

### Daftar Pustaka

- Abdullah, M. (2013). Membangun kembali kesantunan bahasa hukum dalam perundangan-undangan RI. *Fakultas Ilmu Budaya Universitas Diponegoro*, 42(2), 261–267. <https://doi.org/10.14710/mmh.42.2.2013.261-267>
- Abdurrahmat, F. (2014). *Organisasi dan manajemen sumber daya manusia*. Rineka Cipta.
- Abidin, S. Z. (2016). *Kebijakan publik*. Salemba Humanika.
- Accreditation Council for Graduate Medical Education. (2020). Glossary of terms. In *ACGME* (hal. 15). [acgme.org](http://www.acgme.org). [http://www.acgme-i.org](http://www.acgme.org)
- Adams, A. E., Nnawulezi, N. A., & Vandenberg, L. (2015). “Expectations to change” (E2C): A participatory method for facilitating stakeholder engagement with evaluation findings. *American Journal of Evaluation*, 36(2), 243–255. <https://doi.org/10.1177/1098214014553787>
- Adisel, Suryadi, & Widodo, S. E. (2018). *Implementation of context, input, process, and product (CIIP) evaluation on head of library candidate in Bengkulu Province*. 337, 54–60. <https://doi.org/10.2991/picema-18.2019.11>
- Agarwal, D. S. (2012). The Importance of communication within organizations: A research on two hotels in uttarakhand. *IOSR Journal of Business and Management*, 3(2), 40–49. <https://doi.org/10.9790/487x-0324049>
- Agustino, L. (2017). *Dasar-dasar kebijakan publik*. Alfabeta.
- Akbar, M. F. (2016). Evaluasi kebijakan program pemberian dana bantuan operasional sekolah. *Jurnal Analisis Kebijakan dan Pelayanan Publik*, 2(1), 47–64.
- Akilah. (2018). Peran Manajemen Sumber Daya Manusia Dalam Lembaga Pendidikan. *Adaara Jurnal Manajemen Pendidikan*, 6(1), 518–534. <https://doi.org/10.35673/ajmpi.v6i1.282>
- Al-Marwai, S. A., & Subramaniam, I. D. (2009). A review of the need for writing & updating job descriptions for 21st century organizations. *European Journal of Social Sciences*, 12(2), 241–251.
- Alamwijaya, J. (2017). *Pembatalan perda pasca putusan MK*. [tribunnews.com](http://tribunnews.com). <http://kaltim.tribunnews.com/2017/04/30/pembatalan-perda-pasca-putusan-mk>
- Alkin, M. C. (2011). Evaluation essentials: From a to z. In *Climate Change 2013 - The Physical Science Basis*. The Guilford Press.
- Alkin, M. C., & King, J. A. (2016). The historical development of evaluation use. *American Journal of Evaluation*, 1(12), 568–579. <https://doi.org/10.1177/1098214016665164>

Alqahtani, K. (2016). Decision-oriented evaluation: A review of various models of evaluation. *International Journal of Scientific & Engineering Research*, 7(5), 929–931.

Alsabbah, M. Y. A., & Ibrahim, H. I. (2013). Employee competence (soft and hard ) outcome of recruitment and selection process. *American Journal of Economic*, 3, 67–73. <https://doi.org/10.5923/c.economics.201301.12>

Ananda, R., & Rafida, T. (2017). Pengantar evaluasi program pendidikan. In *Medan: Perdana Publishing* (Vol. 53, Nomor 9). Perdana Publishing.

Anisha, N. (2012). Competency mapping of the employees. *International Journal of Advancements in Research & Technology*, 1(5), 1–7.

Arikunto, S. (2014). *Prosedur penelitian: Suatu pendekatan praktik*. Rineka Cipta.

Armstrong, M. (2011). *Armstrong's handbook of strategic human resource management* (5th ed.). KoganPage.

Armstrong, M., & Taylor, S. (2014). *Armstrong's handbook of of human resource management* (13th ed.). Kogan Page.

ASH. (2015). *MK batalkan UU sumber daya air*. Hukumonline.com; Hukum Online. <https://www.hukumonline.com/berita/baca/lt54e4bd8e5dc0a/mk-batalkan-uu-sumber-daya-air>

Ashraf, J. (2017). Examining the public sector recruitment and selection, in relation to job analysis in Pakistan. *Cogent Social Sciences*, 3(1), 1–11. <https://doi.org/10.1080/23311886.2017.1309134>

Asp/anw. (2010). *5 alasan mk membatalkan UU badan hukum pendidikan*. detiknews.com; detiknews. <https://news.detik.com/berita/1329564/5-alasan-mk-membatalkan-uu-bhp>

Azari, R., & Kim, Y. W. (2014). Development and validation of a framework for evaluation of integrated design teas of sustainable high-performance building. *Construction Research Congress*, 584–593. <https://doi.org/10.1061/9780784413517.176>

Bannister, S. (2006). Developing objectives and relating them to assessment. *University of Western Australia*, 1–12.

Barnard, A., Schurink, W., & Beer, M. De. (2005). A conceptual framework of integrity. *Empirical Research*, 34(2), 40–49.

