTKIN) is UIN Bandung.

Tabel 2. Readiness 1

No.	Age	Readiness 1	
		High	Low
1	26-35 years	43	57
2	36-55 years	39	61
3	>55 years	25	75

In Table 2, it is evident that Civil Servants (ASN) aged 26-35 are the most prepared among the various age groups. The least prepared are Civil Servants aged >55 years.

Tabel 3. Readiness 1

No.	Length of time as a civil servant	Readiness 1	
		High	Low
1	<5 years	63	37
2	5 – 10 years	41	59
3	11-15 years	41	59
4	>15 years	18	82

In Table 3, it is shown that civil servants who have served for >5 years are the most prepared among the others. On the other hand, those who are the least prepared are civil servants who have served for >15 years.

Tabel 4. Readiness 1

No.	Gender	Readiness 1	
		High	Low
1	Male	46	54
2	Female	38	62

In Table 4, it is evident that male civil servants (ASN) are more prepared than females.

Readiness Two

Tabel 5. Readiness 2

No.	PTKIN	Readiness 2	
		High	Low
1	UIN Jakarta	32	68

2	UIN Banten	29	71
3	UIN Bandung	24	76

In Table 5, it is shown that UIN Jakarta is the most prepared among UIN Banten and UIN Bandung. However, the difference between UIN Jakarta and UIN Banten is minimal. On the other hand, the least prepared among the three PTKIN UIN Bandung.

Tabel 6. Readiness 2

No.	Age	Readiness 2	
		High	Low
1	26-35 years	37	63
2	36-55 years	8	92
3	>55 years	8	92

In Table 6, it is indicated that ASN aged 26-35 years are the most prepared among other age groups. On the other hand, those aged 36-55 years and over 55 years are the least prepared.

Tabel 7. Readiness 2

No.	Length of time as a civil servant	Readiness 2	
		High	Low
1	<5 years	35	65
2	5 - 10 years	38	62
3	11-15 years	30	70
4	>15 years	0	100

Table 7 shows that ASN who have served for 5-10 years are the most prepared among the others. On the other hand, those who have served for over 15 years are the least prepared.

Tabel 8. Readiness 2

No.	Gender	Readiness 2	
		High	Low
1	Male	30	70
2	Female	27	73

Table 8 indicates that male Civil servants are more prepared than female.

Readiness Three

Tabel 9. Readiness 3

No.	PTKIN	Readiness 3	
		High	Low
1	UIN Jakarta	28	72
2	UIN Banten	24	76
3	UIN Bandung	12	88

Table 9 shows that UIN Jakarta is the most prepared among UIN Banten and UIN Bandung. However, the difference in values obtained between UIN Jakarta and UIN Banten is very small. The least prepared among the three PTKIN is UIN Bandung.

Table 10. Readiness 3

No.	Age	Readiness 3	
		High	Low
1	26-35 years	29	71
2	36-55 years	15	85
3	>55 years	8	92

Table 10 indicates that Civil Servant aged 26-35 years are the most prepared among other age groups. The least prepared, on the other hand, are Civil Servants aged over 55 years.

Table 11. Readiness 3

No.	Length of time as a civil servant	Readiness 3	
		High	Low
1	<5 years	38	62
2	5 – 10 years	29	71
3	11-15 years	19	81
4	>15 years	9	91

Table 11 shows that ASN who have served for less than 5 years are the most prepared among others. The least prepared, on the other hand, are Civil State Apparatus who have served for more than 5 years.

Table 12. Readiness 3

No.	Gender	Readiness	
		High	Low
1	Male	31	69
2	Female	22	78

Table 12 indicates that male state civil apparatus are more prepared than female.

The results of the three crucial questions about the readiness of ASN to move to the National Capital Integrated Coastal Development (IKN) indicate that UIN Jakarta is the most prepared to relocate to IKN, followed by UIN Banten and then UIN Bandung. Furthermore, in terms of age, ASN aged 26-35 are the most prepared to move to IKN, followed by ASN aged 36-55 and ASN aged >55. Subsequently, based on the years of service, those who have served for <5 years are the most prepared to move to IKN, followed by those with 5-10 years, 11-15 years, and >15 years of service. Additionally,

concerning gender, male ASN are more prepared to move to IKN than their female counterparts.

From the results of the survey conducted on Civil Servants (ASN) in three State Islamic Religious Universities (PTKIN) that are the subjects of this research, namely ASN at UIN Jakarta, ASN at UIN Banten, and ASN at UIN Bandung, three realities can be observed and analyzed.

First, in general, ASN in UIN Jakarta are more in touch with various aspects related to the National Capital of Nusantara (IKN) compared to ASN in UIN Bandung, who are arguably the least prepared to contribute to IKN, whether it's related to relocation or other matters. On the other hand, ASN in UIN Banten exhibit a more moderate stance. This means that while some of them feel prepared, others are somewhat indifferent to the issue of IKN. They appear willing to contribute under certain conditions, especially if those conditions offer significant benefits. They might be willing to contribute, either by relocating physically or in other ways.

The research findings also suggest that there is a relationship between the regional conditions and the attitudes, perceptions, and readiness of ASN in PTKIN surveyed to contribute to the National Capital of Nusantara (IKN). For example, Banten, as a region that is moderately close to the existing IKN but not directly involved, tends to display a moderate attitude. In this context, a moderate attitude means that they have perspectives on the location/region and the new area and also a willingness to contribute to it. However, their contribution to IKN is influenced by various considerations related to their personal "fate." It turns out that among them, there are several strategic-administrative and management reasons that affect their attitudes, perceptions, and readiness concerning IKN.

