
COMPETENCE OF FAMILY RESILIENCE MOTIVATOR APPARATUS (MOTEKAR) IN DEVELOPING FAMILY RESILIENCE IN BEKASI REGENCY, WEST JAVA PROVINCE

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ABSTRACT

In this globalization era, family resilience is greatly affects the order of people's lives in various fields. The social phenomenon that shows the incompleteness of the family structure due to the occurrence of family fragility occurs in Bekasi Regency, is indicated by a significant number of cases in 2019 with a total of 102 cases. This study aims to describe the competence of family resilience motivators which includes aspects of motives, characteristics, self-concept, knowledge and skills in building family resilience in Bekasi Regency which consists of 5 (five) dimensions of family resilience, there are family legality and integrity, physical resilience, economic resilience, social psychological resilience and socio-cultural resilience. The design of this study used a qualitative research approach with the determination of informants carried out purposively sampling in involving officials in the Bekasi District Government and West Java Province as well as family resilience motivators and family resilience facilitators in Bekasi Regency. The results showed that: 1) In general, the competence of the motivator for family resilience in Bekasi Regency has competencies consisting of motives, traits, self-concept, knowledge and skills in carrying out mentoring and fostering tasks for families who have vulnerabilities in the legality dimension. and family integrity, physical resilience, economic resilience, socio-psychological resilience and socio-cultural resilience, but not yet optimal in several dimensions of family resilience development: 2) It is necessary to develop the competence of motivating family resilience through increased knowledge and education and technical training to increase the ability in carry out the substance of the duties of the family resilience motivator on an ongoing basis. This study also recommends improvements to regulations in the form of Guidelines for Facilitating the Formation of Regional Family Resilience Motivators and the need for further research on the concept of competence, especially in family resilience development by prioritizing the object of family resilience development.

INTRODUCTION

In the national development agenda, family development is one of the strategic issues to be followed up immediately. Efforts to increase national development cannot be separated from the importance of the family as one aspect that needs attention. The strength of national development is rooted in the family element as a micro community in society. Prosperous families are the basic foundation for the integrity of strength and sustainable development. On the other hand, vulnerable

and scattered families encourage the weak foundation of the life of the state community. The family is an important social institution, holder of a key role in improving the quality of society, even forming the character of the nation. Therefore, the family can be considered as a determinant of the good and bad character of a nation. Family development is one of the national development issues with an emphasis on the importance of strengthening family resilience.

Bekasi Regency has a fairly high family vulnerability if one of the parameters is seen, namely the relationship with poverty issues. Bekasi Regency Social Service data in 2017 shows that there are 164,753 poor families in Bekasi Regency (Decree of the Bekasi Regent Number 480/Kep.688-Dinsos/2017 concerning the Integrated Database for the Poor Handling Program in Bekasi Regency in 2017). This number increased in 2019 to 165,175 needy families in Bekasi Regency (Decree of the Bekasi Regent Number 480/Kep.336-Dinsos/2019 concerning the Integrated Database Program for Handling the Poor and Poor People in Bekasi Regency in 2019). Although acts of violence against children and women can occur in families with various socioeconomic backgrounds, poverty is a significant risk factor that can trigger Violence Against Children (KTA) / Violence Against

Women (KTP) and other vulnerable groups in the family triggered by pressure/stress. to be able to fulfill family life, as well as the lack of knowledge about child care/conflict handling, access to socio-economic services to be able to meet basic family needs and problem solving.

Even though the HDI value tends to increase every year, Bekasi Regency is still ranked 8th in West Java under cities in West Java, however, when compared to other districts in West Java, Bekasi Regency occupies the top rank. However, is the welfare indication supported by strong family resilience, considering that from the components that make up the HDI value, the education index is the component with the lowest value compared to the other 2 (two) components, namely health and purchasing power. For more details, it is presented in the table below:

Table 1. Comparison of HDI Components of Bekasi Regency with West Java Province in 2018-2019

