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Ethics of Public Administration

Fikri Eka Aji Machmud^{1*}, Denok Kurniasih¹, Tobirin Tobirin¹

¹Master of Public Administration, Universitas Jendral Soedirman, Purwokerto, Indonesia

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*Corresponding author:

Fikri Eka Aji Machmud

E-mail address: fikriqtg23@gmail.com

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ABSTRACT

One factor that significantly influences how well companies and public administration players carry out their operations is ethics. The ethical issues that arose, including nepotism, collusion, and corruption, made the implementation of public administration ethics in the Indonesian government bureaucracy crucial. The qualitative technique was employed in this study, with primary data coming from observations and secondary data coming from media and literary analysis. The public emphasized and criticized public bureaucracy throughout the reform era because, according to studies, a small number of Indonesian government officials lack responsibility in carrying out their powers, duties, and obligations. In addition to enforcing the law, the government must develop and apply public administration ethics for its bureaucratic machinery in order to tackle this issue.

1. Introduction

Much media attention in recent months has revealed various examples of abuse of power and corruption occurring in legislative, judicial, and bureaucratic institutions. The latest example of abuse of power is the alleged corruption that befell the Governor of Banten and the former Chief Justice of the Constitutional Court (Kompas.com, 2018). Not only is corruption a problem, the Regent also committed ethical violations in other cases, such as the closure of the airport, which was reportedly carried out by civil service police officers on the unilateral instructions of the Regent of Ngada, East Nusa Tenggara.

Many examples apparently involving abuse of power were publicized, demonstrating the government bureaucracy's disregard for moral principles. Ethical problems in public administration indicate

carelessness or disregard for ethics in the public administration management process. However, an important factor in determining how well companies and public administrations carry out their operations is ethics. The explanation is that moral principles permeate every step of the public administration process.

In today's world of administration, ethics is often "secondary." In the world of government bureaucracy, ethics seems to be a less significant and uninteresting topic to discuss. Because of this, the issue of abuse of power is increasingly widespread, even reaching the regions and the central government.

The concept of moral and ethical values in public administration was developed, taking into account the country and the actual realm of administration. The benefits of such ethical ideas will not be realized until



they can be fully integrated into contemporary administrative dynamics. The discipline of public administration draws heavily on everyday administrative practices when developing philosophical conceptions and views of morality. Thus, discussions regarding public administration ethics cannot occur in a vacuum; he must constantly pay attention to its implementation, or more specifically, how administrators and bureaucrats behave or are required to behave in accordance with established ethical standards.

Public administration ethics is one way of controlling government officials in carrying out their main responsibilities, functions, and authority in relation to various problems of abuse of government power. The functions and authority of public administration must adhere to public administration ethics so that the organization is considered to have positive attitudes, actions, and behavior in carrying out its main duties. Ethics in public administration can be a benchmark for assessing what constitutes acceptable and detrimental attitudes, actions, and policies, and can be a guide and reference in public administration.

There are many ideas and ideas that discuss the normative standards adhered to by state authorities. The same thing happens to ideas such as justice, popular sovereignty, public interest, standards, and so on. However, there are times when the descriptions they contain are so subtle that they are difficult to understand.

2. Literature Review

Ethics

Ethics is a system of principles that humans use to determine what is right or wrong in carrying out their obligations. It also acts as a benchmark to judge what kind of behavior and behavior is appropriate for the job at hand. Therefore, something of value that can determine whether what is claimed to be good or bad exists in the field of ethics.

The word "ethics" comes from the Greek word *ethos*, meaning "nature" or "custom", and the term "ethics ta", which was coined by the philosophers Plato and Aristotle (384-232 BC) to describe their investigation of ethics. Greek values and ideals. Therefore, ethics is first and foremost a matter of the individual, including what we call "being good", but ethics is also a matter of the collective nature of society as a whole, known as "ethos" (Solomon, 1987).

There are three ways of thinking about ethics: philosophical, historical, and categorical. Philosophical discourse includes discussions of metaphysics, epistemology, aesthetics, and other related topics, with ethics considered a fundamental component of philosophy. When studying ethics historically, one might study civilization ethnicity in particular eras, such as Greek and Roman ethics or Medieval ethics. If we discuss ethics categorically, we can talk about employment ethics, position ethics, and professional ethics. The ethical category includes government ethics, while the philosophical level of government science includes government ethics.

Research (Bertens, 2005) suggests three meanings of the word ethics, based on the explanation from the Great Indonesian Dictionary (1988). First, when we talk about ethics, we mean the moral standards and ideals that give individuals or communities the ability to regulate their actions. Second, ethics is a system of moral standards, sometimes known as a code of ethics. Finally, the word "ethics" refers to the scientific discipline that reflects moral ideals in society through thorough and systematic inquiry. Therefore, ethics is a subfield of philosophy known as moral philosophy that studies morality.

