

THE IMPORTANCE OF THE NEUTRALITY OF THE STATE CIVIL APPARATUS AS THE EFFORT TO REALIZE QUALITY ELECTIONS

Sarjiyati, Anik Tri Haryani, Bambang H Sutrisno

Abstract— The research was carried out in the districts and cities of the former Madiun Residency, with State Civil Apparatus as informants. This research is qualitative, with data collection techniques using interviews and library research. Data processing and analysis was carried out in a qualitative descriptive manner using an interactive model. The interactive model is an analysis carried out in the form of interaction on three components, namely data reduction, data presentation, and drawing conclusions or verification. The research findings show that the neutrality of the state civil apparatus in the general election is very important. With the neutrality of the state apparatus in elections, it will be able to build a democratic climate that is healthy and free from political intervention, can be more professional in public services and avoid conflicts of interest in carrying out its functions and duties as state civil servants.

Index Terms— neutrality, state civil apparatus, elections, quality

1. PRELIMINARY

In a democracy that adheres to a representative system, general elections, also known as elections, are an important tool.¹ Elections serve the purpose of attracting politicians who will either serve as representatives in representative institutions or as leaders in government.² In a different way, the election is also a structure that serves the purpose of communicating the democratic rights of the people.³ In this instance, it is evident that elections and democratic values are linked in that democracy needs representative institutions and government to achieve its goals, which can only be realized through general elections.⁴

Since the first General Election (Election) in 1955, democratic parties have faced the issue of ASN neutrality. When there are no legal instruments that can address the issue in its entirety, the issue of ASN neutrality becomes even more real and complicated. Until, in the end, Law No. Interestingly, the Neutrality of State Personnel Act of 1974 was the first civil service law. Law No. 5 of 2014 on State Civil Apparatus regulates every aspect of ASN, including the issue of ASN neutrality. According to Article 2

of the Law, one of the principles of neutrality is used in the implementation of ASN policies and management. The State Civil Apparatus in the Indonesian Legal System may not freely show support for candidates who are competing in the general election, even directly following the stages of the election campaign. This is because the principle of neutrality in the law means that every ASN employee does not take sides from any form of influence and does not take sides with anyone's interests.⁵ He cannot nominate himself for the election as long as he is an ASN unless the person in question resigns as an ASN.⁶ Although an ASN has the right to vote and be elected in elections, the restrictions that prevent them from participating in the stages of the election, such as having to register as an election participant or being involved in the stages of an election campaign, prevent ASNs from exercising their political rights to group together, express their opinions, and form associations. The ASN Law mandates restrictions on ASN's political rights to participate in election stages.

An essential component of maintaining an effective and efficient government is the impartiality of the State Civil Apparatus. As a result, ASN functions as part of the state apparatus to offer the community professional, honest, fair, and equitable services. Given that ASN is not allowed to actively participate in the processes of Elections for Regional

¹ Miriam Budiarto, *Dasar-Dasar Ilmu Politik*, Penerbit PT. Gramedia Pustaka Utama, Jakarta, 2008, hlm. 175.

² Moh Mahfud, *Politik Hukum di Indonesia*, Penerbit RajaGrafindo Persada, Jakarta, 1998, hlm. 60.

³ Abdul Bari Azed, *Sistem Pemilihan Umum di Indonesia*, *Jurnal Hukum & Pembangunan*, Vol. 17, No. 2 1987, hlm. 170.

⁴ Abdul Bari Azed dan Makmur Amir, *Pemilu dan Partai Politik di Indonesia*, Penerbit Pusat Studi Hukum Tata Negara, Fakultas Hukum, Universitas Indonesia, Jakarta, 2013, hlm. 11.

⁵ Peraturan Pemerintah Nomor 53 Tahun 2010 tentang Disiplin Pegawai Negeri Sipil (LN No. 74 Tahun 2010) Pasal 4 angka 12

⁶ Undang-Undang Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara (LN No. 6 Tahun 2014, TLN No. 5495) Pasal 123 ayat (3).

