The Effect of ASN Motivation and Social Capital on Collaboration in the Implementation of One Data Indonesia in Ogan Komering Ilir Regency

Pengaruh Motivasi dan Modal Sosial ASN terhadap Kolaborasi dalam Implementasi Satu Data Indonesia di Kabupaten Ogan Komering Ilir

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ABSTRACT
This study aims to determine the influence of motivation and social capital of civil servants (ASN) on Collaboration in the implementation of the One Data policy in Ogan Komering Ilir Regency. The research employs a descriptive quantitative approach, emphasizing numerical data analysis using multiple linear regression methods. The study population consists of 78 civil servants involved in the implementation of the One Data Indonesia policy in Ogan Komering Ilir Regency, making the sample a saturated sample or census. Questionnaires were collected using instruments based on a Likert scale. The study concludes that both motivation and social capital of civil servants have a significant impact on Collaboration in implementing One Data Indonesia in Ogan Komering Ilir Regency. Social capital has a greater influence than motivation, indicating that strengthening trust, social networks, and cooperative relationships should be the primary focus to enhance the quality of collaboration among civil servants and ensure the success of public policies.

Kata Kunci
Motivasi;
Kolaborasi;
Administrasi Publik;
Penelitian Kuantitatif;

ABSTRAK
Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan modal sosial ASN terhadap efektivitas kolaborasi dalam implementasi kebijikanan satu data di kabupaten ogan komering ilir. Metode penelitian ini menggunakan pendekatan kuantitatif deskriptif, yang menekankan pada analisis data numerik dengan menggunakan metode analisis regresi linier berganda. Populasi penelitian ini terdiri dari 78 ASN yang terlibat dalam implementasi kebijakan Satu Data Indonesia(SDI) di Kabupaten Ogan Komering Ilir sehingga sampel yang digunakan adalah sampel jenuh atau sensus. Kuesioner dikumpulkan melalui instrumen yang menggunakan skala Likert. Penelitian ini menyimpulkan bahwa baik motivasi maupun modal sosial ASN memiliki pengaruh signifikan terhadap efektivitas kolaborasi ASN dalam implementasi Satu Data Indonesia di Kabupaten Ogan Komering Ilir. Modal sosial memiliki pengaruh yang lebih besar dibandingkan motivasi, menunjukkan bahwa penguatan kepercayaan, jaringan sosial, dan hubungan kerja sama perlu menjadi fokus utama untuk meningkatkan kualitas kolaborasi ASN dan keberhasilan kebijakan publik.

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Introduction

The One Data Indonesia Policy (ODI) is a form of the Indonesian government's commitment to integrate and unify data from various ministries, agencies, departments, and government institutions at all levels, from central to regional, to ensure it is centralized and well-managed. This policy aims to enhance the efficiency, accuracy, and accessibility of data for stakeholders, the general public, and parties requiring access to government information (Presidential Regulation of the Republic of Indonesia No. 39 of 2019 on One Data Indonesia, 2019). President Joko Widodo established this policy through Perpres No. 39 of 2019 on One Data Indonesia, which provides guidelines for data governance to support development planning, implementation, evaluation, and control by providing accurate, up-to-date, integrated, accountable, and easily accessible and shareable data across institutions (Islami, 2021; Suryahadi, 2022). The implementation of the One Data Indonesia policy aims to improve data management for targeted policymaking. The Central Statistics Agency (BPS) plays a role in guiding other institutions in managing statistical data (Tahar et al., 2022).

Effective collaboration among stakeholders is key to the successful implementation of One Data Indonesia. In Ogan Komering Ilir (OKI) Regency, the Local Government has issued Regent Regulation No. 22 of 2021, which designates the Central Statistics Agency (BPS) as the Data Supervisor, the Regional Development Planning Agency (Bappeda) as the Chair of the Data Forum, the Communication and Informatics Office as the Data Custodian, and other regional apparatuses as Supporting Data Custodians and Data Producers. However, the implementation of this policy faces several challenges, including the unavailability of electronic data in several regional apparatuses, the lack of human resources with statistical expertise, and limited budget to support the execution of this policy.

