

ARTICLE

## Knowledge, Perceptions, and Attitudes of Central Government Civil Servants towards the National Capital (IKN) Relocation

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How to cite: Savitri, Renny., Ahad, Madya Putra Y., Cahyarini, Benedicta R., Samsara, Ladiatno., & Puspasari, Hasna M. (2023). Knowledge, Perceptions and Attitudes of Central Government Civil Servants towards the National Capital (IKN) Relocation. *Jurnal Borneo Administrator*, 19 (1), 85-102. <https://doi.org/10.24258/jba.v19i1.1124>

### Article History

Received: 6 June 2022

Accepted: 10 March 2023

### Keywords:

Perception;

Attitude;

Knowledge;

Cross-Tabulation Analysis ;

IKN Relocation;

Relocation of Civil Servants

### ABSTRACT

Various discussions and studies from different sectors have emerged as a reaction to the relocation of the Indonesian capital city from economic, transportation, and environmental perspectives. However, not many articles discuss civil servants as one of the groups directly affected by the relocation policy. This paper describes the condition and correlation of civil servants' knowledge, perceptions and attitudes toward the IKN relocation policy. This research uses quantitative descriptive research methods, which were conducted by distributing surveys to Central Government Civil Servants based in Greater Jakarta. The survey results stated that civil servants had relatively excellent knowledge regarding IKN relocation, while civil servants' perceptions of IKN transfers tended to be negative. Regarding attitude, 48% of respondents wanted to be transferred with special compensation. Based on the analysis of the relationship between three aspects, it is known that cross-tabulation analysis on knowledge and perception affects the attitudes of civil servants regarding the IKN relocation policy. Meanwhile, cross-tabulation analysis between knowledge and perception does not affect each other. Finally, from the results, to increase the knowledge and perception of civil servants, the government needs to increase socialization among civil servants regarding the IKN relocation policy and update the information regularly and massively, especially in the compensation that is more in favour of civil servants

## A. INTRODUCTION

Studies related to the relocation of the national capital (IKN) have been carried out, including the impact and risk of capital movement on the Indonesian economy (Hasibuan, 2019). There are also studies on the impact of economic movement from the perspective of business competition (Pribadi & Utomo, 2021) and transportation studies in the IKN development planning (Ridhani et al., 2021). In addition, some researchers examine this topic from an environmental aspect. Kurniawan et al. (2022) assessed environmental vulnerability in East Kalimantan due to coal mining activities. These activities are expected to guide the

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government, communities, and mining companies in preparing plans for the new capital relocation. [Shimamura & Mizunoya \(2020\)](#) also evaluated the impact and sustainability of the Indonesian government's decision to relocate the capital from Jakarta to East Kalimantan regarding the economy, people, and environment.

The relocation of IKN sparked pros and cons among the public and private sectors. Based on a survey conducted by [www.Median.or.id](#) on August 26-30, 2019, to 1000 respondents taken from the community, the majority expressed disapproval of IKN relocation to Kalimantan (45.3%), 40.7% expressed agreement of IKN relocation and the rest stated neutral (14%) ([CRMS, 2019](#)). The economic sector and unemployment problem are the majority of reasons respondents disagree with the relocation (Center for Risk Management & Sustainability ([CRMS, 2019](#))).

Sentiment analysis on social media Twitter shows something similar. Based on 1236 sentiment tweets related to the capital relocation, there were 404 positive and 832 negative sentiments. It means the public response to the capital relocation is negative ([Arsi & Waluyo, 2021](#)). In contrast, the studies by [Agustina & Hendry \(2021\)](#) using Random Forest and Logistic Regression showed different things. Society is more neutral and entrusts the government with this policy. The society argues that the government has known the positive and negative impacts in the long term. Moreover, other researchers measured the level of local communities' readiness at the IKN location showed relatively low readiness in Sepaku District, Samboja District, and Penajam District, which meant there was resistance to the relocation ([Dewi et al., 2020](#); [Syafitri et al., 2021](#)).

Furthermore, the decision also has consequences for relocating Civil Servants (PNS), especially from ministries/institutions (central government institutions) and offices in Jakarta. Referring to the data submitted by the [IKN-ASN Transfer Working Group \(2021\)](#), most central government institutions will relocate from Jakarta to IKN. In 2024, at least 7687 civil service (ASN) and Army/Police (TNI/POLRI) will move to IKN.

According to the IKN-ASN Transfer Working Group, the IKN relocation design aims to build smart governance and bureaucracy and governance reform ([IKN-ASN Transfer Working Group, 2021](#)). The government realizes that good governance in the capital relocation plan requires a professional method to select ASN (civil service) who will work in the new capital. ASN must have high competency and be able to work professionally ([Herdiana, 2022](#)). This effort must be supported by strengthening terms of Human Resources (HR) in government agencies, namely civil servants and PPPK (contract-based government officials). In Law No.3 of 2022 concerning the National Capital City (IKN Law), the aspect of moving ASN is regulated in a separate chapter. It will be further regulated by Presidential Regulation. This can be interpreted that ASN has a significant role in the bureaucracy of IKN, so the government also makes special rules to encourage the best talents of ASN, especially civil servants, to be able to participate in the success of the IKN transfer program.