Public administration ethics

It is unclear how to apply ethical terminology in public administration. This expression can refer to a branch of research that examines the moral and ethical standards that guide the decisions and actions of government administrative officials, especially in



using their power. Furthermore, according to Darwin in (Widodo, 2001), public administration ethics can be defined as "a collection of principles that serve as a reference or guide for human activities in organizations".

Furthermore, it cites the views of Bertens and Darwin, who concluded that ethics, especially bureaucratic ethics, has two goals (Widodo, 2001). First, so that their actions in the organization can be seen as commendable, praiseworthy, and beyond reproach, they become a guide or reference for state administrators (public bureaucracy) in carrying out their duties and authority. Second, bureaucratic ethics is a benchmark for assessing whether the character, behavior, and actions of the public bureaucracy (public administration) are commendable, laudable, or neither.

Ethics, on the other hand, is defined by Chandler and Plano (1982) as "the rules or standards governing the moral behavior of members of an organization or management profession," or, in other words, as management guidelines, which serve as a moral guideline for public administrators in carrying out their duties to serve the community.

Public administration ethics are professional standards and philosophies (codes of ethics) or principles of appropriate behavior that must be adhered to by public service providers and public administration in the context of public services. Management guidelines or standards provide the ethical guidelines required by public administrators to carry out their responsibilities to society. State administrative ethics regulations cover public relations, finance, administration, staff, and supply issues.

The importance of public administration ethics

The following are several reasons why public administration ethics are important (Henry, 1995). The government's obligation to provide services is the initial justification for the interests of society, which

must be upheld. The government is required to carry out its functions professionally and make the right political choices regarding who receives what, how much, where, when, and other details. In fact, the evidence shows that the government lacks adequate moral standards and guidance. It is not always accurate to assume that every member of the government apparatus has undergone tests and is always willing to defend the rights of the people or society. Many examples show how the actions of bureaucrats and government apparatus are determined by personal interests, families, organizations, parties, and even higher hierarchies. In this case, there is no "ethical autonomy" or "independence" for bureaucrats to behave ethically.

The second factor is more related to the atmosphere within the bureaucracy that provides services. A third justification concerns the characteristics of the general population, which are sometimes so varied as to require special consideration. Hiring candidates exclusively from relatively more developed areas is an unfair result of hiring public officials based on a "fit between the person and the job" approach, which raises ethical concerns.

The opportunity to behave contrary to accepted public service delivery ethics is the fourth justification. The complexity of public services lies not only in the way they are delivered but also in the value of the service itself. In other words, this is not as easy as imagined. The underlying complexity encourages public service providers to use "discretion" in their professional decision-making. Furthermore, this freedom often encourages civil servants to behave contrary to established norms of behavior or codes of ethics.

Public accountability

Public accountability is defined as the obligation to accept responsibility for achieving or not achieving the goals and targets set by an organization through periodic accountability media. "Public Accountability



is a form of the obligation to accept responsibility for the success or failure of implementing the organization's mission in achieving the goals and targets that have been set through periodic accountability media," according to (Bastian, 2010). According to (Halim, 2014) defines public accountability as "being responsible for the administration of resources and implementation of activities or reporting entities assigned to the reporting entity in achieving goals that have been determined periodically." Based on the three points of view above, accountability is an obligation for all actions carried out by a government organization that are documented periodically.

Governance

All governance processes, whether carried out by the government, markets, or networks, whether through formal or informal families, tribes, organizations, or regions, and whether through law, norms, power, or language, are what is meant by the term "governance" (Bevir, 2013).

In addition, the process of interaction and decision-making between related parties in a collective problem that results in the formation, maintenance, or spread of institutions and social norms is also related to governance. (Hufty, 2011). "Good governance is a paradigm and system of noble civilization, and to realize it in state administration requires difficult requirements that must be met by every element of state administration, both citizens and state government officials," said Mustopodidjaja in the book Rakhmat (2018).

3. Methods

The research method is qualitative. Primary and secondary data sources provide research data. Primary data was collected from observations of how public administration ethics is implemented in the Indonesian government. secondary information collected from literature and media studies. Cross-

checking the data with data sources using a triangulation approach validated the data collected for previous research.

4. Results and Discussion

In its implementation, the bureaucratic system is more subject to ethical requirements than the private sector. Likewise, certain government institutions have greater ethical duties than others, especially higher-level bureaucratic structures. This perspective also means that every bureaucratic apparatus must behave and have a mentality that upholds the supremacy of moral virtue, character, and other ethical concepts that flow from moral virtue, especially justice. The bureaucratic system cannot possibly support the life of a nation and build a peaceful and successful society without these moral teachings. On the contrary, one's life may be plunged into despair and distress.