Bartram, D. (2005). The great eight competencies: A criterion-centric approach to validation. *Journal of Applied Psychology*, 90(6), 1185–1203. <https://doi.org/10.1037/0021-9010.90.6.1185>

Beard, C., & Wilson, J. P. (2013). *Experiential learning: A handbook for education, training and coaching* (3rd ed.). Kogan Page Limited.

Benoit, K., & Laver, M. (2007). Estimating party policy positions: Comparing expert surveys and hand-coded content analysis. *Electoral Studies*, 26(1), 90–107. <https://doi.org/10.1016/j.electstud.2006.04.008>

Berg, J., Osher, D., Same, M. R., Nolan, E., Benson, D., & Jacobs, N. (2017). Identifying, defining, and measuring social and emotional competencies. In *American Institutes For Research* (264). American Institutes For Research.

Bhardwaj, A., & Punia, B. K. (2013). Managerial competencies and their influence on managerial performance: A literature review introduction. *International Journal of Advanced Research in Management and Social Sciences*, 2(5), 70–84.

Bramasta, D. B. (2019). *Resmi dilantik berikut pidato lengkap Presiden Jokowi* (hal. 1–5). Kompas.com. <https://www.kompas.com/tren/read/2019/10/20/194700065/resmi-dilantik-berikut-pidato-lengkap-presiden-jokowi?page=all>

Brown, K., & Cook, G. (2010). *Large english dictionary*. elibrary.bsu.az. [http://elibrary.bsu.az/books\\_400/N-254.pdf](http://elibrary.bsu.az/books_400/N-254.pdf)

Caldwell, C. (2018). *Job analysis: The building block of human resource management* (17). researchgate.net.

Camilli, S.-A. (2019). Big shoes to fill: An evaluation journey in the footsteps of Daniel L. *Journal of MultiDisciplinary Evaluation*, 15(33), 30–36.

Chan, K. C. M. (2016). A critical analysis of a program evaluation: A case study on the effectiveness of a teacher training program. *Asian Journal of Educational Research*, 4(5), 24–33.

Chen, G., & Mathieu, J. E. (2008). Goal orientation dispositions and performance trajectories: The roles of supplementary and complementary situational inducements. *Organizational Behavior and Human Decision Processes*, 106(1), 21–38. <https://doi.org/10.1016/j.obhdp.2007.11.001>

Chouhan, V. S., & Srivastava, S. (2014). Understanding competencies and competency modeling — A Literature survey. *IOSR Journal of Business and Management*, 16(1), 14–22. <https://doi.org/10.9790/487x-16111422>

Christensen, T., Laegreid, P., Roness, P. G., & Rovik, K. A. (2007). Organization theory and the public sector. In *Organization Theory*. Routledge.

Conrad, D., & Newberry, R. (2011). 24 Business communication skills: Attitudes of human resource managers versus business educators. *American Communication Journal*, 13(1), 4–23.

Cook, D. A. (2010). Twelve tips for evaluating educational programs. *Medical Teacher*, 32(4), 296–301.

Creswell, J. W. (2009). *Research design: Qualitative, quantitative, and mixed methods approaches* (3rd ed.). Sage Publications.



- Daft, R. L. (2010). *Organization theory and design* (10th ed.). Cengage Learning.
- Danim, S. (2005). *Pengantar Studi Penelitian Kebijakan*. PT Bumi Aksara.
- Danim, S. (2013). *Menjadi peneliti kualitatif*. Pustaka Setia.
- Davis, R. S., & Stazyk, E. C. (2014). Developing and testing a new goal taxonomy: Accounting for the complexity of ambiguity and political support. *Journal of Public Administration Research and Theory*, 25(3), 751–775. <https://doi.org/10.1093/jopart/muu015>
- Delarue, A., Hootegem, G. Van, Procter, S., & Burrige, M. (2008). Teamworking and organizational performance: A review of survey-based research. *International Journal of Management Reviews*, 10(2), 127–148. <https://doi.org/10.1111/j.1468-2370.2007.00227.x>
- Deresky, H. (2015). *International management* (8th ed.). Pearson.
- Dessler, G. (2014). *Fundamentals of human resource management*. Pearson Education Limited.
- Dubois, D. D., & Rothwell, W. J. (2004). *Competency based human resource management*. Davies Black.
- Duggar, J. W. (2010). The role of integrity in individual and effective corporate leadership. *Academic and Business Ethics*, 7.
- Dunn, W. N. (2014). *Public policy analysis* (Fifth Edit). Pearson Education Limited.
- Dwidjowijoto, R. N. (2008). *Public policy*. Elek Media Komputindo.
- Ennis, M. (2008). *Competency models: A review of literature and the role of the employment and training administration* (hal. 2–25). US Department of Labor. <https://www.researchgate.net/publication/239757325>
- Faculty Development and Instructional Design Center. (2012). *Experiential learning* (hal. 9). Northern Illinois University. [https://doi.org/10.1300/j036v02n01\\_11](https://doi.org/10.1300/j036v02n01_11)
- Franklin, D., & Blankenberger, B. (2016). Program evaluation of community college learning assistance centers: What do LAC directors think? *Community College Review*, 44(1), 3–25. <https://doi.org/10.1177/0091552115609998>
- Frye, A. W., & Hemmer, P. A. (2013). Program evaluation models and related theories. In *AMEE Guide* (1–22). Association for Medical Education in Europe (AMEE).
- Fulmer, I. S., & Ployhart, R. E. (2014). Our most Important Asset: A multidisciplinary/Multilevel review of human capital valuation for research and practice. *Journal of Management*, 40(1), 161–192. <https://doi.org/10.1177/0149206313511271>