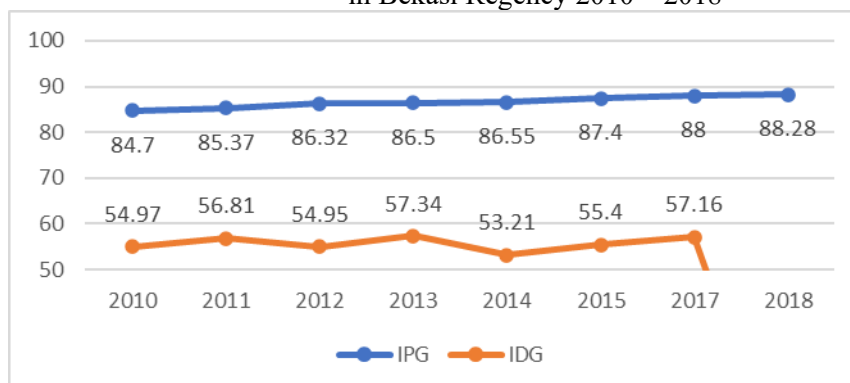
Year	West Java Province				Bekasi Regency			
	AHH	HLS	RLS	Expenditure/ Capita	AHH	HLS	RLS	Expenditure/ Capita
2018	72,66	12,45	8,15	10.790,00	73,43	13,05	8,84	11.155,00
2019	72,85	12,48	8,37	11.152,00	73,56	13,08	8,84	11.610,00

Source: BPS Bekasi Regency, 2020.

In terms of achieving gender equality and justice, the index used to measure GPI refers to the HDI measurement. The development of GPI from year to year is getting better. The Gender Empowerment Index or IDG is used to measure the equality of roles between women and men in economic life, politics and decision-making, so the

tendency is to increase from time to time, especially from 2010 to 2018. GPA from 84.7 in 2010 rose to 88.28 in 2018. However, in general the IDG achievement for women is still lower than for men starting from political participation, decision making and in the economy, as presented in the figure below:

Graph 1. Gender Development Index (IPG) and Gender Empowerment Index (IDG) in Bekasi Regency 2010 – 2018



Source: BPS Bekasi Regency, 2020.

In order to develop an effective approach to solving various kinds of national problems and achieving gender equality and encouraging the implementation of women's empowerment, the West Java Provincial Government has issued West Java Provincial Regulation Number 09 of 2014 concerning Implementation of Family Resilience Development, which emphasizes the importance of carrying out development of the concept of development based on a family approach through "Measurement of Family Resilience Indicators". Based on Government Regulation of the Republic of Indonesia Number 87 of 2014 concerning Population Development and Family Development, Family Planning, and Family Information Systems, it is stated that the human development index indicator is one indicator of the success of a country's development, and the indicator of family resilience is one of the success of development. The difference is if the unit's human development index is an individual, while the family unit's resilience indicator is the family which is seen as the smallest unit of society that is achieved by carrying out 8 Family Functions to achieve a quality family. In carrying out family functions (religious, socio-cultural, loving, protecting, reproducing, socializing, economic and fostering) the role of each family member is needed properly, correctly and responsibly.

In the current era of globalization, family resilience greatly affects the order of people's lives in various fields. The changes that occur in addition to providing opportunities for the community to be more advanced and developing also have an impact on the other side, namely changes and shifts in the order of family resilience. There are many social phenomena that show an incomplete family structure due to the occurrence of family fragility. This causes cases to arise that lead to the vulnerability of family resilience. Based on data released by the Bekasi Regency Women's Empowerment and Child Protection Office, there were a significant number of cases in 2019 with a total of 102 cases. The occurrence of these cases is triggered by weak family resilience which is often associated with less than optimal implementation of family functions. Family resilience is expected to form dynamic family conditions that have tenacity and toughness and contain physical material and mental and spiritual abilities, in

order to live independently and develop themselves and their families to be harmonious in improving physical welfare and inner happiness.

Thus, family welfare can be realized by forming a quality family by realizing family resilience through the application of family functions. In its implementation, it is necessary to stimulate and transform the value of empowerment from external parties who have self-empowerment, which is one of the reasons the West Java Provincial Government in 2014 through the Agency for Women's Empowerment, Child Protection and Family Planning (BP3AKB) ran the Family Resilience Motivator program (MOTEKAR). in the Village/Kelurahan Communities in West Java and Bekasi Regency is one of them. The Regional Government of West Java Province won the TOP 99 Best Innovation in Indonesia at the Public Service Innovation Competition held by the Ministry of Administrative Reform (Kemenpan RB) RI through the Family Resilience Motivator Program (MOTEKAR) by the Office of Women's Empowerment for Child and Family Protection. Planning (DP2AKB).

The MOTEKAR program was then followed up in Bekasi Regency as part of West Java Province which consists of 23 sub-districts with a total of 180 villages and 7 sub-districts. Based on data from the Bekasi Regency Social Service (Year 2019) from 23 sub-districts in Bekasi Regency, there are 2 (two) sub-districts with the characteristics of the highest poverty rate and the lowest poverty rate. Pebayuran Sub-district is the sub-district with the highest poverty rate in Bekasi Regency, the largest number of villages with an area of 7.56% of the total area of Bekasi Regency, while Cibitung District is the sub-district with the lowest poverty rate, the least number of villages with an area of 3, 56% of the total area of Bekasi Regency.