Based on the results of the 2023 Sectoral Statistics Implementation Evaluation, the Statistical Development Index (IPS) score of the Ogan Komering Ilir Regency Government in 2023 is 1.79, categorized as "Poor." The details are as follows:

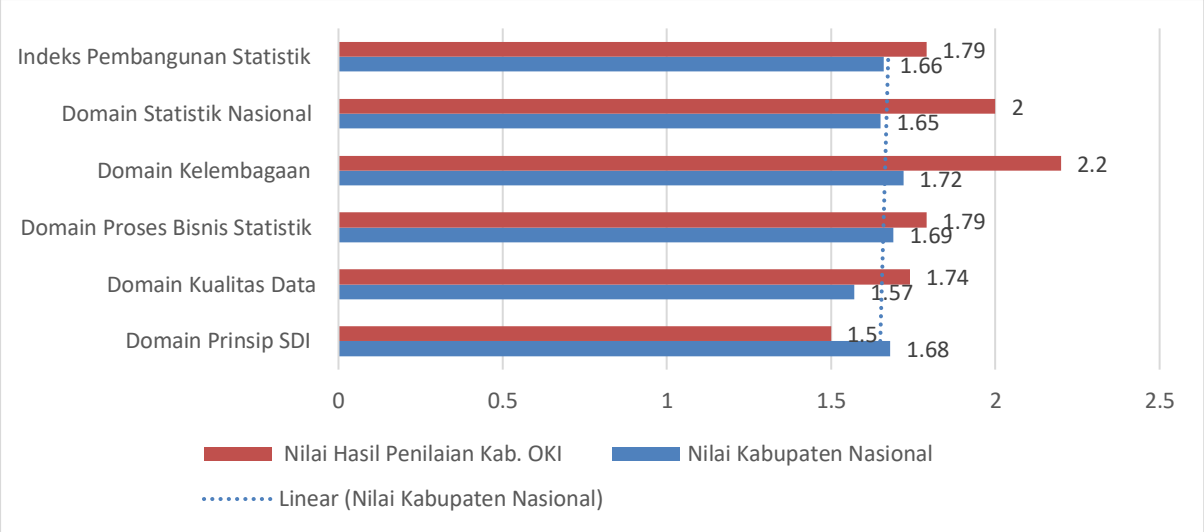

Image 1. Statistical Development Index and SPBE Domain Index of Ogan Komering Ilir Regency

Source : Prossesed from EPSS 2023 and SPBE Domain Index 2023

Figure 1 shows the Statistical Development Index scores, which consist of five main domains: the SDI Principles Domain, Data Quality Domain, Statistic Business Process Domain, Institutional Domain, and National Statistics Domain. Each domain has a specific weight of contribution to the overall index, determined based on its relative priority.

The comparative analysis of the Statistical Development Index between OKI Regency and the national average reveals differences in several key aspects of statistical development. Based on the graph visualization, the scores of OKI Regency are generally higher than the national average for most domains, except for the SDI Principles Domain, where OKI Regency scored 1.50, lower than the national average of 1.68. This indicates that the implementation of aspects such as Data Standards, Metadata, Data Interoperability, and Statistical Data Reference Codes has not yet met the SDI guidelines (BPS, 2024). Data that does not meet the standards (data standards, metadata and reference codes, data interoperability, and reference codes) poses a challenge in the implementation of One Data Indonesia, affecting processes such as data collection, processing, validation, and dissemination (Islami, 2021).