Heads and Deputy Regional Heads, maintaining ASN's neutrality in these elections is of the utmost importance. According to La Ode Muh, the ASN neutrality policy is made clear by including its regulation in Article 2 of Law No. 5 of 2014, which is about State Civil Apparatus. According to Yamin, who was cited by the State Civil Apparatus Commission, there are two primary indicators of political neutrality: (1) Not involved, which means that an ASN is not involved in any way by not being a direct part of the success team of election participants. It is also against the rules for ASN to wear party or work uniforms that favor one political party over another; and (2) impartiality, which means refraining from using state facilities and taking positions or actions that are detrimental to one of the candidates within the context of work, family, and community, and ASN are prohibited from inviting others to meetings or chats and not assisting in the use of positions-related state facilities in order to win one of the candidate pairs during the campaign period.⁷

The findings of the observation indicate that there are still state employees who are not neutral in elections, particularly when it comes to the election of regional heads. It is not a secret that ASN participates in every stage of the election. If this goes unchecked, it will hurt the government's efforts to reform the bureaucracy, which is certainly cause for concern.

According to Sarjiyati et al.'s research (2021), the neutrality of the State Civil Apparatus in the general election is very important for building a healthy democratic climate and preventing bureaucracy from getting involved in real-world politics. The objective of the State Civil Apparatus' neutrality is to ensure that democratic and high-quality elections are held in accordance with the law.⁸

The problem in this study can be formulated, and that problem is as follows: Is the State Civil Apparatus' (ASN) neutrality crucial to holding credible elections? The objective of this study is to determine the significance of the State Civil Apparatus' (ASN) neutrality in ensuring high-quality elections.

2. RESEARCH METHODS

Law research that uses the law as a building system of norms regarding principles, norms, rules of statutory

regulations, court decisions, and doctrines (teachings).⁹ is called normative research. This research also employs normative legal research as its method. The object of the study of writing in the form of existing libraries, both in the form of books, magazines, and regulations that have a correlation to the discussion of the problem, so that this writing is also the subject of normative legal research, is used to examine library materials (library research).¹⁰

This study employed the normative legal research approach by analyzing relevant laws and regulations as well as library materials like books, journals, and papers. In addition, the purpose of this descriptive study is to provide an explanation for the idea behind the neutrality of the State Civil Apparatus in elections.

A statutory and a case approach are part of the strategy. The case approach is used by looking at cases that are relevant to the current situation and have resulted in decisions made by the court that are legally binding forever.¹¹ The purpose of normative research's case approach is to investigate how legal norms or rules are applied in practice. Particularly when it comes to cases that have already been decided, as evidenced by the jurisprudence of cases that are the subject of research.¹²

Reviewing various regulations or arrangements regarding the neutrality of ASN in the general election is the statutory approach that was taken. State Civil Apparatus in central and local government institutions were the study's respondents.

The former Madiun Residency's districts and cities – Madiun Regency and City, Ngawi Regency, Magetan Regency, Ponorogo Regency, and Pacitan Regency – are the locations/objects of the study in East Java Province, taking into account the electoral district (dapil). In this study, observation and interviews were used to collect data using a library research method approach. Sugiyono says that literature study is related to theoretical studies and other references about values, culture, and norms that develop in the social situation being studied. Literature study is also very important in research because it cannot be separated from scientific literature.¹³ Data processing and analysis was carried out using a qualitative descriptive method.

⁷ Komisi Aparatur Sipil Negara. Modul Pengawasan Netralitas Aparatur Sipil Negara. Buku 1, Edisi 1. Komisi Aparatur Sipil Negara, Jakarta, 2018.

⁸ Sarjiyati, dkk. Sarjiyati, dkk. The Effect Of Neutrality Of The State Civil Apparatus On The Implementation Of Democratic Elections. International Journal of Scientific & Engineering Research, Volume 12, Issue 11, November-2021. ISSN 2229-5518.

⁹ Mukti Fajar. Dualisme Penelitian Hukum Normatif dan Empiris. Pustaka Pelajar. Yogyakarta, 2017, hlm. 33.

