



Prosocial Ide Behavior in Frame to Malaqbiq ": Study of Regional Organization Behavior Budgeting In the Province Of West Sulawesi

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ABSTRACT: This research seeks to explore the internalization of prosocial behavior in the frame of the idea to malaqbiq which is embedded in the State Civil Apparatus in West Sulawesi Province in creating creativity and synergy in economic activities as support for programs and activities of the Regional Medium-Term Development Plan for 2017-2022. The methodology used in this research is ethnography in viewing behavior and capturing information and work actions of State Civil Servants within the regional apparatus of West Sulawesi Province in accordance with local wisdom in the Mandar Land of Malaqbiq. Data were collected through interviews, observation, documentation and literature study. The results showed that the budgeting behavior carried out by the authorities in regional apparatus organizations in West Sulawesi Province has been in progress and is running but not fully in the bonds of feeling and the principles of IDE To Malaqbiq.

Keywords: ethnography, social behavior, malaqbiq, ASN.

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I. INTRODUCTION

The implementation of development in West Sulawesi Province has been realized even though it is still not fully able to meet all the needs of the community in general. Prosocial behavior in the government budgeting process has a positive impact on welfare and the growth of peace and harmony in society. However, the phenomenon of a shift in public trust in government administration, both central and regional, is caused by the large number of government officials or administrators who stumble upon cases related to corruption, collusion and nepotism (KKN) as well as inadequate quality of community services, planning processes and In practice, the implementation of activities by regional apparatus is still complacent with the old, less prosocial patterns of society, which are marked by the existence of budgets for programs and activities of Regional Apparatus Organizations (OPD) on non-priority expenditure. The deviant behavior and work actions of State Civil Servants as above are considered not in accordance with the norms in the community or local wisdom in Mandar Land.

In carrying out good and integrated Governance, the West Sulawesi Provincial Government considers it necessary and important to have control and support through the concept of local wisdom called *IDE To Malaqbiq* ' which was formulated jointly in the West Sulawesi Provincial Government as a form of implementation of West Sulawesi Provincial Regulation Number 8 years 2017 concerning the Regional Medium-Term Development Plan (RPJMD) of West Sulawesi Province for the period 2017-2022 as stated in the Vision of the Governor of West Sulawesi "Advanced and Malaqbi" which is outlined in the second mission, namely Realizing Clean, Modern and Reliable Regional Government.

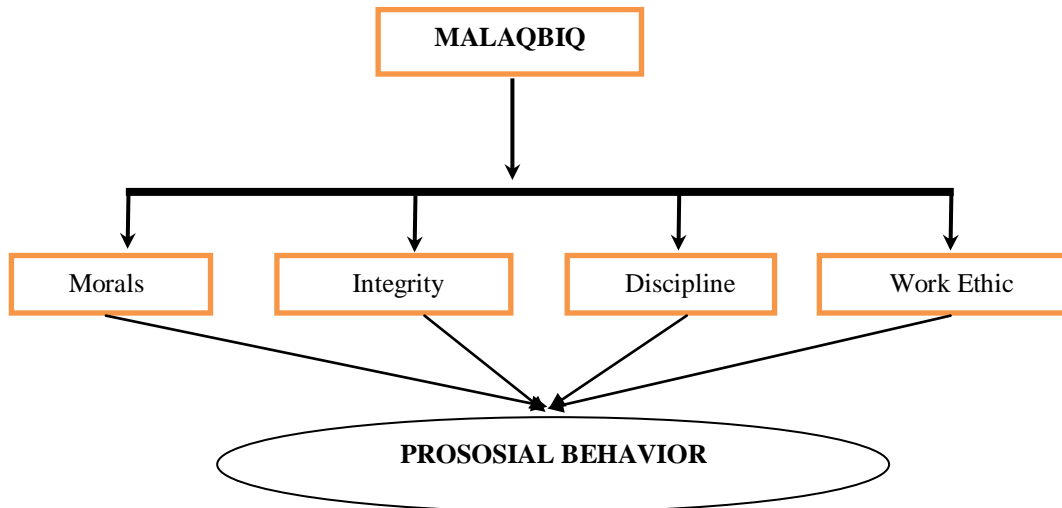
The application of the concept of work culture *IDE To Malaqbi* ' in West Sulawesi Province is expected to produce a work culture tradition that is embedded in every State Civil Apparatus (ASN) in West Sulawesi Province which then becomes a movement that colors the life of the State Civil Apparatus in West Sulawesi Province. in improving individual and organizational performance by promoting and implementing Malaqbiq 'values. In addition, the work culture of Malaqbiq is also expected to become a new perspective that is oriented to changes in ways of thinking, ways of working, how to behave and behave towards a global SMART ASN in 2024. Awareness in working and serving to create a maximum work culture without feeling pressured and forced. . The importance of work culture aims to show the identity of a government organization and

determine the good or bad identity of a government organization in carrying out tasks in the area of change management.

