

THE INFLUENCE OF PUBLIC POLICY ON IMPROVING THE COMPETENCE OF HUMAN RESOURCES OF THE STATE CIVIL APPARATUS (ASN) OF SUBANG REGENCY

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Abstract

This study aims to analyze the effect of public policy on increasing the competence of the Human Resources (HR) of the State Civil Apparatus (ASN) in Subang Regency. ASN competence is a crucial factor in improving the quality of public services, so an appropriate policy is needed to support HR development. The research method used is a quantitative approach with regression analysis techniques to test the relationship between public policy and ASN competence. The results showed that public policy has a significant effect on ASN competence, with a regression coefficient value of 0.710 and a significance level of 0.000. In addition, the correlation test results also show a strong relationship between public policy and increased ASN competence. This finding indicates that the more effective the public policy implemented, the higher the ASN competence that can be achieved. The implications of this study confirm the importance of optimizing public policies in ASN HR development, such as continuous training programs, bureaucratic reform, and the use of technology in public services. Therefore, the Subang Regency government is advised to continue to improve the quality of HR development policies in order to create professional ASNs who are able to provide better public services.

Keywords: Public Policy, Human Resources.

INTRODUCTION

Public policy serves as a strategic tool to guide national development, particularly in improving the competency of State Civil Apparatus (ASN) to ensure the effective delivery of public services. Effective public policy formulation is crucial for creating an environment that encourages the development of human resource competencies within ASN, which is crucial for improving the quality of public services provided to the public (Madjid, 2024). Competency-based human resource development focuses on identifying and nurturing the skills necessary for ASN, thus directly impacting their ability to serve citizens efficiently (Sadik, 2022). Furthermore, capacity building initiatives are crucial in equipping ASN with the knowledge and skills necessary for their roles, ultimately leading to improved public service quality (Jitmau et al., 2024). Thus, well-designed public policies that prioritize human resource

development are fundamental to achieving the overall goal of quality public services (Shubhan & Aisyah, 2014).

Subang Regency faces significant challenges in improving the competency of its ASN (State Civil Apparatus) workforce, influenced by several key factors. Human resource development policies are crucial because they establish a framework for improving the skills and knowledge of civil servants, thus directly impacting the quality of public services (Fachruddin et al., 2023). Furthermore, robust training and continuing education systems are crucial to provide civil servants with opportunities to improve their competencies and stay current in their fields (Ramal et al., 2022). Technological support also plays a crucial role, as the integration of digital tools can streamline workflows and increase productivity among civil servants (Putra et al., 2024). The Subang Regency Government has initiated various strategies, including civil servant training programs and bureaucratic reform, aimed at reducing inefficiencies and increasing transparency within government institutions ("Digital Transformation Impact on Human Resource Management Practices in Indonesia: Exploring Technology-Based Approaches," 2023). These efforts, combined with the digitalization of public services, are crucial for cultivating a more competent civil servant workforce in Subang Regency (Wulandari et al., 2024).

The effectiveness of public policies in improving civil servant competency is indeed challenged by several obstacles. Key issues include budget allocation challenges, which hinder the provision of necessary resources for training programs (Lubis et al., 2024). Furthermore, limited training facilities limit the quality and availability of educational opportunities, which further impacts ASN competency (Fitrawati & Takdir, 2022). Resistance to change among ASN also poses a significant barrier, preventing the adoption of new practices essential for improvement ("Public Servant Competency Development of National Capital (IKN) Buffer Regions as a Policy Approach in Indonesia," 2023). Furthermore, differences in access to education and training exacerbate differences in competency levels among ASN, highlighting the need for equitable educational resources (Fachruddin et al., 2023). Addressing these interconnected challenges is crucial for developing effective public policies that can successfully improve ASN competency and ensure that all ASN have the opportunity to develop in their roles (Wulandari et al., 2024).

This study investigates the influence of public policies on improving ASN competency in Subang Regency, emphasizing the need for effective local government policies tailored to regional needs (Lubis et al., 2024). By analyzing the relationship between implemented policies

and ASN performance, this study aims to identify factors that facilitate or hinder policy success (Kurniawan et al., 2020). A data-driven approach will be used to assess the impact of these policies on ASN competency, ensuring that recommendations for policymakers are based on empirical evidence (Kurniawan et al., n.d.). Understanding how public policies influence ASN professionalism is crucial for developing targeted strategies that improve public service delivery (Ramal et al., 2022). Ultimately, these findings will provide valuable insights for local governments, enabling them to design more optimal human resource development strategies for ASN in the future (Anggraini et al., 2022). This comprehensive analysis will contribute to a more effective public administration framework in the region.

LITERATURE REVIEW

Public policy is crucial for addressing public issues and improving well-being, particularly through the establishment of a regulatory framework that supports the development of human resource competencies. In the context of civil servants (ASN), effective public policy involves stakeholder engagement, which is crucial to ensure that diverse perspectives are considered in the planning and implementation phases (Marlian et al., 2021). This engagement not only fosters collaboration but also increases transparency and accountability in the policy process (Marlian et al., 2021). Furthermore, the regulatory framework plays a crucial role in shaping human resource competencies by providing the necessary legal structure that can facilitate or hinder workforce development initiatives (Kurniawan et al., 2020). Policy evaluation is also crucial, as it assesses the effectiveness of these regulations and informs future decisions, ensuring that policies adapt to the dynamic needs of the workforce (Anggraini et al., 2022). Ultimately, a comprehensive approach to public policy can significantly improve human resource competencies, aligning them with the demands of a changing work environment (Davidson et al., 2024).