¹⁰ Soerjono Soekanto, Penelitian Hukum Normatif, Penerbit Rajawali Press, Jakarta, 1988, hlm. 15.

¹¹ Suharsimi Arikunto, 2006, Pengantar Metode Penelitian Hukum. Penerbit PT. Raja Grafindo Persada, Jakarta, hlm. 118.

¹² Johny Ibrahim. Teori dan Metodologi Penelitian Hukum Normatif, Penerbit Bayu Media Publishing, Malang, 2007, hal. 173.

¹³ Sugiyono, Metode Penelitian Sosial, Penerbit Alfabeta, Bandung, 2012, hlm. 291

3. DATA ANALYSIS AND DISCUSSION

3.1. The Role of ASN in Realizing Democratic Elections

An individual State Civil Apparatus (ASN) is a citizen of Indonesia who is entitled to freedom of association, assembly, and political belief. However, an ASN is also obligated to adhere to the ASN code of ethics and conduct. Personal rights and obligations to maintain neutrality conflict, making this a difficult situation for an ASN. Because they are so numerous, their influence would be very significant if they chose one of the camps. In politics, ASN must always maintain neutrality. Every ASN employee must avoid taking sides with anyone's interests or from any form of influence. It is illegal for any ASN to participate in political campaigns to support candidates for President and Vice President, Regional Heads and Deputy Regional Heads, and Legislative Members.

Government agencies whose primary mission is to regulate, serve, and empower the community in order to achieve mutual prosperity require ASN's neutrality very much.

According to Law No. 5 of 2014 pertaining to ASN, there are sixteen things that ASN should not do in order to preserve its neutrality, which are as follows:

1. Utilizing social media for a campaign or socialization (such as posting, sharing, and commenting)
2. Participate in candidate declaration
3. Serve on a committee or organize a campaign
4. With the PNS attribute
- 5, you can join the campaign. Utilize state facilities to participate in the campaign. attending events hosted by political parties (political parties)
7. Participating in the transfer of support from political parties to candidate pairs (paslon)
8. Taking actions that result in partiality (invitation, appeal, and offering goods) By providing ID cards, you can show your support for legislative candidates and independent candidates for regional heads. Candidate (as ASN) who has not resigned Making choices that are either good or bad for the candidate
13. Become a political party administrator or member. Engage public servants in the campaign
14. Approach a political party about a candidate's candidacy
15. Participate as a speaker or resource at political party events. Follow the hand symbols or gestures that are used as a form of partisanship when taking a photo with the candidate pair.

PNS, or Civil Servants, are Indonesian citizens who meet certain requirements and are appointed by the Civil Service Supervisory Officer to occupy government positions as permanent State Civil Apparatus Employees. The capacity of civil servants to adhere to their responsibilities and circumvent laws is known as civil servant discipline. Any civil

servant's words, writings, or actions that do not comply with the obligations and/or violate the prohibition of the provisions of the Prohibition of Civil Servants, both during and outside of work hours, are considered to be prohibited. They must adhere to their responsibilities as civil servants and avoid violating PP No. 94 of 2021. Prohibition of PNS In accordance with PP 94 of 2021, Civil Servants are required to understand the prohibition against being a civil servant in addition to having duties that must be performed.

It is stated in Government Regulation Number 94 of 2021 Concerning Discipline of Civil Servants (PNS) that civil servants are prohibited from supporting candidates for President/Vice President and candidates for Regional Heads/Deputy Regional Heads. This prohibition is outlined in article 5 letter (n). candidates for the People's Representative Council, the Regional Representatives Council, the Regional People's Representative Council, or candidates for the Regional People's Representative Council by:

1. Take part in the campaign, make use of party or PNS attributes to participate in a campaign,
3. as campaign participants by enlisting the help of other public servants, as a campaigner who used public facilities, before, during, and after the campaign period, make choices and/or take actions that are good or bad for one of the candidates. organizing events before, during, and after the campaign, such as meetings, invitations, appeals, and phone calls, or distributing goods to civil servants within their work units, family members, and the community, that result in the alignment of candidate pairs participating in the election; and/or

7. Include a photocopy of the Identity Card or Certificate of Identity with your letter of support.

Discipline may be imposed on civil servants who do not adhere to the aforementioned provisions. Nevertheless, civil servants who are able to abide by applicable laws and regulations pertaining to the discipline of civil servants will be able to function professionally in providing public services and maintain their impartiality during elections.

