



Universitas Katolik Parahyangan
Fakultas Ilmu Sosial dan Ilmu Politik
Program Studi Administrasi Publik

Akreditasi Unggul

SK BAN-PT No. 3765/SK/BAN-PT/AK-ISK/S/VI/2022

**ANALISIS ETIKA PERLIKU ASN/PNS KETIKA
DIHADAPKAN DENGAN DILEMA ETIKA AGAMA
DAN ETIKA ADMINISTRASI PUBLIK DI INDONESIA**

Skripsi
Ditulis Oleh
Nandy Juniyanto
6071801116

Bandung

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**ANALYSIS OF THE ETHICAL BEHAVIOR OF
PUBLIC SERVANTS WHEN FACED WITH
DILEMMAS OF RELIGIOUS ETHICS AND PUBLIC
ADMINISTRATION ETHICS IN INDONESIA**

Undergraduate Thesis

Written by

Nandy Juniyanto

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Bandung

2022

Faculty of Social and Political Sciences
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Title : Analysis of The Ethical Behavior of Public Servants When Faced
With Dilemmas of Religious Ethics and Public Administration Ethics
in Indonesia

Has been examined in Final Examination
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And hereby declared **GRADUATED**

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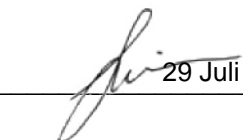
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Student ID : 6071801116
Research Title : Analysis Of The Ethical Behavior Of Public Servants
When Faced With Dilemmas Of Religious Ethics And
Public Administration Ethics In Indonesia

With this disclaimer, the writer of this undergraduate thesis hereby states that this body of academic work is derived from his original idea and academic process. This undergraduate thesis is a result of his research process as elaborated within the body of work itself. It is written to fulfill the prerequisites needed to graduate from Parahyangan Catholic University's Public Administration Bachelor's Degree Program. This body work is original and cites sources as per the legal and academic standards of referencing other bodies of work expected of valid academic work.

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ABSTRACT

Name : Nandy Juniyanto

Student ID : 6071801116

Research Title : Analysis Of The Ethical Behaviour Of Public Servants When Faced With Dilemmas Of Religious Ethics And Public Administration Ethics In Indonesia.

This study aims to analyze the ethical behavior of State Civil Apparatus (ASN) when faced with ethical dilemmas of public administration and religious ethics. As an ASN, in carrying out their duties they are not only burdened by the religious ethics they profess, but also the ethics of public administration which also regulates the behavior of the ASN itself. Administrative ethics itself is a written regulation that is legally valid and is used as a guide for ASN in their duties, the concept or theory of public administration ethics used in this study, among others: (1) Legality and Morality, (2) Impartiality and 2 approaches ethics, namely (1) Deontology and (2) Teleology. In addition to the theory of public administration ethics, this study also uses the theory of religious ethics as a comparison in making dilemmas in this study. The theory of religious ethics used is a general ethical theory which does not focus on a particular religion. The reason is that Indonesia is a plural country, consisting of various types of ethnicity, taste, and religion, therefore the use of the theory of Schweiker and Clairmont was chosen by the researcher. The dimensions of religious ethics described in the theory are (1) Descriptive Dimension, (2) Normative Dimension, (3) Practical Dimension, (4) Fundamental Dimension, and (5) Methaetical Dimension.

This study used qualitative research methods. The data collection technique in this study was carried out through a Group Discussion Forum with 6 ASN serving in Indonesia. In this study there is also a novelty of research methods to dig up data to informants, researchers use literary works in the form of short stories by Febi Indirani entitled "Hunting Muhammad" and "Not the Virgin Mary". By using this literary work, the researcher raises the existing dilemma to be used as an interview guide to the interviewees.

The results of this study indicate that most ASN behave based on public administration ethics when faced with a dilemma between public administration ethics and religious ethics in carrying out their duties as ASN.

Keywords: ethical dilemma, public administration ethics, religious ethics, public servants, qualitative-literary works

ABSTRAK

Nama : Nandy Juniyanto
NPM : 6071801116
Judul : Analisis Etika Perilaku ASN/PNS Ketika Dihadapkan oleh Dilema Etika Agama dan Etika Administrasi Publik di Indonesia.

