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Indonesian Bureaucratic Reform and Industrial Revolution 4.0 (Reformasi Birokrasi Indonesia dan Revolusi Industri 4.0)

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This book is written and dedicated to the advancement of Indonesian bureaucracy to be more superior, professional, and especially facing challenges in industrial revolution 4.0. This book reviews the new institutions initiated in Law No. 5 of 2014 on State Civil Apparatus, namely the State Civil Apparatus Commission (KASN). It is also expected to strengthen Indonesia's bureaucratic reforms in the face of challenges in the 4.0 Industrial Revolution.

This book is intended for all Indonesian people where the authors hope we can re-establish Indonesia's bureaucratic reforms to answer the challenges of The Indonesian bureaucracy in the Industrial Revolution 4.0. There is an Industrial Revolution 4.0. This will have a big influence on the arrangement and work system of government bureaucracy. The structure of government bureaucracy connected to power will face changes in the work structure that is not much visited by humans controlled and will still be much intervened by the development of information technology.

KASN is an important institution to maintain the system in the Indonesian bureaucracy. Therefore, it needs to be maintained and strengthened as the secretariat of KASN. There is also a need for systematic justification of government policy, especially concerning KASN in the face of industrial revolution 4.0. This book also provides information about the bureaucratic culture in Papua influenced by traditional culture, such as the existence of tribes and the leadership style of the one-person show.

The book recommends that staying committed to the bureaucratic revolution can be improved again by improving existing policies. It also believes that the public still expects KASN to create a system in the Indonesian bureaucratic body and encourage the elimination of bureaucratic politicization policies that are the main agenda of the government. It intended to create a professional KASN free from practical political interests.

This book meets the needs of the intended reader, where the Industrial Revolution 4.0 has a big impact on the arrangement and work system of government bureaucracy. The power of the people or consumers will be realized in the use of digital technology that has a tremendous impact. Existing political parties widely carry out a government bureaucratic management condition that intervenes in political power. It is not clear the work system and clarity of the working system of political positions with a career of government bureaucracy that should be well laid out.

Bureaucratic reform is a strategic idea that the government can do to face the challenges of the Industrial Revolution. The existence of increasingly advanced and growing technology is the main point that must be enforced in government organizations to support the implementation of tasks. A merit system is an entire system of objective consideration of truth and not based on subjectiveness. Based on formal rules and conditions by the laws and regulations that have been in force in the government.

Readers can understand how exactly that is happening in government and bureaucracy in this Industrial Revolution 4.0. The relationship between leading political positions and bureaucratic career positions must be arranged as best as possible. Otherwise, it will be targeted in political activities. It knows that the relationship of political officials and bureaucratic officials needs to be improved not to face the challenges of industrial revolution 4.0.

Increasing the commitment to bureaucratic reform, where since 1998 bureaucratic reform appeared until now has not found a mature bureaucratic concept in the country of Indonesia—knowing that there is still no clear and firm commitment to the government. Therefore, readers can

be wise that they can not demand too many government candidates to improve welfare, but rather demand the government to improve the system that exists in the government. Where indirectly provide more welfare to the community if part of the system in the government is stable and clear.

In 2016, Indonesia became the 8th economy in the world. To achieve a strong economic country, Indonesia must pursue a Government Efficiency Index (IEP) to increase a country's gross national income. It can be seen that KASN is a very appropriate institution to make changes in Indonesia through changes to bureaucratic reform programs. If disbanded, then no institution can supervise the behaviour and actions of the state apparatus. In other words, there will be a weakening of the supervisory function of the merit system that is now underway.

There has been a positive increase in various bureaucratic indexes. Increased by five ranks, and if it can be maintained for four consecutive years, in 2022, the Indonesian bureaucracy can be realized effectively and efficiently. Indeed, there are still some areas that do not implement the recommendations of KASN, which appears that KASN does not play an effective role in the surveillance process. However, according to some informants, the existence of KASN very much brings a good influence on morning enforcement of the existing merit system.

"The practice of buying and selling positions decreased since the presence of KASN" from page 53. Where put as secretary of KASN so that it can reach all areas under supervision, it is expected to continue to play a role in reforming the Indonesian bureaucracy. The public hopes that KASN can continue to play an active role and encourage creating a merit system in the Indonesian bureaucracy. Facing the Industrial Revolution 4.0 is a tough challenge, especially in Papua and West Papua provinces. Their hr capabilities are still low, internet networks and computer equipment are minimal, and electricity is often out.

The organization and style, and size of this book are following its purpose. The easy-to-understand language is not rambling and a very detailed explanation and includes evidence that supports research. This book recommends revisions to Law No. 5 of 2014 to pay attention to developments due to the Industrial Revolution 4.0.

There are many clear facts in this book, such as that in Papua Province, education and training have been given. However, it is still considered lacking because the budget is still too small, so it cannot provide adequate activities for all people in Papua. There is also some data and graphs about Indonesia's current development. From KASN data showing the condition of ASN in Indonesia in the past has many problems, and so forth.

The cover of The Indonesian Bureaucratic Reform and Industrial Revolution 4.0 is also interesting to see. This book has a language that is easy to understand and has a clear message, and is very useful for efforts to re-enforce Indonesia's bureaucratic reforms in the era of industrial revolution 4.0. Furthermore, thoroughly explore various researches that the paper developed with various aspects in the reform of The Indonesian bureaucracy that is important to note in the face of the industrial revolution era 4.0.

It seems that the book just for those who keen to politics, whom wants to know how the government in Indonesia happened, and how the efforts and supervision of KASN against the government to deal with the Industrial Revolution 4.0. A little boring when the reader is not interested and has no interest in the issue in government. Readers can be wiser and understand that the government is working hard to improve the condition of Indonesia in any field. Readers are also expected to view that KASN can make the system in the Indonesian bureaucracy even better.

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