In OKI Regency, not all regional apparatuses are capable of providing data electronically, which hinders data integration and reduces the efficiency of information management. This situation impacts public information transparency and limits community participation in data-driven decision-making (Ardani & Cahyani, 2022; Doktoralina, 2023). Additionally, challenges such as limited accessibility to open data, suboptimal data validity,

and the presence of numerous standalone applications that are not integrated further complicate efforts to achieve a unified data system (Susniwati & Zamili, 2022). These issues are exacerbated by the limited capacity of human resources (HR) in the field of statistics, where a lack of understanding regarding metadata standards and interoperability hampers the effectiveness of sectoral data management (Maulidya & Rozikin, 2022). Furthermore, budget constraints remain a major obstacle to infrastructure development, HR capacity building, and the adoption of the latest technologies, all of which are crucial for optimizing data (Maulidya & Rozikin, 2022; Prabujaya et al., 2023)

Collaboration is a process in which two or more individuals, groups, or organizations work together to achieve a common goal that may be difficult or impossible to accomplish independently. In social and organizational contexts, collaboration involves the synergy of diverse resources, skills, and perspectives to create greater added value compared to when each party works separately. According to Gray (1989), collaboration is a process in which parties with differing or potentially conflicting objectives seek joint solutions through dialogue and negotiation. Collaboration goes beyond mere cooperation, encompassing deeper interactions where each party contributes to problem-solving and shares both responsibilities and benefits derived from the outcomes. Collaboration is often necessary in situations where the complexity of a problem exceeds the capacity of a single party to resolve it independently, and where success depends on the integration and coordination of diverse perspectives and expertise (Huxham & Vangen, 2005). Weak inter-agency coordination and the political egos of individual institutions hinder collaboration in implementing the One Data Indonesia policy (Ardani & Cahyani, 2022). Therefore, shared motivation, along with interpersonal and relational elements, is essential in the dynamics of collaboration. In this regard, the concept of social capital becomes a critical factor in enhancing Collaboration in implementing the One Data Indonesia policy. Social capital refers to the characteristics of social organization, such as networks, norms, and trust, that facilitate coordination and cooperation for mutual benefit (Agranoff & McGuire, 2003). Strong social capital enables government institutions and other stakeholders to be more open in sharing data, reduce sectoral egos, and strengthen coordination in the implementation of One Data Indonesia.

In addition to social capital, motivation plays an important role as one of the influential factors of successful collaboration. Moreover, shared motivation is partly formed through principle-based engagement, and in this context, shared motivation becomes an early indicator of the performance of dynamic collaboration (Emerson & Nabatchi, 2015). Motivation is the internal drive that directs personal behavior toward achieving certain goals.

According to Maslow's (1943) Needs Theory, motivation arises because of a hierarchy of needs, ranging from basic needs to self-actualization. Motivation in the public sector has different characteristics because the objectives and organizational structure of the government are different from the private sector. Perry & Wise (1990) argue that public employees are more motivated by altruistic values and service to the community, in contrast to private sector employees who are more motivated by personal gain. In the Public Service Motivation (PSM) theory, Perry & Wise (1990) emphasize that public employees often have a strong motivation to serve the public interest, not just to receive financial rewards. Thus, PSM is defined as an individual orientation toward them to provide services to society through public institutions. Over time, PSM has been used to understand how motivation can improve the performance of public employees. This theory has been adopted in various countries and has been used as a reference for public sector reform to improve the quality of public services (Brewer & Selden, 1998).

Onyx & Bullen (2000) defined social capital as inherent resources in social relationships. That enables individuals and communities to act collectively to achieve shared goals. Social capital can expand the network of collaboration (Ahuja, 2000). The factors show their significant roles in measuring social capital. It was found stable in various sub-samples, ensuring their reliability and validity in different community settings. This study also found that there were different scores of social capital between urban and rural areas. A specific element in rural areas influenced by Trust and security, participation in the local community, and neighborhood connection(Onyx & Bullen, 2000).

Based on the problems and research done by previous researchers, this study analyzes the effect of ASN motivation and social capital simultaneously on Collaboration. This approach is expected to enrich the understanding of the challenges of SDI implementation at the regional level, but also to provide a theoretical and practical basis for optimizing collaboration in data governance.