The differences in the characteristics of the two sub-districts were further strengthened by the number of cases handled that were followed up. Based on case handling data by MOTEKAR staff released by the Bekasi Regency Women's Empowerment and Child Protection Office in 2019, it was found that there was a gap in case handling in 2 (two) sub-districts with the same number of MOTEKAR personnel, namely Cibitung District with 4 MOTEKAR staff handling 43

cases and Pebayuran District with 4 MOTEKAR staff handled 1 case.

Departing from the gap in conditions between the 2 (two) sub-districts, it encourages the need for assistants from outside the family/Family Resilience Motivator (MOTEKAR) to increase family resilience in Bekasi Regency, West Java Province, because the government has the responsibility to place the right assistants in the work. If not, it will have an impact on low productivity, decreased performance and even higher costs compared to the expected results. In this case, is the placement of assistants/MOTEKAR in Bekasi Regency, West Java Province in accordance with the required criteria? This problem needs to be studied so that the government can place the right companion with the work and activities needed.

METHOD

The research uses a qualitative descriptive research approach whose objectives generally include information about the main phenomenon (central phenomenon) explored in research, research informants and research locations (Schwandt in John W Creswell, 2016:164). The research informants consisted of 8 (eight) family resilience motivators, 5 (five) officials and implementers in the Bekasi Regency Women's Empowerment and Child Protection Agency, officials and implementers in the Java Province Child Protection and Family Planning Women's Empowerment Service. West as many as 2 (two) people, and Family Resilience Facilitator Bekasi Regency/Social Assistance Personnel as many as 2 (two) people, determined by purposive sampling technique. Secondary data collection was obtained from various books and documents related to the competence of family resilience motivators in building family resilience, while primary data collection was obtained from research informants using the interview method. Data analysis using triangulation and clarification of bias brought by the researcher.

RESULT AND DISCUSSION

Competence of Family Resilience Motivators in Building Family Resilience in Bekasi Regency, West Java Province

1. Motive

In the dimensions of legality and family integrity, the results of the study show that the competence of the motive aspect possessed by the motivators of family resilience in fulfilling the dimensions of legality and family integrity is adequate, where competence in understanding family structure is quite good, which can be seen from the ability to encourage document ownership. legality/residential identity. Meanwhile, from the dimension of family integrity, the research data shows that social relations in the form of intimacy that are built to motivate are not sufficient because the task of motivating families who are their fostered areas to have a complete family is only limited to obligations as individual motivators of family resilience (not built on a sense of and family spirit). In the dimension of physical endurance, the results of the study show that the competence of the motivators for family resilience is sufficient, especially in encouraging family members who are the target area to consume healthy and nutritious food and have the awareness to have a separate sleeping room between parents and children. kinship approach / building kinship and social intimacy.

In the dimension of economic resilience, the results of the study show that the competence of the motivational aspect of family resilience motivators in increasing the economic resilience of the families who are their fostered areas needs to be explored and improved, especially in building the level of familiarity and kinship of social relations in building economic resilience. Data collection on economic resilience has also not been carried out comprehensively by family resilience motivators in their working areas.

In the dimension of social psychological resilience, the contribution of family resilience motivators has not been significant in increasing competence from the motive aspect in building psychological social resilience. In fact, training on the prevention of domestic violence and training on data collection on violence against women and children has been carried out.

In the dimension of socio-cultural resilience, the competence of the motive aspect possessed by the motivators of family resilience is low. This can be seen from the limited understanding and knowledge to direct the families who are their fostered areas to have socio-cultural resilience which is still limited and does not reflect the substance of socio-cultural resilience.

2. Attitude

In the dimensions of legality and family integrity, the results of the study show that competence from the aspect of nature in building legality resilience and family integrity is not sufficient, where the initiative possessed by family resilience motivators has not been developed in carrying out cooperation with government agencies.

In the dimension of physical endurance, the competence of motivators in this dimension is inadequate, where the exploration of the nature aspects of Spencer & Spencer's theory is only a surface, which is only about coordination, cooperation has been seen, leadership spirit has not emerged and service orientation to customers has not been seen.

In the dimension of economic resilience, the results of the study show that the competencies possessed by the motivators of family resilience are not sufficient, especially in exploring the causes of economic vulnerability faced by families who are their fostered areas. Monthly reports of family resilience motivators show that the intensity of building self-development for the families in their target areas is still low, efforts to understand what the family needs in terms of economic resilience are also still low.