Therefore, every bureaucratic apparatus has the responsibility to understand the moral principles derived from various moral virtues, develop themselves to live these principles fully, and then apply these values as fully as possible in their daily actions.

Accountability: This ethical concept is related to the strong commitment of bureaucratic officials to carrying out all tasks and producing satisfactory work, as well as their desire to carry out their roles with full accountability. It must be the deepest desire of the bureaucratic machine to perform its duties in the most efficient, complete, and satisfactory manner. The targets of accountability are individuals, organizations, and direct superiors. An effective bureaucratic system must eliminate the tendency to abdicate responsibility, the tendency to delegate obligations to others, or the practice of "just following instructions." The bureaucratic structure must be willing to take responsibility for the things it achieves. They must not continue to use justifications that these individuals are only carrying out government



directions or policies.

Devotion: A strong desire to work with all one's energy, both mental and physical, or a passionate zeal of muscles and mind, and selfless concerns such as the desire to progress or merge are the characteristics of devotion. Every bureaucratic officer who carries out his obligations must always and consistently show enthusiasm and full involvement in the process. There is no effective bureaucratic system that allows for the tendency to work haphazardly or half-heartedly. This commitment is made based on their role, area of expertise, and field of work.

Loyalty: This ethical concept refers to an officer's knowledge of the need to strictly obey the government, state constitution, laws, institutions, position responsibilities, and superiors in order to achieve shared values. Any good bureaucratic machine should not be known for carrying out excessive tasks, considering profit or loss, or even engaging in routine sabotage. The appropriate action for bureaucratic officials is to resign if they are unable to carry out their duties optimally, are unable to comply with agency orders, or do not comply with the considerations of their superiors.

Sensitivity: This ethical concept represents the ability and willingness of the bureaucratic machine to be aware and responsive to new developments, changing conditions, and demands that sometimes arise in communal life. It is also important to rid yourself of attitudes that don't care as long as the boring activity is finished or that you don't want to bother repeating.

Equality: The treatment of all individuals fairly is one of the primary goals of government agencies that work to serve the interests of all citizens. In general, fair treatment for all parties without bias or partiality is the way to achieve fair treatment. Therefore, every bureaucratic apparatus must provide equality in treatment, service, and commitment to the community, regardless of social status, political affiliation, or biological origin. No neutral bureaucratic

system can apply arbitrary or discriminatory treatment.

Equity: Although treating all parties equally is an ethical standard, justice and fairness cannot always be achieved through this ethical standard. As long as decisions are made fairly or for the right purposes, society's needs and problems can be addressed differently according to its diversity. Therefore, equal treatment is necessary with respect to certain groups and for certain circumstances. However, discrimination against other groups and under certain conditions may be necessary. Politeness is a consideration because of this. What is acceptable based on moral and ethical principles that influence people's lives is called the principle of appropriateness. (Gie, 1988)

Civil Servants (PNS) are recognized as the main observers of criminal acts of corruption, based on the findings of monitoring programs such as Indonesia Corruption Watch (ICW) regarding corruption decisions. Courts have found 134 federal officials guilty of corruption charges in the first half of 2016. Year after year, that number continues to rise. The number of government employees ensnared reached 101 people in 2014 and beyond. However, this figure increased to 104 in 2015. There were 448 public employees involved in the corruption process between 2012 and 2016.

The conditions described above are problems that must be overcome by the government. Otherwise, the public will stop trusting the government. Law enforcement and prioritizing the values of bureaucratic officials who uphold public ethics are two important ways to stop corruption within the apparatus. Government officials are increasingly aware of the need to serve society as well as possible by cultivating public ethics and avoiding deviant behavior such as corruption, collusion, and nepotism.

If government officials are moral, then they will carry out their duties responsibly; they will consistently uphold the principles of professionalism



and responsibility. Good government officials will always try to improve their performance, even though public trust in government officials is increasingly being eroded due to the actions of government officials who do not consider the needs and goals of the people. This study found that several government institutions, both at the central and regional levels, have demonstrated strong dedication to eradicating a culture of corruption and fostering professionalism, accountability, and openness.

Corruption as a form of ethics and accountability violation in public administration

Corruption can be defined as the use of public commodities, such as money and services, for purposes of benefiting themselves and not for the public interest. Corruption, bribery, and nepotism are three types of corrupt behavior based on how it occurs. One type of internal corruption is corruption. This means that corruption occurs behind closed doors. For example, using or stealing company supplies and funds or abusing one's position for personal gain. Their position status is the reason for this corruption. Because of his/her authority, his/her subordinates were unable to refuse their superiors' requests. According to him/her, refusing or obstructing your superior's request is an unlawful act. In fact, oftentimes, subordinates have prepared everything their superiors need before they ask for it.