Human resource competency is crucial for effective task performance, particularly in the government sector, where civil servant (ASN) competency is crucial for public service delivery. According to the Spencer & Spencer competency model, competency encompasses the knowledge, skills, and attitudes necessary for optimal performance (Wati & Kurniawati, 2020). In this context, human resource development policies play a crucial role in improving ASN competency, as highlighted by Sedarmayanti's research, which underscored the need for local governments to implement effective strategies to improve employee performance (Az-Zahroh & Anshori, 2024). These policies not only foster individual capabilities but also align

with broader organizational goals, ultimately leading to improved public service outcomes (Mekou et al., 2024). Therefore, a focus on human resource competency and development policies is crucial for achieving success in government operations (Utami, 2022).

Sound public policies are crucial for improving ASN competency through targeted training programs, continuing education, and supportive incentive systems. Research shows that policies specifically designed to meet the needs of civil servants (ASN) yield better outcomes in professionalism compared to more general approaches (Fauzan, 2024). Effective training programs are crucial for skills enhancement, while continuing education ensures civil servants remain updated with the latest knowledge (Riyadin, 2016). Furthermore, a supportive incentive system motivates civil servants to perform their duties effectively, further contributing to their professional development (Lubis et al., 2024). The digitalization of public services has also emerged as a crucial factor in improving civil servant efficiency, aligning with the need for modernized public administration practices (Fauzan, 2024). Collectively, these elements underscore the importance of well-structured public policies in fostering a competent and professional civil servant workforce, ultimately leading to improved public service delivery (Firdausijah, 2022).

Public policy implementation often faces various obstacles, such as budget constraints, lack of training facilities, and civil servant resistance to change (Wibowo, 2022). According to Van Meter and Van Horn's (1975) policy implementation theory, policy effectiveness depends on factors such as clarity of objectives, available resources, and support from involved actors. In the context of Subang Regency, these challenges require further analysis to find appropriate solutions.

METHODS

This study uses a quantitative approach with a survey method to measure the Influence of Public Policy on Improving the Competence of Human Resources of the State Civil Apparatus (ASN) of Subang Regency. The population in this study is the State Civil Apparatus (ASN) of Subang Regency, West Java. The sample will be taken using a random sampling method, namely a method in using samples that are carried out randomly. The number of samples in this study is 100 respondents. The variables in this study involve the Independent Variable: Public Policy (X) and the Dependent Variable: Human Resource Competence (Y).

RESULTS AND DISCUSSION

Validity and Reliability Test

Correlations		
	Sig. (2-tailed)	Information
Public Policy	0,000	Valid
Human Resources Competence	0,000	Valid
**. Correlation is significant at the 0.01 level (2-tailed).		

Interpretation

The results of data processing indicate that all items in this study have a significance value of 0.000 (<0.005). Thus, all items in this study are declared valid and worthy of further research.

Reliability Test Table

Reliability Statistics	
Cronbach's Alpha	N of Items
.842	2

Interpretation

The results of statistical data processing indicate that all items in this study have a Cronbach's Alpha value of 0.842 (> 0.700). Thus, all items in this study are declared reliable and worthy of proceeding to the next stage..

Multiple Linear Regression Test

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	9.520	2.400		3.967
	Public Policy	.710	.068	.727	10.495
a. Dependent Variable: Kompetensi SDM					

Interpretation

T-Statistic Value = 10.495, Sig. (p-value) = 0.000, Because this value is much greater than the critical value of ± 1.96 (for a significance level of 5%), it can be concluded that public policy has a significant influence on HR competency.

F Test Table

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1735.182	1	1735.182	110.145	.000 ^b
	Residual	1543.858	98	15.754		
	Total	3279.040	99			
a. Dependent Variable: HR Competence						
b. Predictors: (Constant), Public Policy						

Interpretation

F-Statistic value = 110.145, Sig. (p-value) = 0.000. Since the p-value < 0.05, this means the overall regression model is significant at the 98% confidence level. Therefore, public policy has a significant influence on HR competency.

R Square Table

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.727 ^a	.529	.524	3.969
a. Predictors: (Constant), Public Policy				

Interpretation

The R-square value is 0.529. This means that 94.1% of public policy variables contribute 94.1% to HR competency. The remaining 5.9% is influenced by other factors not included in this study.

CONCLUSION

This study demonstrates that public policy has a significant influence on improving the competence of Human Resources (HR) of State Civil Apparatus (ASN) in Subang Regency. Based on the results of the regression analysis, public policy positively contributes to ASN competence, with a regression coefficient of 0.710 and a significance level of 0.000. This indicates that any improvement in public policy will have a direct impact on significantly improving ASN competence.

Furthermore, the statistical test results also show a t-value of 10.495 with a significance level of 0.000, demonstrating that public policy plays a crucial role in shaping ASN competence. In other words, public policies implemented by local governments, such as training and continuing education programs, bureaucratic reform, and the digitalization of public services, significantly contribute to improving the professionalism and quality of ASN work.

Based on these findings, it can be concluded that the success of improving ASN competence depends heavily on the effectiveness of implemented public policies. Therefore, the Subang Regency government is advised to continue improving and optimizing its human resource development policies, including increasing the budget allocation for training, expanding access to education for civil servants, and strengthening the policy evaluation system to ensure more targeted results. These steps are expected to increase civil servant competence in carrying out their duties and providing quality services to the public.

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