Second, ASN within the current IKN or at UIN Jakarta show a more progressive attitude. This means that these ASN actively and positively envision contributing significantly to IKN. They also demonstrate a noticeable readiness to contribute in various ways. This readiness includes seeking information, forming perceptions, and indicating their willingness to actively contribute to the issue of IKN.

In contrast, ASN in UIN Bandung, located in a relatively prosperous area that is geographically distant from Jakarta and Penajam Kaltim, do not

seem to engage actively in contributing to the discourse on IKN, which is currently a major topic of discussion in Indonesia.

Several academics believe that if other institutions require ASN from the Ministry of Religious Affairs and universities, from their perspective, the government will likely select ASN from UIN Jakarta or UIN Banten, which are the closest. Furthermore, for ASN in UIN Bandung, their contribution to the IKN issue can be made in a different form, such as strengthening the discourse or providing other intellectual contributions. Some ASN also perceive that the contribution of the Ministry of Religious Affairs to the IKN issue is relatively minor compared to other government institutions and can be sufficiently fulfilled by the Ministry of Religious Affairs offices around the current national capital, which are UIN Jakarta and Banten.

One aspect that comes to the forefront is when the geopolitical nature of this issue is deepened in the review session for the analysis of IKN-related matters, supported by the main variables: readiness. It seems that the geopolitical aspect makes a significant contribution to the attitudes of ASN in PTKIN. The reviewer offers several recommendations in this regard, suggesting a deeper exploration of the IKN issue in universities located around the potential IKN. This is particularly interesting because this research has been delimited in its scope, focusing on the current IKN perspective rather than the perspective of those in the vicinity of the potential IKN.

In conclusion, the readiness of ASN in PTKIN is influenced by various factors. These include geographical aspects, political aspects, age, years of service in the ASN, and gender. These aspects are interconnected and ultimately form a perspective on IKN.

One limitation of this study is that it does not explore the perspective of ASN located in the vicinity of the Nusantara National Capital. For instance, it does not investigate the viewpoints of academics at UIN Samarinda, UIN Makassar, or other PTKIN in Sulawesi and Kalimantan.

Furthermore, in terms of the Ministry of Religious Affairs as an institution, it operates within a centralistic management system. In such a centralistic system, all ASN within the Ministry of Religious Affairs have an equal potential and opportunity to be asked for contributions to IKN.

When we delve further into the subject of the survey responses, based on the data found in the field, the following points can be made:

First, ASN in UIN Jakarta, especially if they are young and male, see their career in the new region as a unique challenge. This challenge can provide them with opportunities to enhance their quality of life and career prospects. This is different from ASN in Bandung who may already feel comfortable and established in their current location, which makes them less willing to relocate to a new area like IKN.

Second, ASN in UIN Banten tend to have a moderate attitude. This is because, in comparison to ASN in Jakarta who may face a high level of competition, ASN in UIN Banten are relatively average in terms of competitiveness. However, they also have hurdles to overcome in order to improve their livelihood, so they weigh the benefits before they are willing to contribute to IKN.

Finally, the survey data reveals that the most prepared ASN are those who are male, aged under 40, and working at UIN Jakarta. In contrast, those who are least prepared or less concerned about IKN are female, have worked more than 15 years, and are located at UIN Bandung.

These findings suggest that the readiness of ASN is influenced by a complex interplay of factors, including geographical considerations, political contexts, age, length of service, and gender.

Conclusion

From the above findings, it can be concluded that PTKIN institutions that are currently more geographically connected to the center exhibit a higher level of readiness regarding IKN. Conversely, those located further geographically from the current national capital tend to have lower readiness, though not necessarily negative. Furthermore, the study yields several recommendations: First, this research covers ASN in three PTKIN institutions, namely UIN Jakarta, UIN Banten, and UIN Bandung. Therefore, all the findings in this study only aim to depict what's happening in these three PTKIN institutions, and as such, it does not represent all ASN within the scope of PTKIN in Indonesia. Therefore, this study recommends expanding the scope

of research regarding the readiness of ASN in PTKIN institutions in Indonesia concerning the issue of Nusantara National Capital.

Second, it's crucial to have a comprehensive portrait of all ASN within PTKIN institutions across Indonesia. Since IKN is envisioned as a capital that is principled not only in terms of economic systems but also strong ecological values, this requires a robust ASN construction that encompasses quality capacities and other personal mental preparations.

Third, this recommendation aligns with the feedback from the reviewer, who suggests ensuring that the study doesn't only portray PTKIN institutions around the current national capital but also those around the new IKN region. This isn't just about representativeness but also about the quality and sustainability aspect. The attitudes emerging in the surveyed PTKIN institutions may be inversely related or even mutually reinforcing with what already exists.

Fourth, for the government aiming to mobilize support from PTKIN institutions, it may be worth considering younger ASN who have not served for an extended period.

Fifth, if the government, especially the Ministry of Religious Affairs, wants to get involved and make contributions to IKN, particularly in the domain of religious-based higher education, the resources to engage are those who have been with the Ministry for a relatively short time (less than 15 years), predominantly male, have experience in residential or career mobility within Jabotabek. If they are from outside Jabotabek, special assignments can be considered.

With all its strengths and weaknesses, the Ministry of Religious Affairs must ensure that it makes a positive contribution, particularly in guaranteeing that the core values of religious moderation that have been the institution's cornerstone continue to stand tall in Nusantara National Capital. IKN should be established as a new region that also upholds strong and solid values of moderation.

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