Looking at the critical role of civil servants in this crucial momentum, the government must know to what extent the civil servants' knowledge about IKN planning is these days. The government also needs to consider the perceptions and responses of civil servants to the plan to see their contribution's readiness to optimize public service performance. Therefore, this research aims to describe the condition and correlation of civil servants' knowledge, perceptions and attitudes toward the IKN relocation policy.

The results of this research can undoubtedly serve as a foundation and focus for the government in policy-making related to civil servants' relocation. Civil servants are more than just objects in the IKN relocation. As argued by [Rothe et al. \(2015\)](#), even within the same organization, people experience relocation differently; therefore, employees should not be treated as one object of change but as several individuals changes.

Studies related to the relocation of the new IKN are dominated by IKN readiness, infrastructure, the environment and the general public's sentiment on social media. Not much research discusses civil servants' knowledge, perceptions and attitudes regarding IKN policy. Since civil servants are one of the parties directly affected by the transfer of IKN, according to the authors, civil servants' knowledge, perceptions, and attitudes are a novelty in this paper.

## **B. LITERATURE REVIEW**

Various countries have moved their capital since the end of the second world war (Ishenda & Guoqing, 2019). Some countries, such as Malaysia and Germany, relocated their capitals without significant problems. However, several other countries have relocated the capital several times, such as Canada (4 times) and Iran (10 times) (Hutasoit, 2018). Furthermore, Jung (2019) found that relocating the South Korean capital from Seoul to Sejong lowered public sympathy for public officials, which could decrease public service motivation and government productivity. Moreover, Jung (2019) explained that to ensure successful capital relocation, the government needs to pay attention to the adverse effects of the relocation process.

The relocation of the national capital was carried out due to considerations of socioeconomic, political and geographical issues (Ishenda & Guoqing, 2019). Therefore, the decision to move capital city led to the resolution of the problems experienced by the country (Ishenda & Guoqing, 2019; Yahya, 2018). In the Indonesian case, the discourse of moving the capital is caused by Jakarta's heavy burden, especially urbanization problems that cause floods, congestion, air pollution, water pollution, etc. Additionally, Jakarta bears a double burden by acting as the center of government, business, trade, services and education (Ishenda & Guoqing, 2019; Suswanta et.al., 2021).

Realizing the problems above, President Joko Widodo, in 2017, resurfaced the discourse of capital relocation, which had been planned for a long time. In 2019, the Penajam Paser Utara area in East Kalimantan Province was finally designated as the new capital.

Various things cause the long-drawn capital relocation discourse. Herdiana (2020) argued moving the capital has not become a public issue because of the uncertainty of relocating the capital the government, due to the lack of socialization from the government on the urgency of moving the capital and the lack of government readiness in terms of budget, location choice, the relocation concept, etc.

The national capital is a strategic representation of a country nationally and internationally. Herdiana (2020) mentioned six prerequisites for the successful transfer of capital. Human resources quality is one of the prerequisites to ensure that the planning, implementation and evaluation processes can be carried out more productively, effectively and efficiently. Moreover, factors affect civil service transfer: family, personal and environment, and gender (Chang & HaoLi, 2019; Chapa & Wang, 2014). Added by Chang & HaoLi (2019), the sub-criteria from personal factors are ambition, work enthusiasm, personality and characteristics, workload capacity and stress resistance. Chapa & Wang (2014) argued that more men are willing to relocate than women, with insignificantly different numbers. Also mentioned by Chapa & Wang (2014), women prefer to relocate close to home, while men prefer moving to another city hours from home or close to their hometown. Therefore, the relocation of IKN must pay attention to human resources that will carry out government functions in the new capital.

In the IKN relocation plan, based on the transfer scenario prepared by the IKN-ASN Transfer Working Group, 81 central government institutions will relocate to the new capital city. Civil servants' relocation will occur in five stages (IKN-ASN Transfer Working Group, 2021). Relocation is an uneasy problem because it affects not only civil servants as individuals but also family and organizational achievements. Budiman (2018) said that two things affect

employee relocation. The first is related to work, such as adapting to a new workplace, and the second is new responsibilities unrelated to work, including family, housing, socio-emotional stress experience, etc.

Research on the relocation of local governments in Beijing [Qu et al. \(2021\)](#) mentioned that the increase in employee resignations after relocation was due to jobs-housing imbalances associated with families (educational, health, entertainment facilities) and compensation. Therefore, [Hassanain et al. \(2020\)](#) added that the needs of employees who will be relocated must also be accommodated because they are the ones who will be occupying a new place of work.