Garboan, R. (2008). Introducing program design. *Transylvanian Review of Administrative Sciences*, 44–50.

Gentry, W. A., Cullen, K. L., & Altman, D. G. (2016). The irony of Integrity: A study of the character strengths of leaders. *Center for Creative Leadership*, 20.

Gilmour, J. B. (2007). Implementing OMB's program assessment rating tool (PART): Meeting the challenges of integrating budget and performance. *OECD Journal on Budgeting*, 7(1), 1–40. <https://doi.org/10.1787/budget-v7-art5-en>

Gleeson, D., Legge, D., O'Neill, D., & Pfeffer, M. (2011). Negotiating tensions in developing organizational policy capacity: Comparative lessons to drawn. *Journal of Comparative Policy Analysis: Research and Practice*, 13(3), 237–263. <https://doi.org/10.1080/13876988.2011.565912>

Graham, C. R. (2009). *Developing a competency for a 21st century* (hal. 387). Ohio State University.

Grobler, S. W. (2005). *Organisational structure and Elliot Jaques' stratified systems theory* (hal. 1–97). University of South Africa.

Gupta, S. K., & Vaishali. (2015). Role of competency mapping in Indian companies. *International Research Journal of Human Resources and Social Sciences*, 2(10), 10.

Guthrie, H. (2009). *Competence and competency-based training: What the literature says*. NCVER. <http://www.ncver.edu.au/publications/2153.html>

Hakan, K., & Seval, F. (2011). CIPP evaluation model scale: Development, reliability and validity. *Procedia - Social and Behavioral Sciences*, 15, 592–599. <https://doi.org/10.1016/j.sbspro.2011.03.146>

Hanggraeni, D. (2012). *Manajemen Sumber Daya Manusia*. Lembaga Penerbit FE UI.

Hasbullah. (2014). Analisis pengaruh orientasi umpan balik dan orientasi tujuan terhadap kinerja manajer pabrik. *PASTI*, 12(1), 132–141.

Hasibuan, M. S. (2016). *Manajemen sumber daya manusia*. PT. Bumi Aksara.

Haslinda. (2009). Evolving terms of human resource management and development. *The Journal of International Social Research*, 2(9), 180–186.

Helaluddin. (2018). Mengenal lebih dekat dengan pendekatan fenomenologi: sebuah penelitian kualitatif. *UIN Sultan Maulana Hasanuddin Banten, March*, 1–15.

Hicklin, A., & Godwin, E. (2009). Agents of change : The role of public managers in public policy. *The Policy Studies Journal*, 37(1), 13–20.

Hidayat, B. (2009). Membangun kerjasama tim. In *Universitas Islam Riau* (hal. 6). ResearchGate.

Hidayat, & Nurasyiah. (2017). Pengaruh pendidikan dan pelatihan Terhadap prestasi kerja karyawan di bank BPR rokan hulu F. *Jurnal Ilmiah Cano Ekonomos*, 6(1), 71–82.

Hoek, M. Van Der, Groeneveld, S., & Kuipers, B. (2018). Goal setting in teams: Goal clarity and team performance in the public sector. *Review of Public Personnel Administration*, 38(4), 472–493. <https://doi.org/10.1177/0734371X16682815>

Huang, E., & Chuang, M. H. (2007). Extending the theory of planned behaviour as a model to explain post-merger employee behaviour of IS use. *Computers in Human Behavior*, 23(1), 240–257. <https://doi.org/10.1016/j.chb.2004.10.010>

Huberts, L. W. J. C. (2018). Integrity: What it is and why it is important. *Public Integrity*, 1–15. <https://doi.org/10.1080/10999922.2018.1477404>

Hug, S. E., & Aeschbach, M. (2020). Criteria for assessing grant applications: A systematic review. *Palgrave Communications*, 6(1), 40. <https://doi.org/10.1057/s41599-020-0412-9>

Hutabarat, J., & Huseini, M. (2006). *Manajemen strategik kontemporer: Operasionalisasi strategi*. Elek Media Komputindo.

Ihsanuddin. (2017). *Jokowi minta menteri berorientasi pada hasil*. Kompas.com.

Illes, K., & Mathews, M. (2015). Leadership, trust and communication: Building trust in companies through effective leaderships communication. *Westminster Business School*, 2, 1–27.