II. FOCUS & OBJECTIVES

How the process of Internalizing Prosocial Behavior in the To Malaqbi 'Idea Frame: Study of Organizational Budgeting Behavior of Regional Apparatus in West Sulawesi Province in creating creativity and synergy of economic activities in West Sulawesi as support for programs and activities for the West Sulawesi Provincial Medium-Term Development Plan 2017 -2022.

III. FRAMEWORK



IV. RESEARCH METHOD

The approach used in this study is a qualitative method with phenomenology which is one of the approaches used in qualitative research. Qualitative methods exist as a response to the existence of quantitative methods which are considered unable to answer all the problems of life that exist. This method positions humans as research subjects not as research objects (quantitative methods) which receive a small portion of it. The phenomenological approach in this study seeks to capture various problems that exist in society and reveal the meanings contained in them related to "Regional Apparatus Organizational Budgeting Behavior in West Sulawesi within the Idea To Malaqbiq"

V. LOCATION & TIME OF

Research This research will be carried out within the scope of the Provincial Government. West Sulawesi in 32 Regional Apparatus Organizations by focusing on 6 Services or Regional Apparatus Organizations which are closely related to budget planning, implementation and supervision within the scope of the West Provincial Government as a manifestation of the Work Culture or the Concept of IDE To Malaqbiq The research was carried out for approximately 6 months, namely July - December 2020.

VI. TYPES & SOURCES OF DATA THE

The type of data used in this research is qualitative data that is differentiated based on data sources, namely primary data obtained through in-depth interviews and secondary data obtained through pus studies. taka and documentation of

Research Results Informants

No	Agency	Informant	Amount
1	West Sulawesi Province	Regional Secretary of West Sulawesi Province	1 Person
2	Regional Planning and Development	<ul style="list-style-type: none"> ● Agency Head of Office ● Secretary ● Head of Division of 	5 Person
3	Regional Financial and Asset Management Agency		4 Person

4	Environmental Service	<ul style="list-style-type: none"> • SubProgram & Reporting • Staff involved in budgeting. 	3 Person
5	Tourism Office		3 Person
6	PMD Office		4 Person
7	Service DPMPTSP		2 Person

VII. RESULTS & DISCUSSION

7.1. of OPD Behavior Relating to Budgeting in an Idea To Malaqbiq 'Frame

Based on observations and interviews researchers towards informants, the behavior of the Regional Apparatus Organization of West Sulawesi Province, discipline of compliance with written rules, especially those that are not written, it seems that it is still not going well and is in line with the work culture of IDE To Malaqbi. ASN often violates their meetings on time, on time for completing reports / assignments, and discipline in dress. In addition, quotations from interviews with informants are stated as follows.

"Budgeting behavior and IDE To Malaqbiq by Regional Apparatus Organizations in budget management must be transparent. Then there is budget politics, namely the working relationship or partners between the executive and legislative branches through good communication where the budget for West Sulawesi development falls on a priority scale which is true. required by the community, before determining a budget for community allocation, the Regional Apparatus Organization must really absorb the aspirations of the community by looking at what the community's priority needs are. (Andi Atjo Takdir) "

The priority objective of the Regional Revenue and Expenditure Budget is the fulfillment of the most important and most extensive scale of community needs so that resource allocation can be used and utilized economically, efficiently and effectively to reduce the level of risk and uncertainty as well as the compilation of programs and activities. ASNs involved in budgeting in OPD should understand and prioritize budget allocation appropriately. As directed by Permendagri No. 25/2009 and Permendagri 86/2017 and Minister of Home Affairs Regulation No. 13/2006 concerning Guidelines for Regional Financial Management as amended by Minister of Home Affairs Regulation No. 21/2011 consists of regional revenue, regional expenditure, and regional financing. Specifically for regional expenditure, expenditures according to the expenditure group consist of indirect expenditure (personnel expenditure) and direct expenditure (public expenditure). Regarding direct and indirect spending, budget actors sometimes budget things that are not yet in their main function, in this case, many of these expenditures are considered important and urgent but cannot be intervened through the budget. In addition, the existence of an Administrative Structure that focuses on the range of control in using power which can result in sacrificing the interests of the wider community and the presence of political and individual interests of officials who have power and come back at the democratic party in December 2020.

7.2. ASN Work Culture in an Idea Frame To Malaqbiq'

As a form of local wisdom that contains the ideas and ideas of the Mandar people that have been inherited from generation to generation, the cultural values of Malaqbi' become a source of reference in behavior for everyone in West Sulawesi, a collection of these ideas and ideas interact in a very long time in society so that it has been tested for its ability to regulate behavior to organize and strengthen human actions and behavior. In the view of Spradley (1980), how to study and learn from society in concluding and taking lessons and social lessons from culture itself.