The various research findings can undoubtedly be used as references by the government in formulating future policies. Regarding the relocation of civil servants to the new capital, when this research was conducted, the government passed Law Number 3 of 2022 concerning the National Capital that regulated the relocation system, including housing specifications for ASN.

### C. METHOD

This research uses a descriptive method with a quantitative approach. The descriptive method describes the object of study at the present state of affairs based on the facts, then analyzed and interpreted ([Siregar, 2016](#)). Moreover, a quantitative approach is an approach for testing objective theories in the relationships between variables. These variables, in turn, can be measured, usually on instruments, so that some data can be analyzed using statistical procedures ([Creswell & Creswell, 2018](#)).

The population in this study was all civil servants in the central government institution, with a total number of 936,859 people ([BKN, 2021](#)). Data collection was conducted through a survey using purposive sampling. The survey research design provides a quantitative description of a population's trends, attitudes, and opinions or a test for association between population variables by studying a sample of that population ([Creswell & Creswell, 2018](#)). Non-probability sampling method was carried out to obtain the sample, which is respondents considered representatives of the population that fit the research criteria ([Kalton, 2020](#)). Moreover, purposive sampling is one of the most cost-effective and time-effective methods. The limitations of the civil servant database in each central government institution encourage researchers to use this method. With this method, the criteria for respondents were determined, namely central government civil servants, to be assessed for their knowledge, perceptions, and attitude regarding the relocation of IKN.

The survey instrument used in this study was a questionnaire consisting of the following: 1) Assessment of respondents' knowledge of IKN relocation. In this section, the questionnaire consists of multiple-choice questions. 2) Assessment of respondents' perceptions of IKN relocation through questionnaires in the form of a Likert scale of 1-4. 3) The assessment of respondents' attitudes towards the relocation of IKN was prepared with multiple-choice questions.

The validity and reliability test on the questionnaire was obtained after the data collection was completed. In this study, no pre-survey trials were carried out. This test aims to prove that the instrument used as a measuring instrument for this research can provide reliable and accurate information. Validity testing will be performed using correlation tests, while reliability tests will be performed using the Alpha-Cronbach method.

The samples calculation number is carried out using the Slovin formula ([Umar, 2013](#)):

$$n = \frac{N}{1+N(e)^2}$$

Description:  
 n = sample size  
 N = population size  
 e = error tolerance limit

Applying an error tolerance of 6.5% means the minimum number of samples is 237. However, in this study, researchers used slightly more samples with 241 respondents.

The data collected in this study consists of primary and secondary data. Primary data is obtained through a survey questionnaire created with the google form application and distributed through the WhatsApp application. This primary data was collected from March 2, 2022, to March 15, 2022. Furthermore, secondary data is obtained from various reference sources such as books, journals, regulations, and news of online media related to the policy of the national capital relocation.

In this study, the data were analyzed using two methods: descriptive analysis and inference analysis. A descriptive analysis was carried out to see the characteristics of respondents and the distribution of knowledge, perceptions, and attitudes of respondents towards the relocation of IKN, presented through tables and graphs. The analysis continued using Chi-Squared ( $\chi^2$ ) testing to see the relationship between aspects of IKN relocation. Statistically, the two aspects are said to be mutually exclusive. Statistically, two aspects are considered independent if Y conditional population is identical at each level of X. The hypotheses and test statistics used in this study (Agresti, 2006) are explained below:

Hypothesis

$$H_0 : \pi_{ij} = \pi_i \pi_j \quad ; \text{ for all } i \text{ dan } j$$

$$H_1 : \pi_{ij} \neq \pi_i \pi_j \quad ; \text{ for all } i \text{ dan } j$$

Test Statistics

$$\chi^2 = \sum_{i=1}^r \sum_{j=1}^c \left[ \frac{(O_{ij} - E_{ij})^2}{E_{ij}} \right] \sim \chi^2_{(r-1),(c-1)}$$

$$\text{with : } E_{ij} = \frac{o_{i.} x o_{.j}}{o_{..}} ; r = \text{number of rows ; } c = \text{number of columns}$$

## D. RESULT AND DISCUSSION

### Validity and Reliability Test Results on Survey Instruments

Validity testing on questionnaire instruments is carried out to measure the accuracy of the information. The validity test is carried out through the Pearson correlation between the score per question item and the overall score. Testing was conducted on all valid answers generated by 241 respondents. The test results showed four invalid questions in the knowledge specification below:

- Q1. Do you know the government's plan for IKN relocation?
- Q3. To your knowledge, has the IKN Bill been officially passed?
- Q4. Do you know which province is the new location of IKN?
- Q10. To your knowledge, when did the central government civil servants start to be relocated to IKN?