Is. (2017). *Mahkamah Konstitusi Indonesia batalkan UU keagamaan yang diskriminatif*. Voaindonesia.com. <https://www.voaindonesia.com/a/mahkamah-konstitusi-batalkan-uu-keagamaan-diskriminatif-4104991.html>

Ivancevich, J. M., Konopaske, M. R., & Matteson, M. T. (2013). *Organizational behaviour and management* (Tenth). Mc Graww-Hill.

James, R. (2014). Writing aims and objectives. *M. S. Ramaiah University of Applied Science*, 3. [https://arts.unimelb.edu.au/\\_\\_data/assets/pdf\\_file/0003/1722576/writing-aims.pdf](https://arts.unimelb.edu.au/__data/assets/pdf_file/0003/1722576/writing-aims.pdf)

Jaques, E. (2016). *Requisite organization* (2nd ed.). Routledge.

Jenkins, B. (2013). Policy analysis, models and approaches. In *The Policy Process: A Reader* (2nd ed.). Routledge.

Joshi, M. (2013). *Human resource management* (1st ed.). bookboon.com.

Katarina, K., Dagmar, & Milos, C. (2012). *Key managerial competencies and competency models in industrial enterprises* (Vol. 23, Nomor 1, hal. 1119–1122). DAAAM International.



Kawulich, B. (2015). Collecting data through observation. *Research Methods Pedagogy, University of West Georgia*, 21.

Kejaksaan RI. (2019). *Putusan mahkamah konstitusi*. kejaksaan.go.id; Kejaksaan Republik Indonesia. [https://www.kejaksaan.go.id/produk\\_hukum.php?id\\_prod=2&jud=putusan\\_mahkamah\\_konstitusi](https://www.kejaksaan.go.id/produk_hukum.php?id_prod=2&jud=putusan_mahkamah_konstitusi)

Kementerian Hukum dan HAM. (2009). Penafsiran undang-undang dari perspektif penyelenggara pemerintahan. In *ditjenpp.kemenkumham.go.id*. Media Publikasi Peraturan perundang-undangan dan Informasi Hukum. <http://ditjenpp.kemenkumham.go.id/htn-dan-puu/231-penafsiran-undang-undang-dari-perspektif-penyelenggara-pemerintahan.html>

Kenny, G. (2012). From the stakeholder viewpoint: Designing measurable objectives. *Journal of Business Strategy*, 33(6), 40–46. <https://doi.org/10.1108/02756661211281507>

Keston, G. (2013). *What is competency management system* (hal. 1–6). Faulkner Information Services. <http://www.kmworld.com/Articles/Editorial/What-Is/What-is-a-Competency-Management-System-87130.aspx>

Khalid, M. M., & Ashraf, M. (2011). Book review: The seven habits of highly effective people; powerful lessons in personal change. *Asian Journal of Business and Management Sciences*, 1(4), 1–6.

Kolb, A. Y., & Kolb, D. A. (2011). Experiential learning theory: A dynamic, holistic approach to management learning, education and development. *Amstrong*., 42–68. <https://doi.org/10.4135/9780857021038.n3>

Kolb, D. A. (2015). Experiential learning: Experience as the source of learning and development. In *Experiential learning: experience as the source of learning and development* (2nd ed.). Pearson Education, Inc.

Kumar, R. (2011). *Research methodology: A step by step guide for beginners* (3rd ed.).

Langille, L., Romanow, P., Bull, A., & Williams, P. (2008). Building collaborative capacity for research and influencing policy: The rural communities impacting policy project 1. *Journal of Rural and Community Development*, 3(3), 23–55.

Lapan, S. D., Quartaroli, M. T., & Riemer, F. J. (2012). *Qualitative research: An introduction to methods and design* (Vol. 3, Nomor 2). Jossey-Bass.

Latham, G. P., Ganegoda, D. B., & Locke, E. A. (2011). Goal-setting: A state theory, but related to traits. *The Wiley-Blackwell Handbook of Individual Differences*, 577–587. <https://doi.org/10.1002/9781444343120.ch21>

Le Deist, F. D., & Winterton, J. (2005). What is competence? *Human Resource Development International*, 8(1), 27–46. <https://doi.org/10.1080/1367886042000338227>

Limpornpugdee, W., Janz, B. D., & Richardson, S. M. (2009). Communication competence factors as moderators to the relationship between user participation and information quality. *Journal of Information Technology Management*, XX(4), 1–21.

Lunenburg, F. C. (2010). Communication: The process, barriers, and improving effectiveness. *Schooling*, 1(1), 1–11.

Macnamara, J. (2018). Competence, competencies and/or capabilities for public communication? A public sector study. *Asia Pacific Public Relations Journal*, 19, 16–40.

Mahajan, R. (2015). The key role of communication skills in the life of professionals. *Journal of Humanities and Social Science*, 20(12), 36–39. <https://doi.org/10.9790/0837-201223639>

Mahmudi, I. (2011). CIPP: Suatu model evaluasi program. *Jurnal University of Darussalam*, 6(1), 111–125.

Mangkunegara, A. P. (2017). *Manajemen sumber daya manusia*. PT.Remaja Rosdakarya.