- (1) Stability, which ensures that every Civil Servant does not have to worry about his or her future and can remain calm while pursuing a career, is necessary to ensure the realization of a neutral Civil Servant.
- (2) Proper compensation to ensure the well-being of Civil Servants and their families, thereby reducing the desire to commit both office and asset corruption;
- (3) Regular and open promotions and transfers so that each Civil Servant can assess his or her own abilities and predict his or her future career.
- 14

It is forbidden for ASN to become a member or administrator of a political party in order to protect ASN

¹⁴ <https://ejournal.unsrat.ac.id/index.php/JAP/article/download/28325/27713>. diakses pada hari Senin, tanggal 19 September 2022, jam 21.14 WIB.

from the influence of political parties, ensure the integrity, cohesiveness, and unity of each ASN, and focus all attention, thoughts, and energy on the tasks assigned.

Because every citizen has the right to freedom of opinion, it is necessary to include procedures or provisions in laws and regulations that permit every ASN to express their aspirations in political parties in relation to the reality of political parties. Because of its extremely strategic position, this is inseparable from the political fact that ASN is constantly in contact with political interests and the authorities.

Civil servants in the New Order era were also responsible for the political task of winning particular political parties in addition to their professional responsibilities as public servants and as the driving force behind democracy. Due to the political burden and dual role, this undoubtedly has an impact on ASN's declining performance and professionalism. The result is that, despite the fact that the era of government has transitioned to one that is more democratic, cultural events continue to take place and the authorities continue to have a tendency to direct or instruct their subordinate ASNs to engage in practical political activities.

As a result, it is clear that the civil apparatus of the state plays a crucial and strategic role in providing professional and high-quality public services without political interference. This is described in detail in Law No. 5 of 2014, which is about the State Civil Apparatus. The ASN's job is to put public policies into action, hire public servants, and hold the nation together. While ASN's responsibilities include: (a) carrying out the public policies established by the Civil Service Supervisor in accordance with the laws; (b) 2) Providing high-quality, professional public services; (3) To improve the Unitary State of the Republic of Indonesia's integrity and unity.

In the meantime, ASN serves as a planner, implementer, and supervisor of the general government's tasks and national development by putting in place professional policies and public services that are free of political interference and nepotism, collusion, and corruption.

It will be simple to achieve ASN that is impartial, free of political interference, authoritative, and professional in general elections and in providing public services if ASN is able to carry out its functions, duties, and roles as outlined in Law Number 5 of 2014. Because the State Civil Apparatus is impartial, the general election is free and fair, and public services can be more professional because it is not on the side of political parties or certain groups.

3.2. The Importance of ASN Neutrality in General

Elections

State Civil Apparatus (ASN) It is critical for state apparatus and public servants to be free from external influences (such as those exerted by particular political parties) in order to carry out their duties, authorities, and responsibilities. The purpose of the absence of external influence is to enable the State Civil Apparatus to carry out their duties and responsibilities in a manner that is more democratic and does not benefit any one party. Additionally, it aims to clarify the State Civil Apparatus' own line of accountability. This is emphasized in Article 12 of Law No. 5 of 2014 pertaining to State Civil Apparatus, which states that employees of State Civil Apparatus serve as planners, implementers, and supervisors for the implementation of policies and public services that are professional, free from political intervention, and free from the practice of corruption, collusion, and nepotism.