The invalidity of these four questions is due to the uniformity of respondents' answers. That is, 100% of respondents chose the same answer for Q1, more than 93% chose the same answer for Q3 and Q4, and more than 70% chose the same answer for Q10. The reliability test results in Q3, Q4, and Q10 also showed that those three questions were reliable. The Q1 cannot

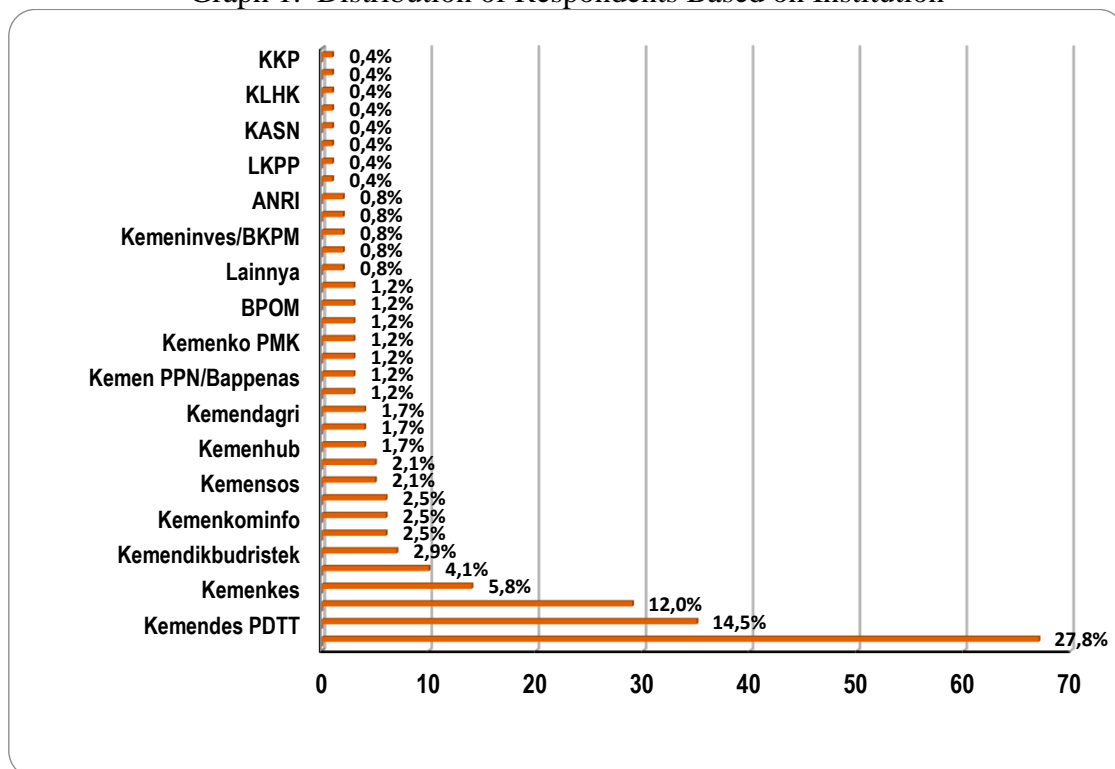
be assessed for reliability because it has no variance. This indicates that these four questions have consistency and reliability as measuring instruments, but the measurement concept is inaccurate. The inaccuracy of the measurement process is due to the lack of variability of respondents selected for this survey. Based on these results, the researchers decided to keep the four questions in the data processing.

Reliability testing was carried out to measure the reliability, suitability, and consistency of the questionnaire instrument as a measuring tool in this study. The Alpha Cronbach method was used in this testing process. The test results showed an Alpha Cronbach value of 0.727, which was higher than Table R at an accessible degree of 239 at a fundamental level of 5%, which was 0.126. It shows that this questionnaire is reliable and consistent as a measuring tool.

### Characteristics of Respondents

In this study, 247 questionnaires were filled out by respondents. However, several questionnaires were not filled in completely. Consequently, only 241 questionnaires could be processed in this study. Respondents came from 34 central government institutions and 80-90 central government institutions. Most respondents are from LAN, 27.8%, followed by the Ministry of Villages (PDPT) 14.5%, BRIN 12%, Ministry of Health 5.8%, BNN 4.1%, etc. Meanwhile, there are 20 other central government institutions with less than three respondents per institution. The following graph shows the distribution of respondents based on the institution:

Graph 1. Distribution of Respondents Based on Institution



Source: Data Processed by Authors (2022)

Furthermore, the characteristics of respondents are also seen from the aspects of gender, age, last education, and position. Table 1 presents data on the distribution of the respondents' characteristics based on these aspects:

Table 1. Characteristics of Respondents (n=241)