Method

This study uses a quantitative approach to analyze the influence of ASN motivation and social capital on Collaboration in the implementation of One Data Indonesia in Ogan Komering Ilir Regency. Respondents in this study were ASNs involved in the implementation of Satu Data Indonesia, using cross-sectional data obtained in one period. The variables used in this study, the first independent variable, ASN motivation was measured using the public service motivation measurement. developed by Kim (2010),

which uses four dimensions, namely an interest in policy-making, commitment to the public interest, compassion, and self-sacrifice. The second independent variable, ASN social capital, was measured using Onyx & Bullen (2000) measurement, which uses the dimensions of participation in the local community, trust, and relationships with the environment. The dependent variable is Collaboration effectiveness, measured using Thomson (2009) instrument, which is assessed from five dimensions: governance, administration, autonomy, reciprocity, and norms of trust. The unit of analysis of this research is ASN related to the implementation of Satu Data Indonesia in Ogan Komering Ilir Regency, with a total population of 78 people. Because the population was less than 100 people, the census technique was used with the entire population as the research sample (Arikunto, 2010). Primary data was obtained through questionnaires distributed to respondents. This study aims to understand how ASN motivation and social capital affect Collaboration in the implementation of the One Data Indonesia policy in Ogan Komering Ilir Regency using Multiple Linear Regression.

Result and Discussion

Result

Demographic characteristics of respondents, This data shows that the respondent population is dominated by individuals who are in the middle productive age category, specifically the age range of 36-51 years. more than half are in the 11-20 year tenure range. This data shows that the respondent population is dominated by individuals who are in the middle productive age category, specifically the age range of 36-51 years. more than half are in the 11-20 year tenure range. This may reflect their level of professional maturity and deep understanding of their work, which may influence the results of the study. These data show that most respondents have a higher education background, with a predominance of S1/DIV and S2 levels, which could potentially influence their mindset, insights, and responses to the research topic.

Table 1 Demographic characteristics of respondents

	Frequency	%
Gender		
Female	45	57.69
Male	33	42.3
Age		
20-30	6	7.69
31-40	27	34.62
40-50	39	50.00
50-60	6	7.69

	Frequency	%
Education		
SMA	5	6.41
S 1 / D IV	38	48.72
S 2	30	38.46
DIII	4	5.13
S3	1	1.28
work experience		
0-5	12	15.38
6 – 10	11	14.10
11 - 15 years	20	25.64
16 - 20 years	27	34.62
> 20 years	8	10.26
Total	78	100

An analysis of the demographic characteristics of the respondents indicated that the majority of respondents were female, with 45 individuals (57.69%) falling into this category, while 33 people (42.31%) were male. In terms of age, the majority of respondents fell within the 40-50 years age group, constituting 39 individuals (50.00%), followed by the 31-40 years age group, comprising 27 people (34.62%). The age groups 20-30 years and 50-60 years each accounted for 6 individuals (7.69%). This distribution indicates that the majority of respondents are within a productive age range, which enables the contribution of relevant experience and knowledge.

Regarding educational attainment, the majority of respondents possessed a Bachelor's degree (S1/D IV), with 38 individuals (48.72%), followed by a Master's degree, with 30 individuals (38.46%). A smaller proportion of respondents had completed high school (6.41%), Diploma III (DIII) (5.13%), and Doctoral (S3) (1.28%) programs. This distribution indicates that the majority of respondents possess a high level of education, which reflects their academic and professional capacity.

The majority of respondents have accumulated between 16 and 20 years of work experience, constituting 34.62% of the total. This is followed by the group with 11-15 years of work experience, comprising 25.64% of the total. The group with 0-5 years of work experience accounted for 12 people (15.38%), while the group with more than 20 years of experience accounted for 8 people (10.26%).This distribution indicates that the majority of respondents possess medium to high work experience, enabling them to provide mature and in-depth insights into their work.