The Minister for Administrative Reform and Bureaucratic Reform (PANRB) issued Circular Letter Number: in light of the significance of ASN neutrality in elections. Implementation of State Civil Apparatus Neutrality (ASN) in Presidential and Vice Presidential Elections (Pilpres) and the 2019 Legislative Election (Pileg) is the subject of B/94/M.SM.00.00/2019. The PANRB Minister made it clear in a letter to the Personnel Development Officials (PPK) for Central and Regional Agencies that ASN must be neutral, not take sides with anyone's interests or influence. Additionally, the Circular makes it abundantly clear that "ASN is obliged to avoid conflicts of personal, group, or class interests, specifically in the event that ASN is prohibited from taking actions that lead to the partiality of one of the candidates or actions that indicate involvement in practical politics/affiliated with a political party."

"PNS are prohibited from providing support to candidates for President/Vice President, candidates for Regional Heads/Deputy Heads," reads Article 5 letter n of Government Regulation of the Republic of Indonesia Number 94 of 2021 concerning Civil Servant Discipline, the most recent piece of legislation regarding civil servant neutrality. By participating in the campaign, regions, candidates for the People's Representative Council, candidates for the Regional Representatives Council, or candidates for the Regional People's Representative Council become campaign participants by using party attributes or PNS attributes, by deploying other civil servants, and by using state facilities.

As a result, the State Civil Apparatus' neutrality has a clear, firm, and binding legal foundation in a normative legal manner. The State Civil Apparatus' neutrality undoubtedly results in violations that have legal repercussions for those involved. In accordance with Government Regulation of the Republic of Indonesia Number 94 of 2021 concerning Discipline of Civil Servants, violations by civil servants may also result in disciplinary measures. If the alleged violation is

proven, the head of the work unit gives the direct superior instructions to carry out disciplinary guidance and impose sanctions based on the impact and severity of the act.

Political rights must be guaranteed to the State Civil Apparatus functionally and organizationally if it is to be free from these external influences, such as the ability to choose political parties in the general election or the President and Vice President in addition to the Regional Head General Election (Pilkada). However, it must be limited if the individual in question is directly or indirectly involved in the management of a political party.

The character and manner in which any political official, whether from the party in power or not, is treated by the State Civil Apparatus is known as neutrality. In an ideal world, the availability of a neutral ASN will not result in a decrease in quality or the provision of special services to all political officials from any political party in power.

Every ASN needs a guarantee—a neutral State Civil Apparatus—so that he or she can focus on their jobs and careers without worrying about the future. ASN must receive appropriate compensation in addition to guarantees to prevent them from committing corruption and ensure their own and their families' well-being. ASN must also have transparent and systematic promotions and transfers so that each ASN can gauge his or her own abilities and predict his or her future career.

The neutrality of ASN employees is very important in creating good governance and public service-oriented bureaucracy. As Sofian Effendi said, "ASN must be neutral (impartial), must not take sides and must not take sides in carrying out their duties and functions."¹⁵

Meanwhile, Siti Zuhro claims that communicating the significance of bureaucratic neutrality is necessary because:

- a. Creating a healthy atmosphere of democracy without involving the bureaucracy in politics;
- b. Emerging bureaucratic pluralism due to the fact that actors compete with one another rather than the state for control of the policy format. The opening of opportunities to influence policy and the relatively increased responsibility of the bureaucracy for community problems are two indicators that the neutrality of the bureaucracy is well realized (public affairs);
- c. Inspiring people to practice good governance. The success or failure of the bureaucracy cannot be separated from the realization of good governance in Indonesia. In the sense of

influencing one another, there is a positive correlation between the two. Development will benefit from improvements in the bureaucracy's performance and community empowerment.¹⁶

One of the guiding principles for the implementation of policies and management of the State Civil Apparatus (ASN), as stated by Prasojo in Mokhsen (2018), is neutrality. ASN neutrality is fundamentally about:

- a. Strong commitment, moral integrity, and responsibility in public service
- b. Capable of performing duties professionally and impartially
- c. Do not violate the conflict of interest in their duties
- d. Do not abuse their duties, status, power, or position.¹⁷