Penelitian ini bertujuan untuk menganalisis etika perilaku Aparatur Sipil Negara (ASN) ketika dihadapkan dengan dilemma etika administrasi public dan etika agama. Sebagai seorang ASN, dalam menjalankan tugasnya mereka tidak hanya dibebani oleh etika agama yang mereka anut, namun juga etika administrasi public yang juga mengatur perilaku ASN itu sendiri. Etika administrasi itu sendiri merupakan peraturan tertulis yang telah sah secara hukum serta dijadikan pedoman bagi para ASN dalam bertugas, konsep atau teori etika adminstrasi public yang dipakai dalam penelitian ini, antara lain: (1) Legality dan Morality, (2) Impartiality serta 2 pendekatan etika yaitu (1) Deontology dan (2) Teleology. Selain teori etika administrasi public, pada penelitian ini juga menggunakan teori etika agama sebagai pembanding dalam membuat dilemma di penelitian ini, teori etika agama yang digunakan merupakan teori etika secara general dimana tidak memfokuskan pada agama tertentu alasannya karena Indonesia merupakan negara yang jamak, yang terdiri dari berbagai jenis suku bangsa, rasa, dan juga agama, maka daripada itu penggunaan teori dari Schweiker dan Clairmont dipilih oleh peneliti. Dimensi etika agama yang dijelaskan dalam teori tersebut adalah (1) Dimensi Deskriptif, (2) Dimensi Normatif, (3) Dimensi Praktikal, (4) Dimensi Fundamental, dan (5) Dimensi Methaetical.

Penelitian ini menggunakan metode penelitian kualitatif. Teknik pengambilan data dalam penelitian ini dilakukan melalui Forum Group Discussion bersama 6 ASN yang bertugas di Indonesia. Dalam penelitian ini juga terdapat kebaruan metode penelitian untuk menggali data kepada narasumber, peneliti menggunakan karya sastra berupa cerpen karya Febi Indirani yang berjudul “Memburu Muhammad” dan “Bukan Perawan Maria”. Dengan menggunakan karya sastra tersebut peneliti mengangkat dilemma yang ada untuk dijadikan panduan wawancara kepada narasumber.

Hasil penelitian ini menunjukkan bahwa sebagian besar ASN akan berperilaku berdasarkan etika administrasi public ketika dihadapkan dengan dilemma antara etika administrasi public dan etika agama dalam menjalankan tugasnya sebagai ASN.

Kata Kunci: dilema etika, etika adminintrasi publik, etika agama, aparatur sipil negara, kualitatif-karya sastra

FOREWORD

I would like to thank the creator of ALLAH SWT who has given strength to researchers in completing this thesis entitled "Analysis Of Ethical Behavior of Public Servants When Faced With Dilemmas of Religious Ethics and Public Administration Ethics In Indonesia." The hope is that after completing this thesis, researchers will get maximum scores.

In the process of completing this thesis, researchers do not forget to also say many thanks to the people who are always there and support researchers in material, moral, and other matters. The researcher gave the results of writing this thesis to Mamah Noneng and Papah Cahyanto while the parents always pray for their children in all good things. Do not forget to also give a lot of thanks to:

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In closing, the researcher realizes that there is still much that needs to be improved in writing this thesis and it is far from perfect. Therefore, the researcher hopes that criticism and suggestions will improve this thesis to be more useful as it should be.

Bandung, 2022

Nandy Juniyanto

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CHAPTER I

INTRODUCTION

1.1 Research Background

Indonesia is a unitary state that has a state basis of Pancasila and the 1945 Constitution which contains basic values that serve as guidelines for all Indonesian people, the basic values in question are divinity, humanity, unity, democracy, and justice. This guideline is made of course to be able to create welfare and public order, this applies to all Indonesian citizens including State Civil Apparatus or Public Servants. In Indonesia, religious values have received high attention because according to data from the Ministry of Home Affairs of the Republic of Indonesia, 99.99% of Indonesian people embrace religion. In addition, according to a Pew Research Center survey in 2020 from 34 countries, Indonesia ranks first with 98% gains as the country with the highest level of religion. This has an impact on social life in Indonesia, where in Indonesia religion is quite a sensitive matter to be discussed, as evidenced by the many cases involving religion, especially the religion of the majority.

Religious life is also inherent in Public Servants, as public servants they have to always carry out their duties properly by their duties, obligations, code of ethics, and the basic values of public ethics that have been stipulated in the Act. In one of the articles published by the National Resilience Institute (Lemhannas), the Governor of Lemhannas argued that the State Civil Apparatus was the front line in providing services to the

community and also as a motor in national development, a role model in ethical behavior for society.