Characteristic	Frequency	%
<b>GENDER</b>		
Male	125	52%
Female	116	48%
<b>AGE (in years)</b>		
20-34	90	37%
35-44	87	36%
45-54	38	16%
Over 54	26	11%
<b>RECENT EDUCATION</b>		
High School/Equivalent	5	2%
DIII (Diploma III)	9	4%
DIV/S1 (Diploma IV/Strata 1)	104	43%
S2 (Master's Degree)	112	46%
S3 (Doctorate Degree)	11	5%
<b>POSITION</b>		
JPT Utama/Madya (Chairman/Director General Level)	0	0%
JPT Pratama (Director Level)	1	0%
Administrator	8	3%
Pengawas (Supervisor)	6	2%
Pejabat Fungsional (Functionals/Professionals)	159	66%
Pelaksana (Staff)	67	28%

Source: Data Processed by Authors (2022)

### IKN Relocation Knowledge of Central Government Civil Servants

Knowledge is the result of knowing after someone has performed sensing of a specific object. Without knowledge, one has no basis for making decisions and determining action on the problems faced (Pakpahan, 2021). Therefore, central government civil servants' good/bad knowledge regarding the IKN relocation policy will certainly affect their actions/attitude. The survey results of central government civil servants' knowledge related to the IKN relocation policy can be seen in Table 2.

Table 2. Respondents' Knowledge of the IKN Relocation Policy

Knowledge	Frequency	%
<b>Knowledge of the government's plan to move the National Capital (IKN)</b>		
Know*	241	100%
Don't Know	0	0%
<b>Sources of information on the IKN relocation plan</b>		
IKN Official Website	24	10%
Government Official Website	38	16%
Newspaper/magazine	52	22%
Online Media	183	76%
Social Media (Facebook, Instagram, Twitter, Whatsapp)	157	65%
TV/Radio	92	38%
Friends/Family	36	15%
Other	6	2%
<b>Knowledge of the National Capital Bill (RUU) ratification</b>		
Passed*	223	93%
Not yet	18	7%
<b>Knowledge of the New IKN location</b>		
South Kalimantan	6	2%

Central Kalimantan	6	2%
East Kalimantan*	226	94%
North Kalimantan	3	1%
Knowledge of the facilities planned by the government in IKN		
Housing and Settlement*	220	91%
Waste Infrastructure*	84	35%
Wastewater Management Infrastructure*	96	40%
Water Infrastructure*	128	53%
Development of Public Social Facilities*	189	78%
Mobility and Connectivity*	178	74%
Energy Infrastructure*	117	49%
Technology, Information and Communication Infrastructure*	189	78%
Knowledge of government institutions' relocation policy		
Yes	102	42%
No*	139	58%
Knowledge of central government civil servants' relocation policy		
Yes	36	15%
No*	205	85%
Knowledge of the assessment criteria		
Recent education*	43	18%
Retirement Age*	175	73%
Employee Performance*	89	37%
Competency and Capability*	153	63%
Knowledge of civil servant's positions criteria to be relocated		
High Leadership Positions*	192	80%
Administrator*	170	71%
Superintendent*	155	64%
Functional *	168	70%
Staff*	155	64%
Knowledge of relocation schedule		
2023	52	22%
2024*	170	71%
2025	19	8%
Knowledge of the facilities for civil servants		
Official House*	225	93%
Family Relocation Cost*	204	85%
Expensive Allowance*	154	64%

Note : \*correct answer (Source: Data Processed by Authors (2022))

To conclude the level of respondents' knowledge of the IKN relocation policy, the result of respondent knowledge can be grouped into several levels of knowledge depth conveyed by Arikunto (Afiati et al., 2017): Excellent level, score >75%; Good level, score 60%-75%; Bad level, score < 60%.

Since the maximum value for these 11 questions is 26, the limitation value for the excellent category is >19.5 (>75% of 26), the good category is 15.6-19.5 (60%-75% of 26), and the bad



category is <15.6 (<60% of 26). The summary of respondents' level of knowledge can be seen in table 3.

**Table 3. Recap of Respondents' Knowledge Level on IKN Relocation Policy**

No.	Level	Frequency	Percentage
1	Excellent (>19.5)	101	42%
2	Good (15.6-19.5)	73	30%
3	Bad (<15.6)	67	28%

Source: Data Processed by Authors (2022)

From the table 3, it can be concluded that the majority of respondents knowledge level is good (42%).