Martina, K., Hana, U., & Jiří, F. (2012). Identification of managerial g competencies in knowledge-based organizations. *Competitiveness*, 4(1), 129–142. <https://doi.org/10.7441/joc.2012.01.10>

Mathis, R. L., & Jackson, J. H. (2011). *Human resources management* (13th ed.). South-Western Cengage Learning.

Mehta, A., Feild, H., Armenakis, A., & Mehta, N. (2009). Team goal orientation and team performance: The mediating role of team planning. *Journal of Management*, 35(4), 1026–1046. <https://doi.org/10.1177/0149206308326773>

Miller, B. J. (2018). Utilizing the kirkpatrick model to evaluate a collegiate high impact leadership development program. In *Agriculture Leadership, Education, & Communication* (108). Texas A&M University.

Moehariono. (2017). *Pengukuran kinerja berbasis kompetensi*. PT. Rajagrafindo Persada.

Moleong, L. J. (2011). *Metode penelitian kualitatif*. Remaja Rosdakarya.

Molope, M., & Oduaran, A. (2020). Evaluation of the community development practitioners' professional development programme: CIPP model application. *Development in Practice*, 30(2), 194–206. <https://doi.org/10.1080/09614524.2019.1650894>

Moreno, X. E. (2016). Diversity in goal orientation and team effectiveness: The moderating role of task interdependence. *Tilburg University*, 26.

Murtiadi, A. H. (2012). Membaca wajah sistem kepegawaian yang berbasis sistem merit. *Kebijakan dan Manajemen PNS*, 6(1), 31–48.



- Nawawi, H. (2016). *Manajemen sumber daya manusia untuk bisnis yang kompetitif*. Gajah Mada University Press.
- Neyazi, N., & Mohammad. (2016). Evaluation of selected faculties at Tehran university of medical sciences using CIPP model in students and graduates point of view. *Evaluation and Program Planning*, 111–132.
- Nikolajevaite, M., & Sabaityte, E. (2016). Relationship between employees competencies and job satisfaction: British and Lithuanian employees. *Journal of Psychology Research*, 6(11), 684–692. <https://doi.org/10.17265/2159-5542/2016.11.007>
- Noe, R. A. (2017). *Employee training & development* (7th ed.). Mc Graw Hill.
- Notoatmodjo, S. (2015). *Pengembangan sumber daya manusia*. PT. Rineka Cipta.
- Nugraha, I. A. (2017). Proses formulasi kebijakan penanggulangan kemiskinan. *Jurnal Ilmu Politik*, 8(2), 19–29.
- Nugroho, R. (2014a). *Kebijakan publik di negara-negara berkembang*. Pustaka Pelajar.
- Nugroho, R. (2014b). *Public policy: Teori, manajemen, dinamika, analisis, konvergensi, dan kimia kebijakan*. PT. Elex Media Computindo.
- Nuryana, I., & Triwahyudianto. (2014). Pengaruh soft skill dan hard skill terhadap kinerja siswa prakerin SMK modern Al-Rifa'ie. *Unikama*, 7–16.
- O'Connor, M. K., & Netting, F. E. (2009). *Organization practice: a guide to understanding human services organizations*. John Wiley & Sons, Inc.
- OECD/DAC (EvalNet). (2019). *Better criteria for better evaluation*. OECD/DAC Network on Development Evaluation. <http://www.oecd.org/dac/evaluation/revise-evaluation-criteria-dec-2019.pdf>
- Ogbeiwi, O. (2018). General concepts of goals and goal-setting in healthcare: A narrative review. *Journal of Management and Organization*, 1–18. <https://doi.org/10.1017/jmo.2018.11>
- Okoro, E., Washington, M. C., & Thomas, O. (2017). The Impact of interpersonal communication skills on organizational effectiveness and social self-efficacy: A Synthesis. *International Journal of Language and Linguistics*, 4(3), 28–32. [www.ijllnet.com](http://www.ijllnet.com)
- Onday, O. (2016). Classical to modern organization theory. *International Journal of Business and Management Review*, 4(2), 15–59.
- Ones, D. S. (2018). Counterproductive work behaviors 2.0: Assessment or consequences. *International Journal of Selection and Assessment*, 26(1), 4. <https://doi.org/10.1111/ijsa.12205>
- Palaniappan, R. (2012). *Competency Management* (1 ed.). eBooks2go.

Parsons, W. (2004). Not just steering but weaving: Relevant knowledge and the craft of building policy capacity and coherence. *Australian Journal of Public Administration*, 63(1), 43–57. <https://doi.org/10.1111/j.1467-8500.2004.00358.x>

Patacsil, F. F., & Tablatin, C. L. S. (2017). Exploring the importance of soft and hard skills as perceived by it internship students and industry; A gap analysis. *Technology and Science Education*, 7(3), 347–365.

Patton, M. Q. (2015). *Qualitative research & evaluation methods* (4th ed., Vol. 3, Nomor 2). SAGE Publications, Inc.

Patton, M. Q. (2017). Standards of excellence from a leader of excellence: Honoring our professional heritage and remembering daniel l. stufflebeam. *Journal of MultiDisciplinary Evaluation*, 13(29), 7.