As Indonesian citizens who are religious and as Public Servants, in carrying out their duties, Public Servants are not only charged with religious ethics but Public Servants are also bound by a professional code of ethics, basic ethical values, rights, and duties of the office and state regulations that have been passed which are part of the ethics of public administration. In this position, the choices made by Public Servants have an impact on the community because as explained in the previous paragraph Public Servants indirectly become role models for the community and are required to become ethical figures in the life of society and the state. When in the field, Public Servants are sometimes faced with a condition where they are in a dilemma of ethical behavior between religious ethics and public administration ethics. Of course, this dilemma is not an easy choice, on the other hand, Public Servants have their religion and beliefs which also regulate ethics in social life, and on the other hand, Public Servants are also bound by regulated public administration ethics. This condition is a concern for the authors in this research, how Public Servants behave when faced with this dilemma, whether Public Servants prefer to behave based on the religious ethics they adhere to or follow the ethics of public administration which is bound by their position once Public Servants, and on the other hand, the Public Servants have also been bound by regulated public administration ethics.

1.2 Formulation of The Problem

By view from a state context or public administration perspective. The Public Servants behave ethically based on the ethics of public administration. This is evident from the results of the researchers' initial research conducted on 5 Public Servants through FGDs, it was found that 5 out of 5 or 100% of the respondents said that when they were in a dilemma of religious ethics and public administration in carrying out their duties as Public Servants, they would act based on public administrative ethics. As explained earlier, what is meant by public administration ethics that apply here, are all regulations that have been legally established in the form of a professional code of ethics, basic ethical values, rights and duties of the office as well as state regulations that have been ratified. Further evidence came from an employee of the Ministry of Public Works and Public Housing, Mrs. Diana Kusumastuti as a Public servant who served as Director of Building Arrangements. In carrying out her duties as a Public servant, she is considered an exemplary Public Servants, very responsive to orders and programs that have been prepared, and has a high spirit of nationalism as evidenced by her participation in the planning of the State Capital (IKN) in the province of East Kalimantan by reflecting the identity of the nation, ensuring continuity, socio-economic and environmental as well as realizing a modern smart city with international standards. Apart from that, she also carried out various innovations, such as accelerating the response to COVID-19 in Yogyakarta, renovating the Jakarta Istiqlal Mosque, and rehabilitating the Johar Market in Semarang City by protecting

cultural heritage buildings, reflecting his example and dedication as a Public Servants towards development in Indonesia. Various innovations and the results of her performance have received a positive response from the community because the benefits provided can also be enjoyed and felt by the community so that she becomes a role model for people who benefit from her performance as well as other Public Servants. Thanks to her good performance and dedication to Indonesia's development, she was awarded an award as an Exemplary Public Servant for the 2020 High Leadership Officer (PPT) category organized by the Ministry of Administrative Reform and Bureaucratic Reform (Kemen PAN-RB).

Other studies by Wisly (2021) titled "Are More Religious Means More Ethical?" explains a contradictory finding. He examined the relationship between religious ethics and ethical behavior, resulting in the conclusion that the more religious a person is, the less ethical they are which means they put religious ethics over public administration ethics. This finding is contrary to the initial observation that public servants choose public administration ethics over religious ethics when they faced a dilemma. Hence, it has to be continued research to ensure the ethical choices that public servants choose when faced with a dilemma.

So based on the explanation above, is religious ethics not vital for public servants in carrying out their tasks, based on the preceding description? Is the finest guideline for public servants in carrying out their tasks is public administration ethics? Will public servants always favor public administration ethics over religious ethics if they are faced with a

choice between the two? As a result, the researcher's main issue in this study is, "Which ethics chosen by Public Servants when they are in a dilemma of religious ethics and public administration ethics?". The topic of this research, ethical dilemma, is one of the discussions in public administration ethic. Under the "political and administrative dichotomy" paradigm public administration ethics is regarded as an urgent issue (Sawir, 2021). As explained by Wilson in Widodo (2001: 245-246), asserting that the government has two different functions, namely the political function and the administrative function. The political function has to do with making policies or statements that are the will of the state, while the administrative function is concerned with the implementation of those policies. Departing from the paradigm above, ethics is needed in public administration. According to Widodo (2001: 252), ethics has two functions, namely: first as a guide and reference for public administrators in carrying out their duties and authorities; second, public administration ethics (bureaucratic ethics) as a standard for evaluating the behavior and actions of public administrators.

1.3 Research purposes

This study aims to analyze the ethical behavior of Indonesian Public Servants when they are in a dilemma of religious ethics and public administration ethics.

1.4 Benefits of research

1. Theoretical Benefits : to enrich knowledge and new references in the scope of ethical behavior, especially in public administration ethics courses at universities.

2. Practical Benefits : With this research, Public Servants are expected to gain new preferences or views on ethical behavior when they are in a dilemma of religious ethics and public administration ethics when carrying out their duties as Public Servants.