### **Perception of Central Government Civil Servants on IKN Relocation Policy**

Perception is formed through a series of processes that begin with the presence of an information stimulus. The stimulus is processed into knowledge and used as a foundation for the individual to perceive something (Limilia & Ariadne, 2018). Furthermore, opinion or public perception significantly influences the implementation of public policy (Brooks & Manza, 2013; Deswati, 2021). The following table is an overview of respondents' perceptions of the IKN relocation policy:

**Table 4. Respondents' Perceptions of the IKN Relocation Policy**

Question	1		2		3		4	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
The relocation of IKN is urgent to implement compared to that other crucial issues	82	34%	67	28%	55	23%	37	15%
The relocation of IKN will increase the government's performance	60	25%	68	28%	67	28%	46	19%
The relocation of IKN will continue to run smoothly after the presidential election in 2024	69	29%	77	32%	61	25%	34	14%
All central government institutions moved to IKN	73	30%	76	32%	50	21%	42	17%
All central government civil servants moved to IKN	99	41,1 %	78	32,4 %	39	16,2 %	25	10,4 %
The building construction of facilities in IKN will be	88	36,5 %	74	30,7 %	53	22%	26	10,8 %

completed on time									
All central government civil servants will be provided with housing facilities	58	24%	53	22%	83	34%	47	20%	

Note: The Columns in Red Constitute the Majority (Source: Data Processed by Authors (2022))

The table shows respondents' general perceptions can be divided into positive and negative perceptions. Respondents who gave scales 3 and 4 gave positive perceptions, while respondents who gave scales 1 and 2 gave negative perceptions. From the seven statements of perception, it is known that six statements received a negative perception from the respondent, and only one statement received a positive perception.

Respondents' perception tendency and assessment results are divided into positive and negative perceptions. With a minimum value of 7, and a maximum value of 28, the researcher set the value of  $\geq 17$  into positive perception, and the value of  $< 17$  entered into negative perception. Based on this reference, the following is a recap of respondents' perceptions of the IKN relocation policy:

Table 5. Recap of Respondents' Perceptions of IKN Relocation Policy

No.	Perception	Frequency	Percentage
1	Positive (value $\geq 17$ )	109	45%
2	Negative (value $< 17$ )	132	55%

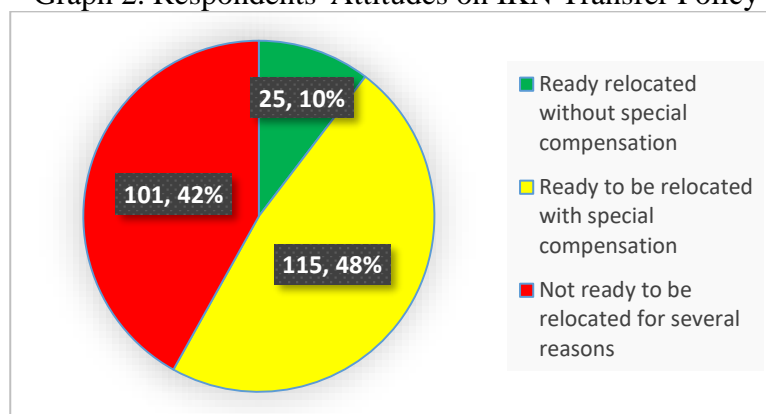
Source: Data Processed by Authors (2022)

Based on the data processing results, the majority of respondents (241 respondents) who filled out a questionnaire have negative sentiments, with a figure of 55%. Meanwhile, 45% of respondents have positive sentiments about the relocation of IKN.

### The Attitude of Central Government Civil Servants on the IKN Relocation Policy

Attitude remains a closed reaction or response of a person to a stimulus or object. Attitudes manifestly show the connotation of the existence of a reaction to a certain stimulus which in everyday life is an emotional reaction to a social trigger (Pakpahan, 2021). Scholars argue that a person's attitudes and behaviour will depend on the perceptual processes that exist in him (Ivancevich et al., 2014; Triyanti et al., 2021). Related to the IKN relocation policy, the following graph shows the results of the three-group-respondent attitude result:

Graph 2. Respondents' Attitudes on IKN Transfer Policy



Source: Data Processed by Authors (2022)

Based on the figure above, 48% (115) of respondents stated they were ready to relocate to the IKN with special compensation. However, 42% (101) of respondents said they were not ready to relocate. As for those who were ready to be relocated without special compensation, 10% (25 respondents).

From the three groups of respondents above, each group has a different reason based on the needs of each respondent. Of the 10% of civil servants who are ready to be relocated, there are several reasons mentioned by them:

Table 6. Why Respondents are Ready to Move without Special Compensation

Why are central government civil servants ready to move without special compensation?	Frequency	% (from 100% of respondents)
I am proud to be selected to move to IKN	14	5,8%
I am ready to be placed anywhere	23	9,5%
I am afraid of being dismissed as an ASN	2	0,8%
I like to try something new	14	5,8%
East Kalimantan is my hometown	1	0,4%
I am saturated with various problems in Jabodetabek	3	1,2%
Other	1	0,4%

Source: Data Processed by Authors (2022)

Based on the table 6, most reasons expressed by respondents were the readiness to be placed anywhere (9.5%). It relates to the integrity pact signed by every civil servant when accepted as a Civil Service Candidate (CPNS) to be ready to be placed anywhere.