Malaqbi 'contains a very deep ideal meaning that functions as a philosophical foundation to lay the foundations for building a better West Sulawesi Province, the process of transforming malaqbi' cultural values into the joints of West Sulawesi people's life has been going on for a long time and has begun to enter the government environment since the Government. Governor Ali Baal Masdar and Eni Anggraeni Anwar (2017-2022) Malaqbi 'made the vision of his government as a malaqbi' effort in the social life of people in West Sulawesi, namely Maju and Malaqbiq.

For every government organizer and development in West Sulawesi, malaqbiq has important aspects that must be recognized in depth as a reference and reference for every government organizer and regional development, knowledge of cultural values is very important for every state civil apparatus to direct behavior in carrying out their duties. Development management services for the development policy-making process that will be implemented are always focused on the values of malaqbi' itself. Besides that, it is also used as a standard or measure of every action (behavior) for every state civil apparatus to overcome every problem, both issues concerning adaptation externally and problems of internal integration.

Triguno and Supriyadi (2006) revealed that values that become traits, habits are reflected in attitudes into behavior and actions at work. The cultural value of malaqbiq 'as a development model in West Sulawesi when it is associated with human resource development, the description of Malaqbi' with the ASN work culture includes three things, namely: Situru Pau Anna Kedzo as a behavior that reflects the conformity between heart, words and honest deeds, can be interpreted as upright, not lying, not cheating, sincere and sincere. (KBBI) Is an attitude / courage to overcome himself, dare to refuse and act against all evil that is contrary to his conscience or heart in carrying out his duties. The State Civil Apparatus is always honest with regard to the ability to control themselves, be calm and remain firm. at once, quoting the wise sentence of Prof. Dr. H. Baharuddin Lopa, "Many go wrong but feel calm because there are many friends who are both wrong, and dare to be right even if alone." The fruit of honesty is seen as a person who can be relied upon and will get the full trust of leaders and others from outside as well. in the organization. The cultural values of Malaqbiq 'in the work culture of the state civil servants are closely related to the attitude of integrity, discipline, work ethic and continuous innovation.

Malaqbi 'Work Culture invites every state civil servant of the West Sulawesi Provincial Government, both officials and staff to be honest, responsible, trustworthy, consistent, not corrupt, colluding and nepotism in carrying out their duties and functions. By being honest, upholding the principles of truth, ethics and morals (berakhlaql karimah) and acting in accordance with what is said, one can be said to be responsible for what he says. Consistency in behaving honestly and responsibly is also one of the keys to implementing integrity values. Integrity is a concept that points to consistency between actions and principle values, Integrity is defined as honesty and truthfulness of one's actions, is an attitude and actions that are consistent, consistent and unquestionable in carrying out the tasks for which they are responsible, and the person concerned is integrated in the organization.

Discipline is a pattern of behavior that is expected to produce a certain character, in particular resulting in a more regular moral and mental improvement. Discipline is the regularity of behavior patterns and self-control against applicable rules.

Work Ethic is a work attitude of the State Civil Service in West Sulawesi on their own actions based on the system and values of malaqbi 'which are oriented towards the best results, high enthusiasm for competition, optimism and always looking for productive and innovative ways.

The results of research conducted by researchers in the field found that the implementation of the IDE To Malaqbi concept in West Sulawesi Province was not yet fully optimal. Good and integrated governance is one of the keys to the success of a region. Therefore, every individual within the scope of government should carry out their duties and functions properly. Good cooperation between Regional Apparatus Organizations is also needed, given that one province is a complete unit. If one of the Regional Apparatus Organizations cannot carry out its duties properly, of course it will have an impact on other Regional Apparatus Organizations.

IDE To Malaqbiq is a government concept that invites the State Civil Apparatus to build a new work culture in government. The West Sulawesi Provincial Government carries the Malaqbiq Concept in running the wheels of its government.

"So far, the Malabqbiq concept has been understood by the leaders of the Regional Apparatus Organizations and State Civil Apparatus, but in implementation in the field, the achievement is still far from what was expected. that if it is taken from the demarcation line and assessed in numbers from 1 to 10 then its application will only be at number 5. Implementing a new concept in the world of work is certainly not immediately successful. This also happened in West Sulawesi Province. The implementation of Malaqbil values continues to be proclaimed in the West Sulawesi government. Everything is in progress. Even though in reality there are still leaders of Regional Apparatus Organizations that have not fully supported the work culture of IDE To Malaqbiq when seen and judged by their behavior. (Muhammad Idris).