Perry, J. L., Mesch, D., & Paarlberg, L. (2006). Motivating employees in a new governance era: Th e performance paradigm revisited. *Public Administration Review*, 505–514.

Peraturan pemerintah nomor 11 tahun 2011 tentang manajemen pegawai negeri sipil, 253 (2017).

Peraturan Presiden RI nomor 87 tahun 2014 tentang peraturan pelaksanaan undang-undang nomor 12 tahun 2011 tentang pembentukan peraturan perundang-undangan, 52 (2014).

Peraturan Kepala BKN nomor 7 tahun 2013 tentang pedoman penyusunan standar kompetensi manajerial pegawai negeri sipil, 45 (2013).

Peraturan Menteri Pertahanan Nomor 12 tahun 2013 tentang pedoman reformasi birokrasi, 99 (2013).

Peraturan Menteri Pertahanan nomor: 19 tahun 2014 tentang tata cara mempersiapkan rancangan peraturan perundang-undangan di lingkungan kementerian pertahanan dan tentara nasional Indonesia, 22 (2014).

Peraturan Menteri Pertahanan nomor 19 tahun 2015 tentang kebijakan penyelenggaraan pertahanan negara tahun 2015-2019, 35 (2015).

Peraturan Menteri PAN dan RB nomor 38 tahun 2017 tentang standar kompetensi jabatan aparatur sipil negara, 108 (2017).

Peraturan Menteri Pertahanan nomor 20 tahun 2018 tentang penyelenggaraan assessment dan development center di lingkungan Kementerian Pertahanan, 16 (2018).

Purnawati, L. (2015). Perencanaan sumber daya manusia sebagai upaya untuk meningkatkan kualitas sumber daya manusia di dalam manajemen sumber daya manusia. *Jurnal Fakultas Ilmu Sosial dan Ilmu Politik Unita*, 05, 131–153.

Purwanto, E. A. (2010). Meninjau kembali remunerasi sebagai instrumen untuk mewujudkan profesionalisme PNS: Perspektif motivasi internal dan eksternal. *Kebijakan dan manajemen PNS*, 4(2), 36–51.

Pusat Bahasa. (2008). *Kamus besar bahasa Indonesia*. Departemen Pendidikan Nasional.  
 Qu, S. Q., & Dumay, J. (2011). The qualitative research interview. *Qualitative Research in Accounting and Management*, 8(3), 238–264.  
<https://doi.org/10.1108/11766091111162070>

Rahman Khattak, S., Saleem, Z., & Khan, H. (2017). Relationship between goal orientation and employee creativity: A mediating role of creative self-efficacy. *International Journal of Organizational Leadership*, 6(4), 434–443.  
<https://doi.org/10.33844/ijol.2017.60338>

Rahmatullah, & Khausar. (2018). Evaluasi model CIPP terhadap layanan E-KTP pada program pengembangan dan evaluasi kebijakan sistem administrasi kependudukan di dinas Kependudukan dan pencatatan sipil Provinsi DKI Jakarta. *Jurnal Genta Mulia*, 7(2), 21–51.

Rainey, H. G., & Jung, C. S. (2014). A conceptual framework for analysis of goal ambiguity in public organizations. *Journal of Public Administration Research and Theory*, 25(1), 71–99. <https://doi.org/10.1093/jopart/muu040>

Raju, K. K., & Banerjee, S. (2017). A Study on job description and its effect on employee performance: Case of some selected manufacturing organizations in the city of pune, India. *International Journal of Latest Technology in Engineering, Management & Applied Science*, VI(II), 2278–2540. [www.ijltemas.in](http://www.ijltemas.in)

Ramachandran, R. (2006). Competency mapping. *Research Gate, Emerging Trends in Business Research*, 16.

Ramadhan, S. (2019). Penerapan model empat level kirkpatrick dalam evaluasi program pendidikan dan pelatihan aparatur di pusdiklat migas. *Forum Diklat*, 6(1), 43–54.

Ramesh, M., Howlett, M. P., & Saguin, K. (2016). *Measuring individual-level analytical, managerial and political policy capacity: A survey instrument* (hal. 1–36). National University of Singapore.

Rao, M. K., & Palo, S. (2009). Identification of managerial competencies for establishing a conceptual framework for HRD practitioners. *Asia-Pacific Business Review*, V(4), 56–69.

Rasid, Z., Tewel, B., & Kojo, C. (2018). The impact of hard skill and soft skill on employee performance of Perum Damri Manado. *EMBA*, 6(2), 1008–1017.

Raver, J. L. (2012). Motivating organizations to learn: goal orientation and its Influence on organizational learning. *Journal of Management*, 41(3), 957–986.  
<https://doi.org/10.1177/0149206312443558>



Riana, R., & Junaidi, M. (2018). Konstitusionalisasi pembentukan peraturan perundang-undangan melalui penggunaan bahasa Indonesia baku. *Journal Legislasi Indonesia*, 15(4), 275–283. <https://doi.org/10.1017/CBO9781107415324.004>

Riderer, L. (2017). *Junior rocket owls* (hal. 1–17). Glendora Unified School District.  
Rifa'i, M., & Fadhli, M. (2013). Manajemen organisasi. In *Journal of Chemical Information and Modeling* (Vol. 53, Nomor 9). Perdana Mulya Sarana.