Validity and Reability Test of Research Instruments

The validity test was carried out by testing the instrument of ASN motivation variables, ASN social capital, and Collaboration. These results are seen from each statement on the questionnaire from the results of the bivariate correlate analysis, while the rtable is obtained by looking at the table r product moment (Alfatih, 202l). If $r_{result} > r_{table}$ means the research instrument is valid, and if $r_{result} < r_{table}$ means the research instrument is invalid. The following are the results of the research instrument validity test which can be seen from the table

Tabel 2 The results of the validity test of the ASN motivation variable research instrument

Statement	r_{tabel}	r_{hitung}	Conclusion
ASN motivation (X_1)			
P1	0.3061	0.5745	VALID
P2	0.3061	0.7625	VALID
P3	0.3061	0.5514	VALID
P4	0.3061	0.741	VALID
P5	0.3061	0.7629	VALID
P6	0.3061	0.3969	VALID
P7	0.3061	0.6335	VALID
P8	0.3061	0.5234	VALID
P9	0.3061	0.5477	VALID
P10	0.3061	0.5707	VALID
P11	0.3061	0.7289	VALID
ASN Social Capital(X_2)			
P13	0.3061	0.7728	VALID
P14	0.3061	0.826	VALID
P15	0.3061	0.7666	VALID
P16	0.3061	0.8303	VALID
P17	0.3061	0.721	VALID
P18	0.3061	0.6156	VALID
P19	0.3061	0.8852	VALID
P20	0.3061	0.8214	VALID
P21	0.3061	0.8303	VALID

Statement	r_{tabel}	r_{hitung}	Conclusion
P22	0.3061	0.8328	VALID
P23	0.3061	0.5725	VALID
P24	0.3061	0.4568	VALID
P25	0.3061	0.8107	VALID
	Collaboration(Y)		
P26	0.3061	0.7038	VALID
P27	0.3061	0.736	VALID
P28	0.3061	0.8037	VALID
P29	0.3061	0.6135	VALID
P30	0.3061	0.7955	VALID
P31	0.3061	0.6716	VALID
P32	0.3061	0.3155	VALID
P33	0.3061	0.3567	VALID
P34	0.3061	0.4715	VALID
P35	0.3061	0.5224	VALID
P36	0.3061	0.5383	VALID
P37	0.3061	0.6949	VALID
P38	0.3061	0.8511	VALID
P39	0.3061	0.721	VALID
P40	0.3061	0.6903	VALID
P41	0.3061	0.7187	VALID
P42	0.3061	0.8538	VALID

Source: Processed Data, 2024

The calculation of the reliability test in this study was carried out using STATA 17 computer software. The instrument criteria are called reliable if the Cronbach's Alpha value is gretater than 0.60, so the instrument is said to be reliable.

Tabel 3 Tabel hasil uji reabilitas

Variable	Cronbach Alpha	Critical value	Conclussion
ASN Motivation(X_1)	0,9163	0,6	Reliable
ASN Social Capital(X_2)	0.9476	0,6	Reliable
Collaboration	0,9066	0,6	Reliable

Source : Processed Data, 2024

Classical Assumption Test

1) Normality Test

The normality test is used to determine if the distribution of the data is normal. Use the Skewness Kurtosis Normality Test to find the distribution of the data. The conditions for the Skewness Kurtosis Normality Test are as follows:

H_0: Data distribution is normal

H_1: Data distribution is not normal

If the Prob>chi square value is greater than 0.05, then H_0 is rejected and H_1 is accepted (research data is normally distributed). If the Prob> chi square value is less than 0.05, then H_0 is accepted and H_1 is rejected (research data is not normally distributed).