Civil servants as government officials should have integrity and a high level of discipline, have a work ethic and be innovative in carrying out their duties and functions so that they can become role models for society.

7.3. Prosocial Behavior in the Frame of Ideas To Malaqbiq '

Prosocial behavior that occurs around us cannot be separated from Malaqbiq. There are various factors that determine prosocial behavior, as for prosocial behavior carried out in the scope of employees of West Sulawesi Province, among others 1). Helping which includes helping others, 2). Generosity is the awareness to help others, both in the form of goods and services, 3). The attitude of empathy, namely the ability to understand the feelings of others by paying attention to others, both verbal and non-verbal aspects, 4). Conflict Handling, namely the ability to handle a conflict with others so as to find a solution to each problem, 7). Honesty is being honest in working, especially in budgeting and implementing activities related to financial administration.

Prosocial behavior is a form of behavior that appears in social contact, so that prosocial behavior is an action taken or planned to help others regardless of the motives of the helper. Until now, the West Sulawesi

Provincial Government has implemented the principle of prosocial behavior. The actions of the West Sulawesi government were entirely motivated by the interests of the people without expecting anything for themselves. Prosocial action demands high sacrifice from the perpetrator and is voluntary or is shown to benefit others rather than to gain material or social rewards.

The results of the study found that, recently, many events have occurred in the world of government. There are many behaviors that should not be carried out by the government, such as expecting rewards from project work or in the form of social assistance. Robert and Strayer (1986) suggested that empathy seems to be related to individual prosocial behavior. Empathy is related to an individual's ability to express his emotions, therefore a person's empathy can be measured through his emotional insight, emotional expression, and one's ability to take roles from other individuals. Basically, empathy is the limit of an individual whether he will carry out or actualize the prosocial ideas they have into their behavior or not.

A good government should have a prosocial behavior attitude, prioritizing the interests of others, in this case society, above personal interests. The government's concern for the community is one form of prosocial behavior. Concern is related to responsiveness and responding to complaints and the needs of the people being served. Apparatus who cares is bureaucratic behavior that has high responsiveness and responds quickly to complaints and needs from the community. In government, people's welfare is the goal. Therefore, every policy undertaken by the government should have a positive impact on society. Budgeting that is transparent and clearly allocated is one proof that the government has a prosocial behavior attitude.

The most basic thing in the concept of IDE To Malaqbiq is how the government can carry out its duties and functions properly through discipline, integrity, and a high work ethic. If these three things are applied, then what is the goal of an area will definitely be achieved. In addition, in carrying out its duties and functions, it is appropriate to instill a prosocial behavior attitude, especially in terms of budgeting. Where every budget issued by the region must really be intended for the welfare of the community.

The results of observations and from the results of interviews, the researcher found that there was an inoptibility in carrying out governance, one of which was still not in line with the IDE To Malaqbiq 'principle, this happened, this was because there were employees in carrying out their duties and functions not according to their expertise and behavior and actions. limited this year due to the Covid-19 pandemic. The indication of this finding means that the bureaucracy in carrying out the mandate or job duties has not been decomposed properly.

VIII. CONCLUSION

To improve service quality and transparency in the budgeting process, the behavior of state civil servants still needs deep internalization and habituation so that the spirit and principles of IDE To Malaqbiq can be realized. Realizing the word soul and soul malaqbiq 'needs to make efforts to increase good morals, fulfill honesty behavior and behavior like Malaqbiq' in the local wisdom of the Mandar community. In addition, strengthening the partnership network that can support these activities and can optimize promotive and preventive functions. Placement or Human Resources are not appropriate in the placement so that it needs evaluation in the recruitment or placement of apparatus resources in a competitive, open, free from political influence. Thus, the pattern of negative behavior of the bureaucratic apparatus gradually gets better.

In the preparation and implementation of budget utilization, the process of social behavior in government administration is still far from the cultural expectations of malaqbiq 'or IDE To Malaqbiq'. This occurs due to the dishonest behavior of ASN in managing the budget, indiscipline of ASN during office time / hours. The current West Sulawesi government needs performance evaluation both internally and externally.

Prosocial Behavior ASN Provincial government bureaucracy. Sulbar in carrying out its duties and functions to achieve good and integrated governance is not yet fully in line with the spirit and principles of Malaqbiq. Governance still needs to improve the quality of work and behavior that is truly in accordance with the principles and spirit of IDE To Malaqbiq '.

Ethnography is considered a special method in which there are various forms and certain characteristics, including the participation of ethnographers (ethnographers) in understanding and following the daily life of a person over a long period of time, seeing what happens, hearing what is said, asking them, and in fact collect whatever data is available. An ethnographer must be directly involved in everyday life as a form of observation and data collection in the field.

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