In the dimension of social psychological resilience, the research results show that the competence of family resilience motivators in this aspect is inadequate, this is reinforced by information obtained from very limited report data related to cases of domestic violence. The lack of report data presented by family resilience motivators shows that efforts to develop families who are their target areas to have psychological social resilience are very low, because only in terms of data collection, report data cannot be presented optimally.

In the dimension of socio-cultural resilience, the results of the study show that competence in this aspect is still inadequate,

because the motivators for family resilience have not been able to fully build cooperation and develop the potential that exists in the family that is their target area to implement socio-cultural resilience, so that their competence still needs to be improved .

3. Self-Concept

In the dimensions of legality and family integrity, the results of the study show that the competence of family resilience motivators in realizing this is not sufficient, because there is no strong drive and motivation based on high self-confidence from family resilience motivators to convince families that are their target area. to have a resident identity and have a complete family. This is because there should not be an element of coercion or excessive encouragement from the motivators of family resilience in educating the families that are the target area.

In the dimension of physical endurance, the results of the study have not shown the ideal conditions of competence in the aspect of self-concept owned by family resilience motivators in building physical resilience, where not all family resilience motivators are able to control their role in carrying out their main tasks and functions, and not all resilience motivators families have the ability to control emotions, adapt, appreciate differences and are able to prioritize organizational goals for families that are their target areas so that they have views and desires to be able to live healthy and eat nutritious food

In the dimension of economic resilience, the results of the study show that the competence of family resilience motivators is not optimal, because not all family resilience motivators have the ability to control emotions, adapt, respect differences and are able to prioritize organizational goals for families who are their fostered areas so that they have the views and desires to be able to fulfill their economic needs which consist of owning their own house, having savings, having insurance and guaranteed quality of family education.

In the dimension of social psychological resilience, the results of the study show that they do not have competence in this aspect, because based on the data from interviews conducted, it appears that the motivators of family resilience do not fully understand self-

concept in the development of family resilience in the field of social psychology.

In the dimension of socio-cultural resilience, the results showed that the competence of the motivators for family resilience was inadequate. This is indicated by the data from interviews conducted, namely the aspect of self-concept in the socio-cultural field that prioritizes patterns of coordination and cooperation with other parties/agencies related to the development of family resilience.

4. Knowledge

In the dimensions of legality and family integrity, the results of the study show that the competence of the motivators for family resilience is not sufficient. This condition is also mentioned in one of the strategic issues of developing family resilience as stated in the Strategic Plan document of the Office of Women's Empowerment and Child Protection for 2017-2022 that the challenge of building family resilience in Bekasi Regency is still constrained by the high number of child marriage ages, who are vulnerable by not have legality in forming a complete family.

In the dimension of physical endurance, the results of the study show that the competence of family resilience motivators is not sufficient, because there has been no initiative from the person concerned to take the "pick up the ball" action in exploring the problems of physical endurance of family members who are their fostered areas and do not yet have the ability to analyze problems in the area. work area.

In the dimension of economic resilience, the results of the study show that the competence of the motivators for family resilience is not sufficient. This was also triggered by the policy issued by the Office of Women's and Children's Empowerment through the RENSTRA document for 2017-2022, where there were inconsistencies between strategy and policy directions, which made it difficult for family resilience to develop dimensions of economic resilience to be carried out by family resilience motivators.

In the dimension of psychological social resilience, the results of the study show that the competencies possessed by the motivators of family resilience in this aspect are not sufficient. Based on the interview data obtained, information was obtained that the

implementation of the knowledge aspect carried out by family resilience motivators was only limited to coordination (although it was carried out with various related parties). However, this has not shown how a family resilience motivator can think analytically and conceptually (structured) to increase family resilience in the socio-psychological field.

In the dimension of socio-cultural resilience, the results of the study show that the competencies possessed by family resilience motivators are not sufficient, where the form of guidance carried out is still explanatory, and has not led to appeals and invitations accompanied by analytical skills and technical and managerial abilities in an effort to build resilience in the socio-cultural field.

5. Skill

In the dimensions of legality and family integrity, the results of the study show that the competence of family resilience motivators is inadequate, because the skills aspect implemented by family resilience motivators is only limited to explaining the importance of resident identity documents in a family, and has not shown the initiative and extracting information on why families which is the target area does not have a resident identity. In an effort to maintain the integrity of the family, it is the same, which is only an appeal so that a family should live in one house and become a complete family.