Robbins, S. p, Judge, T. A., & Beward, K. E. (2018). *Essentials of organizational behavior*. Pearson Canada Inc.

Russo, D. (2016). Competency measurement model. *European Conference on Quality in Official Statistics*, 29. <https://doi.org/10.22201/fq.18708404e.2004.3.66178>

Sabatier, P. A., & Weible, C. M. (2014). *Theories of the policy process*. Westview Press.

Sallis, E. (2005). Total quality management in education. In *Total Quality Management in Education: Third Edition*. Kogan Page.

Sanghi, S. (2007). *The handbook of competency mapping: Understanding, designing and implementing competency models in organizations* (2nd ed.). Vivek Mehra Sage Publications India.

Schmied, M., Byland, K., & Lienhard, A. (2018). Procedures and criteria for evaluating academic legal publications: Results of a survey in Switzerland. *Research Evaluation*, 12. <https://doi.org/10.1093/reseval/rvy020>

Schottl, L. (2015). The concept of moral integrity and its implications for business. *Konstanz Institut Fur Corporate Governance*, 9, 11.

Schulz, B. (2008). The importance of soft skills education beyond academic knowledge. *Journal of Language and Communication*, 146–154. [https://doi.org/https://doi.org/10.1007/978-3-8349-9544-5\\_2](https://doi.org/https://doi.org/10.1007/978-3-8349-9544-5_2)

Seate, B. M., Raborale, & Chinomona, R. (2016). The relative importance of managerial competencies for predicting the perceived job performance of Broad-Based Black Economic Empowerment verification practitioners. *Human Resource Management*, 1–11.

Sedarmayanti. (2016). *Manajemen sumber daya manusia, reformasi birokrasi dan manajemen pegawai negeri sipil*. PT. Refika Aditama.

Seitlova, K. (2016). The effectiveness of teamwork and communication within the company. *International Scientific Conference*, 1, 318–323.

Sharif, A. M., & Karim, M. (2017). Influence of job analysis program on employees: A study on selected companies of bangladesh. *International Journal of Scientific & Engineering Research*, 8(5), 1221–1225.

Shaw, L. (2006). Overview of corporate governance issues for co-operatives. In *Global Corporate Governance Forum* (hal. 40). Co-operative College Manchester UK. <https://doi.org/10.1596/26128>

Sinarwati, N. K. (2014). Apakah pembelajaran kooperatif tipe stan mampu meningkatkan soft skills dan hard skills mahasiswa? *Jurnal Ilmiah Akuntansi dan Humanika*, 3(2), 1208–1231.

Soderquist, K. E., Papalexandris, A., Ioannou, G., & Prastacos, G. (2010). From task-based to competency-based: A typology and process supporting a critical HRM transition. *Personnel Review*, 39(3), 325–346.

Steiss, A. W. (2007). Strategic management for public and nonprofit organizations. In *Strategic Management for Public and Nonprofit Organizations*. Marcel Dekker AG.

Stewart, J. J., Hedge, D. M., & Lester, J. P. (2008). *Public policy: An evolutionary approach* (3rd ed.). Thomson Wadsworth.

Stoilkovska, A., & Serafimovic, G. (2017). Job analysis as an important human resource management function. *International Refereed Scientific Journal Vision*, 2(1), 113–124.

Stufflebeam, D. L. (2015). CIPP evaluation model checklist: A tool for applying the CIPP model to assess projects and Programs. In *Evaluation Center*. Western Michigan University.

Stufflebeam, D. L., & Coryn, C. L. S. (2014). *Evaluation theory, models, & applications* (2nd ed.). Jossey-Bass.

Subarsono, A. (2016). *Analisis kebijakan publik: Konsep, teori dan aplikasi*. Pustaka Pelajar.

Sugiyono. (2017). *Metode penelitian kuantitatif, kualitatif, dan R & D*. Alfabeta.

Suprihanto, J. (2014). *Manajemen*. Gajah Mada University Press.

Susilo, J., & Maryati. (2014). *MK batalkan undang-undang tentang perkoperasian*. antaranews.com; Antara. <https://www.antaranews.com/berita/436287/mk-batalkan-undang-undang-tentang-perkoperasian>

Suwarno, P. (2018). *MK membatalkan kewenangan DPR untuk panggil paksa seseorang*. tribunnews.com. <http://kaltim.tribunnews.com/2018/06/28/yudicial-review-uu-md3-mk-membatalkan-kewenangan-dpr-untuk-panggil-paksa-seseorang>

Suwatno, & Priansa, D. J. (2014). *Manajemen SDM dalam organisasi publik dan bisnis* (4 ed.). Alfabeta.