On the other hand, bribery is an act of corruption that does not only involve the victim institution. Therefore, corruption is often referred to as external corruption. This means that if there are no other bribers fighting against it, then corruption will not occur. The purpose of bribery and lubrication is to influence the judgment of decision-makers so that they favor the giver or recipient of the bribe.

Offers whatever in exchange for money, goods, or services is known as bribery. Corruption like this often occurs in offices and agencies responsible for providing services, such as providing

recommendations, licensing, and the like. Government services are often hampered and not smooth. However, this problem is not caused by flawed systems and processes but is deliberately exacerbated by dishonest officials. As a result, parties who need it prefer to arrange permits through brokers or bribe government agencies so that things run smoothly.

A bribe is any gift in exchange for money, goods, or services. This type of corruption often occurs in offices and institutions tasked with providing services, such as granting permits and recommendations. Government services are often hampered and not smooth. However, this problem is not caused by flawed systems and processes but is exacerbated by dishonest officials. In order for everything to run smoothly, those who need it prefer to arrange permits through intermediaries or bribe government officials with money.

On the other hand, nepotism is an act of corruption that manifests itself as a tendency to make decisions based on "kinship" or "nepitis", such as friends, relatives, authorities, and so on, rather than based on logical and impartial factors. Considerations in decision-making are often made with the best interests of the decision-maker in mind. If the people around them (subordinates) are still "nepotic" or still have close family ties, then they will feel more comfortable. They are safe and secure even if they stray.

In Indonesian society, corruption is actually seen as deviant behavior carried out by one or more individuals within a government entity. Because corrupt behavior is associated with unethical actions committed by civil servants or authorities, those who engage in corrupt behavior are often subject to disciplinary sanctions, humiliated, framed, or even have their careers terminated. The public views this act of corruption as perverted, terrible, and twisted.

Corruption is a deviation from moral principles. "Psycho-sociological" actions are actions that deviate from the norm as a result of the interaction between "chance" and "intention or will". If the desire to carry



out corrupt behavior persists even though there are no favorable conditions, then this will not be realized. On the other hand, even if there is an opportunity for corruption, it will not happen if there is no desire or aim to carry out bad administration.

Based on the perspective above, there are two things that cause corruption and bad governance in Indonesia. First, internal causes or personal characteristics of perpetrators of corruption and bad management. Second, external factors refer to factors that are not directly related to the individual. This may arise due to inadequate laws, inadequate supervision, or a work environment that provides sufficient opportunities for corruption and poor management.

Bureaucratic ethics: as an effort to prevent corruption

As has been said previously, corruption can occur anywhere, at any time, in the midst of gatherings of people who have the same interests. At the top, middle, and lower levels of bureaucracy in Indonesia, there is nepotism, collusion, and corruption. Therefore, the government must strive to prevent the combination of corrupt intentions and opportunities to prevent or eradicate corruption. Ensuring that the bureaucracy adheres to bureaucratic ethics is one way to stop both of them from acting unfairly.

Even though there is no supervisory institution, as previously mentioned, if bureaucratic ethical values truly become "norms" that must be followed and adhered to by the public bureaucracy in carrying out its duties and authority, it will be able to prevent corruption in the country. public bureaucratic bodies. However, corrupt behavior in the bureaucracy cannot be prevented only by bureaucratic ethics. It's important to go back to the personality of each player, which is human. In other words, belief and religion, which are innate human qualities, function as a kind of internal control.

5. Conclusion

In essence, the government exists to serve the people. Serving society and fostering an environment that allows each individual to grow in capacity and creativity to achieve common goals is the primary goal, not personal gain. The idea of "powerful government" has been replaced by "good government" as a model of governance. Governments that consistently adhere to the "rule government" model are more dependent on existing rules and regulations. In contrast to "good governance", government administration, development, and public services require the participation of all stakeholders, including those operating both within and outside the public bureaucracy.

The community it serves is the community that is the responsibility of state administrators, or the public bureaucracy, as a government entity that carries out the task of serving the public interest. Three key elements relate to public administration's commitment to the state: responsiveness, accountability, and responsibility. However, in reality, there are very few civil servants who do not have the responsibility to carry out their mandate, authority, and obligations. As a result, society emphasized and criticized public bureaucracy throughout the reform era. The emphasis is more on unethical behavior (mal-administration) in carrying out the duties and obligations of public administration. Corruption, collusion, nepotism, inefficiency, and lack of professionalism are examples of maladministration. The broad type of maladministration is more closely related to the behavior of people who hold positions of authority. Apart from law enforcement, the government needs to develop and apply public administration ethics to the bureaucratic machine to overcome this problem.

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