In the dimension of physical resilience, the results of the study show that the competence of the motivators for family resilience in this aspect is not sufficient, where there has not been an innovative initiative and the ability to influence the motivators to ensure that the families who become their fostered areas have physical resilience. In the dimension of economic resilience, the results of the study show that the competencies possessed by the motivators of family resilience are not sufficient, because there have not been initiatives and in-depth information searches to develop the economic aspects of the families that are their fostered areas.

In the dimension of social-psychological resilience, the research results show that the competence of family resilience motivators in this aspect is sufficient, where initiatives have emerged to look for other alternatives in an

effort to prevent domestic violence. This is in accordance with the competence aspect of skills that puts forward initiatives and initiatives as well as searching for in-depth information on a problem object. In the dimension of socio-cultural resilience, the results of the study show that the competence of family resilience motivators in improving the development of socio-cultural resilience is not sufficient. In terms of competency, the skills that should be developed are initiatives, innovations and in-depth information seeking on the extent of social activities carried out by families who are their fostered areas. However, based on the results of field research, the competency aspects of the skills possessed are only limited to approach and motivation.

Efforts to Improve the Competence of Family Resilience Motivators in Building Family Resilience in Bekasi Regency, West Java Province

Family resilience motivators already have the ability to characterize motives in the sense of having a strong drive in solving family vulnerability problems. It's just that sometimes it goes beyond the boundaries of other organizations involved in the implementation of activities. For this reason, it is necessary to improve the guidance and socialization of the regulations under their authority and the organizational boundaries that are the object of their duties. So that by being equipped with a better understanding, family resilience motivators can build better and targeted social relations in realizing a peaceful life, especially in the work area where they are placed.

There are people who consider that some of the motivators for family resilience still have limited knowledge in the field they are dealing with. For this reason, it is necessary to strengthen the ability of family resilience motivators in increasing the substance of the tasks they carry out. This can be done by conducting coaching and training on an ongoing basis according to the development of the situation in their respective regions. The guidance carried out is a technical follow-up aimed at providing optimal services to the community and optimal services can be provided when there is managerial management in the administration

of government aimed at increasing effectiveness.

To build this character, in-depth treatment is needed for each individual motivator of family resilience. Continuous assistance needs to be strengthened for these family resilience motivators, so that they will continue to have a high desire or motivation in carrying out their duties to build family resilience in Bekasi Regency. The characteristics of knowledge possessed by family resilience motivators are not evenly distributed. This means that efforts need to be made to strengthen knowledge by providing standardized material. To be able to achieve this, it is necessary to identify the stages of knowledge development of each individual family resilience motivator so that the knowledge possessed is relatively the same, because knowledge is the most important part of a competency. Characteristics of skills possessed by family resilience motivators are not evenly distributed, therefore efforts need to be made to improve the skills of family resilience motivators. Continuous and measurable monitoring is one indicator of its success. This must be done consistently so that these skills continue to improve and become a habit at work, in order to increase the capacity of family resilience motivators.

CLOSING

In general, the competence of family resilience motivators (MOTEKAR) in Bekasi Regency has competencies consisting of motives, traits, self-concept, knowledge and skills in carrying out the task of mentoring and fostering families who have vulnerabilities in the dimensions of legality and family integrity, physical resilience, economic resilience, psychological social resilience and socio-cultural resilience. However, the competencies possessed in the dimensions of legality and family integrity as well as the dimensions of socio-cultural resilience are not optimal because the reporting instruments compiled every month do not cover all dimensions. Divorce reports reflect dimensions of legality and family integrity, but not as a whole. While the report on economic inequality reflects the dimensions of economic resilience and reports on violence against children/women, reports on child marriage and reports on trafficking in persons reflect dimensions of social psychological resilience. However, in the field

findings, family resilience motivators prove their competence in implementing the dimensions of physical endurance, while competence in the socio-cultural field, both in the report and in their implementation, does not show action according to the criteria requested. To improve the competence of family resilience motivators in Bekasi Regency, it is necessary to continuously evaluate the performance achievements of family resilience motivators and then follow up with the allocation of development programs and activities, education and training for family resilience motivators on an ongoing basis adjusted to the results of the performance evaluation. To ensure that the competence of all dimensions of family resilience development which is the object of work for family resilience motivators is owned by family resilience motivators, it is necessary to improve the regulation in the form of West Java Governor Regulation Number 56 of 2015 concerning Implementation Guidelines for Facilitating the Formation of Regional Family Resilience Motivators which later need to be followed up with regulations at the Bekasi Regency level.

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