Furthermore, the next 48% of respondents stated that they were ready to be moved with some special requirements. The table 7 outlines some of the requirements mentioned by respondents:

Table 7. Special Compensation Expected by Respondents

Special compensation expected by central government civil servants who will be relocated to IKN	Frequency	% (from 100% of respondents)
Moving cost for the whole family	86	35,7%
Expensive Allowance	89	36,9%
Additional allowances for spouses and children	2	0,8%
Transportation allowance to Jakarta once a month	43	17,8%
Job promotion	12	5,0%
Housing facilities	102	42,3%

Vehicle facilities	14	5,8%
Good educational facilities	62	25,7%
Good health facilities	79	32,8%
Entertainment facilities (malls, restaurants, hotels, attractions)	20	8,3%
New job for my spouse	18	7,5%
Other	1	0,4%

Source: Data Processed by Authors (2022)

Some of the requirements above have been planned by the government (Triyanti et al., 2021), such as the cost of moving families, official house facilities and vehicles. However, respondents demand more, such as good education and health facilities. In addition, several other needs are considered important by civil servants, such as transportation allowances to return to Jakarta once a month.

Finally, 42% of civil servants who are not ready to be relocated expressed unpreparedness caused by several reasons. Most respondents said the reason was their spouse's job (19.5%), in line with studies from Ullrich et al. (2015) that found that employees consider their partner's factors in their career decision-making.

Next is the moving cost (19.1%) and the quality of children's education and health at the IKN location (18.7% and 17.0%). Table 8 shows the reasons related to the unpreparedness of civil servants to move to IKN.

Table 8. Why Respondents Are Not Ready to Move to IKN

Reasons (not ready to move to IKN)	Frequency	% (from 100% of respondents)
I will soon retire (55 years and above)	19	7,9%
I wouldn't say I like having to adapt to a new environment	5	2,1%
I have to prepare a lot of money if I relocated	46	19,1%
My spouse cannot move to IKN because of work reasons	47	19,5%
I still have credit dependents at the bank in Jabodetabek	24	10,0%
I don't want to bother taking care of various administrative matters of relocation (civil administration, school, etc.)	21	8,7%
I am afraid I will get a higher workload because not all of my colleagues moved to IKN	8	3,3%
Many of my co-workers are not willing to move to IKN	6	2,5%
Educational quality in the IKN area	45	18,7%
Quality of health facilities in the IKN area	41	17,0%
No Entertainment facilities	8	3,3%
Limited transportation access	33	13,7%
Expensive living cost in Kalimantan	24	10,0%
The IKN relocation to Kalimantan has the potential to damage the environment	28	11,6%
I have to take care of my parents	9	3,7%
Other	9	3,7%

Source: Data Processed by Authors (2022)

In the open question, the civil servant who stated he/she was not ready to move revealed several personal reasons, such as 1) the duties of his position could be carried out anywhere, 2) distrust of the sustainability of IKN policies, 3) having to part with families, and the

government institution where they work are not relocated to IKN, and the availability of infrastructure is full of uncertainty (housing and schools quality).

### **Cross-Tabulation Analysis between Knowledge, Perception, and Attitude**

The relationships between knowledge, perception and attitude are analyzed to determine the composition of aspects that determine the decision of civil servants to be relocated to IKN. Chi-Squared testing was conducted on a combination of knowledge and perception, knowledge and attitudes, and attitudes and perceptions. Analysis of the relationship between knowledge and perception showed no significant difference between the numbers of respondents at each level of expertise at respondent's attitude to moving to IKN. It indicates that the respondent's relocation knowledge did not affect his perception of IKN relocation. The table 9 shows the distribution of knowledge and respondents' perceptions of IKN relocation.

Table 9. Cross-Tabulation between Respondents' Knowledge Levels and Respondents' Perceptions of IKN Relocation

Level of Knowledge	Perception		Total
	Positive	Negative	
Excellent	48	53	101
Good	30	43	73
Bad	31	36	67
Total	109	132	241

Source: Data Processed by Authors (2022)

The table 9 shows that the number of respondents at each level of knowledge varies only slightly across perception groups. For example, of 101 respondents who had an excellent level of knowledge, 48 of them had a positive perception, while 53 respondents had a negative perception. Similarly, among respondents with bad knowledge levels, 31 out of 67 had positive perceptions, whereas 36 others had negative perceptions. It is reinforced by the results of Pearson Chi-Squared testing between the knowledge level and perception variables, which resulted in a significant value of 0.688. This signature value is greater than the absolute level of 5%, which indicates the presence of H0 acceptance. This result corroborates the previous statement that there is no relationship between the level of ASN knowledge and the perception of IKN relocation at the 5% error limit.