Tabel 4 Result of Normalitas Skewnes Kurtosis Normality Test

Variable	Pr(kurtosis)	Chi square	Prob> chi square	Interpretation
Efektivitas Kolaborasi ASN	0.7842	0.16	0.9226	H_1 was accepted, Normal
Motivasi ASN	0.2127	4.67	0.0969	H_1 was accepted, Normal
Modal Sosial ASN	0.675	0.41	0.8152	H_1 was accepted, Normal

Source : Prosessed Data 2024

The results of the normality test based on skewness and kurtosis definitively show that all variables in this study, namely variables Y, X1, and X2, have a probability value > 0.05 in the joint test (Prob > chi square). These values are 0.9226 for Y, 0.1252 for X1, and 0.8152 for X2. This unequivocally shows that the data on all variables follows a normal distribution, thus fulfilling the normality assumption for further analysis.

2) Multicollinearity Test

According to (Alfatih, 2020; I, 2016) The multicollinearity test is a test that looks at the correlation between the independent variables in the regression model used in the study. A good regression model is the result of the multicollinearity test showing no correlation between the independent variables. According to Yamin (2023) the multicollinearity test can be done using the Variance Inflation Factor (VIF) value.

Tabel 5 Hasil Uji Multikolinieritas

Variable	X_1	X_2	Mean VIF	Interpretasi
VIF	2.2	2.2	2.2	tidak ada multikolinearitas
1/VIF	0.45438	0.45438		

Source : Hasil Olah Data Primer, 2024

The multicollinearity test results using the Variance Inflation Factor (VIF) show that the VIF value for variable X_2 is 3.26, Y is 3.01, and X_1 is 2.27, with an average VIF of 2.84. Since all VIF values are below the threshold of 10, it can be concluded that there is no multicollinearity problem among the independent variables in this research model. This indicates that the relationship between the independent variables is not too strong, allowing them to be used in regression analysis.

3) Heteroscedasticity Test

The heteroscedasticity test aims to determine the inequality of the variance of the residual value is not the same. Based on the Breusch-Pagan / Cook-Weisberg test results for heteroscedasticity:

(H_0): The variance of the residuals is constant (homoscedasticity).

(H_1): Residual variance is not constant (heteroscedasticity).

The test results show a chi-squared value of 0.69. The probability value (Prob > chi square) is 0.4075.

Table 6 Heterocedacity test results

Chi square	Prob > chi square	Interpretation
3.05	0.0808	No heterocedacity

Source : Prosessed Data, 2024

The test results show prob 0.69 > 0.05 then accept H_0 which shows the residual variance is homoscedasticity.

Multiple Linear Regression

Collaboration	Coefficient	Std. err.	T	P>t	[95% conf.	interval]
ASN Motivation	0.30182	0.1341191	2.25	0.027	0.03464	0.5690
Modal Sosial ASN	0.67583	0.1061837	6.36	0	0.46430	0.8874
_cons	12.949	3.521	3.680	0.000	5.936	19.963

Source : Processed Data, 2024

The resulting linear regression model shows the relationship between Collaboration effectiveness (Y) with ASN motivation (X_1) and ASN social capital (X_2). The regression equation is: Y=12.9495 + 0.3018 X_1+ 0.67582X_2 t_{Table} n(78-1) : 1.991254395 The constant value is 12.9495, which means that if the value of the independent variable is zero or constant, the dependent variable is 12.9495. The regression coefficient value of the ASN motivation variable (X1) is positive (+) of 0.3018, it means that if the ASN social capital variable (X2) increases, the Collaboration effectiveness variable (Y) will also increase. The coefficient value of the regression variable ASN Social Capital (X_2) is positive (+) of 0.675, it means that if the variable ASN Social Capital (X_2) increases, the variable AS Collaboration Effectiveness (Y) will also increase.

Significant Simultaneous Test (F Test)

H_0: ASN motivation (X_1) and ASN social capital (X_2) have no effect on Collaboration (Y) in the implementation of Satu Data Indonesia in Ogan Komering Ilir Regency.

H_1: ASN motivation (X_1) and ASN social capital (X_2) have a significant effect simultaneously on Collaboration (Y) in the implementation of Satu Data Indonesia in Ogan Komering Ilir Regency.