The 1945 Constitution of the Republic of Indonesia regulates the issue of ASN neutrality as one of the legal issues that intersect with the essence of freedom of association. Therefore, the DPR and the government establish a limit for ASN activities, namely neutrality or restrictions on ASN activities. In order to limit power to the possibility of power movement based on personal interests and ends (abuse of power), this existence aims to provide a form of legal certainty, efficiency, and justice. According to S.F. Marbun and M. Mahfud MD, The issue of civil servant neutrality is one of this nation's major problems in the life of the state because it is difficult to theoretically find a basis that can justify the possibility of civil servants participating in actual political activities.¹⁸

Law Number 5 of 2014 pertaining to ASN mandates the neutrality principle for ASN. According to the regulation, civil servants are not permitted to join political parties or serve as their administrators. ASN is also required to avoid taking sides with anyone's interests or any form of influence. Menpan RB Abdullah Azwar Anas emphasized that the state, government, and society would suffer greatly from ASN's neutrality. Because, precisely because the government's goals at the local and national levels will not be met properly if the ASN is not neutral, the impact that will be felt the most is that the ASN will become unprofessional.¹⁹

"Neutrality in elections is important and must be held by every ASN, in order to work professionally and contribute to quality and democratic elections," according to data obtained from an interview with an unnamed State Civil Apparatus.²⁰ One of the State Civil Apparatus in charge of public services said, "If they want general elections, especially post-conflict

¹⁵ Komisi Aparatur Sipil Negara, Modul Pengawasan Netralitas Aparatur Sipil Negara. Buku 1, Edisi 1. Komisi Aparatur Sipil Negara, Jakarta, 2018, hlm. 9.

¹⁶ Siti Zuhro, Good Governance dan Reformasi Birokrasi di Indonesia. Jakarta: Lembaga Ilmu Pengetahuan Indonesia, 2016.

¹⁷ Mokhsen, Nuraida, Septiana Dwiputrianti dan Syaugi Muhammad. Pengawasan Netralitas Aparatur Sipil Negara Edisi I. Jakarta : Komisi Aparatur Sipil Negara, 2018.

¹⁸ S.F Marbun dan Mahfud MD, Pokok-Pokok Hukum Administrasi Negara. Penerbit Liberty, Yogyakarta, 1987, hlm. 69.

¹⁹ <https://setkab.go.id/pemerintah-terbitkan-skb-netralitas-asn-dalam-pemilu-2024/> diakses pada hari Kamis, tanggal 15 September 2022, jam 22.10 WIB.

²⁰ Wawancara dengan informan penelitian, pada hari Rabu, 28 September 2022.

local elections, to run democratically and have a positive impact on regional development, then ASN should be neutral."ASN is not neutral because there is a conflict of interest and the politics of reciprocation is very real, but we continue to strive despite the fact that it is not easy to make this happen."²¹

For democratic and high-quality elections to take place, it is necessary to maximize the neutrality of the state civil apparatus in general elections, particularly those for regional heads. Additionally, the impartiality of the state apparatus during elections will help to raise the level of professionalism in public services. The development programs of the central and regional governments can be carried out optimally and evenly. Due to political polarization in the general election and post-conflict local elections, there is no longer any inequality in the distribution of development in all remote areas.

In general elections, the civil apparatus of the state must remain neutral. The neutrality of the state apparatus in elections will enable it to create a healthy democratic climate free of political interference, perform public services with greater professionalism, and avoid conflicts of interest in their roles as state civil servants.

4. CONCLUSION

This study's findings can be summarized as follows: (1) The State Civil Apparatus serves as a planner, implementer, and supervisor of the implementation of general government tasks and national development through the implementation of professional, devoid of political intervention and corrupt practices, collusion, and nepotism policies and public services. It will be simple to put into action efforts to create a neutral State Civil Apparatus that is independent of political interference in general elections and authoritative and professional in providing public services if the State Civil Apparatus is able to carry out its functions, duties, and roles in accordance with Law Number 5 of 2014. Public services can be more professional because the State Civil Apparatus is neutral and does not support the interests of political parties or particular groups. As a result, the general election is free and fair. (2) In general elections, the impartiality of the state civil apparatus is crucial. The neutrality of the state apparatus in elections will enable it to create a healthy democratic climate free of political interference, perform public services with greater professionalism, and avoid conflicts of interest in their roles as state civil servants.