Szczepańska, K., Woszczyzna, Zdzisława, D., & Pikiewicz. (2014). Managerial competencies and innovations in the company-The case of enterprises in Poland. *Business, Management and Education*, 12(2), 266–282. <https://doi.org/10.3846/bme.2014.240>

Tahir, A. (2014). *Kebijakan publik dan transparansi penyelenggaraan pemerintah daerah*. Alfabeta.

Taylor, J. (2013). Goal setting in the Australian public service: Effects on psychological empowerment and organizational citizenship behavior. *Public Administration Review*, 73(3), 453–464. <https://doi.org/10.1111/puar.12040>

Thamrin, H. M. (2016). From goal orientation to manager performance: A case on managers of the shipping company in Indonesia. *Polish Journal of Management Studies*, 13(2), 175–182. <https://doi.org/10.17512/pjms.2016.13.2.17>

Tripathi, K., & Agrawal, M. (2014). Competency based management in organizational context: A literature review. *Global Journal of Finance and Management*, 6(4), 349–356.

Undang-undang nomor 13 tahun 2003 tentang ketenagakerjaan, 66 (2003).

Undang-undang nomor 34 tahun 2004 tentang TNI, 42 (2004).

Undang-undang nomor 12 tahun 2011 tentang pembentukan peraturan perundang-undangan, 1 (2011).

Undang-undang nomor 5 tahun 2014 tentang aparatur sipil negara, 66 (2014).

US Department of Human Service and Health. (2011). Introduction to program evaluation for public health programs: A self study guide. In *Program Performance and Evaluation Office (PPEO)* (103). Office of Strategy and Innovation.

Vandewalle, D. (2005). A goal orientation model of feedback-seeking behavior. *Human Resource Management Review*, 13(4), 581–604. <https://doi.org/10.1016/j.hrmr.2003.11.004>

Vathanophas, V. (2007). Competency requirements for effective job performance in the Thai public sector. *Contemporary Management Research*, 3(1), 45–70. <https://doi.org/http://dx.doi.org/10.7903/cmr.49>

Vedung, E. (2013). Six models of evaluation. In *Routledge Handbook Of Public Policy* (387). Routledge.

Wahab, S. A. (2017). *Analisis kebijakan: Dari formulasi kepenyusunan model-model implementasi kebijakan publik*. Bumi Aksara.

Wang, Y., & Zhu, X. (2018). Personal-organization matching literature review. *Advances in Social Science, Education and Humanities Research*, 199, 118–122. <https://doi.org/10.2991/saeme-18.2018.22>

Wibowo. (2016). *Manajemen kinerja* (Kelima). PT. Raja Grafindo Persada.

Winarno, B. (2014). *Kebijakan publik: Teori, proses, dan studi kasus*. Center of Academic Publishing Service.



Wolf, B., Szerencsits, M., Gaus, H., Müller, C. E., & Heb, J. (2014). Developing a documentation system for evaluating the societal impact of science. *Procedia Computer Science*, 33, 289–296. <https://doi.org/10.1016/j.procs.2014.06.046>

Wu, X., Ramesh, M., & Howlett, M. (2017). Policy capacity : A conceptual framework for understanding policy competencies and capabilities. *Policy and Society*, 34, 165–171. <https://doi.org/10.1016/j.polsoc.2015.09.001>

Wulandari, J., Raharja, J., Muhyi, H. A., & Nurasa, H. (2018). Identifikasi kompetensi manajerial pada level manajemen menengah dalam industri perbankan Indonesia. *Siasat Bisnis*, 22(1), 20–37. <https://doi.org/10.20885/jsb.vol22.iss1.art2>

Yagusta, R. A. B., Widiastuti, Puspitorini, W., & Pradityana, K. (2019). Evaluasi program gala desa tahun 2017 di kementerian pemuda dan olahraga. *Journal Sport Area*, 4(1), 248–257.

Yildiz, R. O., & Caylan, D. O. (2017). A Critical approach to the job analysis practices of Turkish container ports. *Gazi Journal of Economics & Business*, 3(3), 17–37.

Youker, B. W., & Ingraham, A. (2014). Goal-free evaluation: An orientation for foundations evaluations. *The Foundation Review*, 5(4), 51–61. <https://doi.org/10.9707/1944-5660.1182>

Young, J., & Chapman, E. (2010). Generic competency frameworks: A brief historical overview. *Education Research and Perspectives*, 37(1), 1–24.

Yuvaraj, & Ravindran. (2011). Competency Mapping. *International Journal of Scientific & Engineering Research*, 2(8).

Zagumny, M. J. (2019). Cooperation. *The Encyclopedia of Cross-Cultural Psychology*, 3.

Zawacki-Richter, O., Hanft, A., & Bäcker, E. M. (2011). Validation of competencies in e-portfolios: A qualitative analysis. *International Review of Research in Open and Distance Learning*, 12(1), 42–60. <https://doi.org/10.19173/irrodl.v12i1.893>

Zhang, Y., Lee, R., & Yang, K. (2012). Knowledge and skills for policymaking: Stories from local public managers in Florida. *Journal of Public Affairs Education*, 18(1), 183–208. <https://doi.org/10.1080/15236803.2012.12001677>