Meanwhile, the cross-tabulation between knowledge and attitudes shows different results. The contingency table between respondents' knowledge level and the respondents' attitudes shows differences in the respondents' attitudes and the level of respondents' knowledge. Table 10 shows that respondents' knowledge level encourages respondents' readiness to be relocated. Respondents with excellent knowledge levels (70%) are better prepared to be relocated to IKN with or without special compensation. In contrast, 50% of respondents with good and bad knowledge levels said they were not ready to be moved for some reason, and another 42% said they were ready to be relocated to the IKN with special compensation. The results of this tabulation can be seen in the Table 10.

Table 10. Cross-Tabulation between Respondents' Knowledge Level and Respondents' Attitudes toward IKN Relocation

Level of Knowledge	Attitude			Total
	Ready to be relocated without special compensation	Ready to be relocated with special compensation	Not ready to be relocated for several reasons	
Excellent	15	56	30	101
Good	5	30	38	73
Bad	5	29	33	67
Total	25	115	101	241

Source: Data Processed by Authors (2022)

The Chi-Square test result found a p-value of 0.019, smaller than the absolute level of 5%. This result justifies the previous statement that there is a relationship between the level of knowledge and respondents' attitude toward IKN relocation with a 5% error limit. These results show that each level of knowledge influences respondents' readiness to be relocated. The more knowledge a civil servant has about the relocation method, policies, and facilities provided at IKN, the more ready they are to be relocated to IKN. In other words, it can be said that the transparent policies, relocation methods, and facilities in the IKN determine the readiness of civil servants to move to the IKN.

In addition, respondents' readiness is also influenced by their perceptions of IKN relocation. The Chi-square test result is a p-value of 0.000, which is smaller than the real level of 5%. It indicates a relationship between the perception of civil servants and their attitude towards IKN relocation. A positive perception of IKN policy increases the civil servant's confidence in the relocation process and the readiness to be relocated. The explanation above can be seen in the table 11.

Table 11. Cross-Tabulation between Respondents' Perceptions and Attitudes of IKN Relocation

Perception	Attitude			Total
	Ready relocated without special compensation	Ready to be relocated with special compensation	Not ready to be relocated for several reasons	
Positive	23	62	24	109
Negative	2	53	77	132
Total	25	115	101	241

Source: Data Processed by Authors (2022)

Based on the Table 11, 78% of respondents who positively perceive the relocation of IKN said they are ready to be moved, either with or without special compensation. In contrast, only 42% of respondents had a negative perception, but they were ready to be relocated, and 96% were ready to be moved with special compensation. The civil servant's confidence level in the success of IKN development determines their readiness for the relocation process.

## E. CONCLUSION

Data processing results show that most civil servants (42%) have excellent knowledge of the IKN relocation. In comparison, 30% of civil servants have good knowledge, and 28% have bad knowledge. In contrast to the level of knowledge related to respondents' perceptions of relocation, 55% of respondents had negative perceptions, while the rest had positive perceptions of IKN relocation (45%). Regarding readiness to be moved to the IKN location,

the respondents in this study mainly stated that they were ready to be moved with special compensation (48%). In comparison, those who were not ready to be moved were 42%, and 10 % were ready without special compensation.

The results of the relationship analysis using Chi-Squared in these three aspects show that knowledge and perception affect the readiness of civil servants to be relocated. The civil servants' perception of the IKN relocation influence is more significant to their attitude than their knowledge level, as shown in the p-value, where the smaller p-value reflects a higher relationship between aspects. However, based on relationship testing through the Chi-Squared test at a fundamental level of 5%, knowledge does not interfere with civil servants' perception of IKN relocation.

Based on the analysis results, this study suggests two points for the Central Government regarding the implementation IKN relocation policy: 1) To improve civil servant knowledge and readiness, massive and official socialization related to IKN relocation is needed. Furthermore, the high knowledge will affect their attitude to the relocation. 2) The results showed that the civil servants' perception tends to be negative. Therefore the Government needs to increase public trust by conveying regular and massive information updates related to the development process and preparation for IKN relocation. Therefore, a transparent process can reassure civil servants that the process is in line with the plans and expectations, especially in terms of compensation.

## **F. LIMITATIONS AND FUTURE RESEARCH**

The main limitation faced is the survey process which should use a clustering sampling method to ensure the representation of institution type. Difficulties were also encountered during the questionnaire distribution process due to the respondent's lack of transparency.

The author suggests future research on formulating detailed compensation in favour of civil servants' advantages and the detailed framework of relocation preparation methods. Moreover, future research can analyze the impact of the new capital city movement on civil servants' performance.

## **Contributorship**

This article is a collaboration of five authors with different expertise, including public policy, public administration, human resources, sociology, and statistics. Each author in this article contributes equally according to their expertise as a major contributor.

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