5. ADVICE

The following suggestions can be made in light of the findings of the research:

1. It is necessary for the Personnel Development Agency and the State Civil Apparatus Commission to educate ASN on the significance of neutrality in ensuring democratic and high-quality general elections.
2. In order to deter ASN members who support one of the political parties or candidates for Regional Head and Deputy Regional Head, it is necessary to emphasize and intensify law enforcement on ASN involvement and partisanship in practical political activities.

REFERENCES

- Abdul Bari Azed dan Makmur Amir, 2013, *Pemilu dan Partai Politik di Indonesia*, Penerbit Pusat Studi Hukum Tata Negara, Jakarta: Fakultas Hukum, Universitas Indonesia.
- Johny Ibrahim. 2007. *Teori dan Metodologi Penelitian Hukum Normatif*, Malang: Penerbit Bayu Media Publishing.
- Komisi Aparatur Sipil Negara, 2018, *Modul Pengawasan Netralitas Aparatur Sipil Negara*. Buku 1, Edisi 1. Jakarta: Komisi Aparatur Sipil Negara.
- Miriam Budiarjo, 2008, *Dasar-Dasar Ilmu Politik*, Jakarta: Penerbit PT. Gramedia Pustaka Utama.
- Moh Mahfud, 1998. *Politik Hukum di Indonesia*, Jakarta: Penerbit RajaGrafindo Persada.
- Mokhsen, Nuraida, Septiana Dwiputrianti dan Syaugi Muhammad. 2018. *Pengawasan Netralitas Aparatur Sipil Negara Edisi I*. Jakarta : Komisi Aparatur Sipil Negara.
- Mukti Fajar. 2017. *Dualisme Penelitian Hukum Normatif dan Empiris*. Yogyakarta: Pustaka Pelajar.
- S.F Marbun dan Mahfud MD, 1987. *Pokok-Pokok Hukum Administrasi Negara*. Yogyakarta: Penerbit Liberty.
- Soerjono Soekanto, 1988. *Penelitian Hukum Normatif*, Jakarta: Penerbit Rajawali Press.
- Sugiyono, 2012. *Metode Penelitian Sosial*, Bandung: Penerbit Alfabeta.
- Suharsimi Arikunto, 2006, *Pengantar Metode Penelitian Hukum*. Jakarta: Penerbit PT. Raja Grafindo Persada.
- Zuhro, Siti, 2016. *Good Governance dan Reformasi Birokrasi di Indonesia*. Jakarta: Lembaga Ilmu Pengetahuan Indonesia.

JOURNAL

- Abdul Bari Azed, *Sistem Pemilihan Umum di Indonesia*, *Jurnal Hukum & Pembangunan*, Vol. 17, No. 2 1987, hlm. 170.
- Sarjiyati, dkk. *The Effect Of Neutrality Of The State Civil Apparatus On The Implementation Of Democratic Elections*. *International Journal of Scientific & Engineering Research*, Volume 12, Issue 11, November-2021. ISSN 2229-5518

LAWS AND REGULATIONS

- Undang-Undang Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara (LN No. 6 Tahun 2014, TLN No. 5495) Pasal 123 ayat (3).

²¹ Wawancara dengan informan penelitian, pada hari Kamis, 29 September 2022.

Peraturan Pemerintah Nomor 53 Tahun 2010 tentang Disiplin Pegawai Negeri
Sipil (LN No. 74 Tahun 2010) Pasal 4 angka 12

INTERNET

<https://ejournal.unsrat.ac.id/index.php/JAP/article/download/28325/27713>.
diakses pada hari Senin, tanggal 19 September 2022, jam 21.14 WIB.

<https://setkab.go.id/pemerintah-terbitkan-skb-netralitas-asn-dalam-pemilu-2024/> diakses pada hari Kamis, tanggal 15 September 2022, jam 22.10
WIB.