The F-test results are used to test the significance of the model as a whole. The F-test evaluates whether the independent variables, namely ASN Motivation (X_1) and ASN Social Capital (X_2), simultaneously have a significant influence on the dependent variable, namely Collaboration (Y). Hence the criteria for this test:

If the F-statistic value has a p-value less than 0.05, H_0 is rejected and H_1 is accepted, then the regression model is declared significant overall, which means that the independent variables have a joint effect on the dependent variable. If the F-statistic value has a p-value greater than 0.05, H0 is accepted and H_1 is rejected, then the regression model as a whole is declared insignificant, which means that the independent variables jointly affect the dependent variable.These results indicate whether the research model used can be relied upon to explain the relationship between the variables under study.

Based on the processing results using STATA 17, it is known that the probability value (Prob> F) is 0.000 and the Fcount value is greater than the F table (F_{result}> F_{table}). With an F_{table} value of 3.9, the F count (73.43) which exceeds this value indicates that the independent variables (X_1 and X_2) together have a significant effect on the dependent variable (Y). Because the Prob value is 0.000 <0.05, Ho is rejected and H1 is accepted. the ASN Motivation (X1) and ASN Social Capital (X_2) variables, jointly influence the Collaboration Effectiveness (Y) variable with an R-squared value of 0.6620, which indicates

that 66.20% of the variation in the Collaboration Effectiveness (Y) variable can be explained by the combination of ASN Motivation (X1) and ASN Social Capital (X_2),. The remaining 33.80% of the variation is influenced by other factors outside the model. The simultaneous significance of this model is confirmed by the Prob > F value of 0.0000, which indicates that the regression model as a whole is significant at the 95% confidence level.

Thus, it can be concluded that the independent variables (ASN Motivation (X_1) and Social Capital (X_2)) simultaneously have a significant effect on Collaboration (Y) in the implementation of satudata in Ogan Komering Ilir Regency. The T-test is used to evaluate the significance of the influence of the independent variables, namely ASN Motivation (X1) and ASN Social Capital (X_2), on the dependent variable, namely Collaboration Effectiveness (Y). Based on the results of the analysis, the T-test measures whether the relationship between each independent variable and the dependent variable is significant at a certain level of confidence. If the p-value for each independent variable is less than 0.05, then the influence of that variable on Collaboration effectiveness is declared significant. With a sample of 78 respondents and 3 independent variables, the t-table obtained is 1.991254395.

Hypothesis

H_0: ASN motivation (X1) has no effect on Collaboration (Y) in the implementation of Satu Data Indonesia in Ogan Komering Ilir Regency.

H_1: ASN motivation (X1) has effect on Collaboration (Y) in the implementation of Satu Data Indonesia in Ogan Komering Ilir Regency.

Tabel 7 T-Test Result

Collaboration	Coefficient	Std. err.	T	P>t	Interpretation
ASN Motivation	0.30182	0.1341191	2.25	0.027	Significant, H_1 accepted
_cons	12.949	3.521	3.680	0.000	

Source : Processed Data, 2024

The decision criteria for this hypothesis are based on the probability value (sig), namely, if (sig)> 0.05, then H0 is accepted and H1 is rejected. If (Sig) <0.05, H0 is rejected and H1 is accepted. Then with the criteria if $t_{hitung} < t_{tabel}$ of 1.99125, then H_0 is accepted and H_1 is rejected. However, if $t_{hitung} > t_{tabel}$, then H_0 is rejected and H_1 is accepted. Based on the processing results using STATA 17 with the t-test, it is known that the significance value (sig) of the ASN motivation variable (X_1) is the Prob value (0.027) and t count 2.25. Since

the value of 0.027 < 0.05, then H_0 is rejected and H1 is accepted, it is proven that ASN motivation (X_1) has a significant effect on Collaboration (Y) in the implementation of Satu Data in Ogan Komering Ilir Regency and the conclusion H0 is rejected and H_1 is accepted.

X_1 has a coefficient of 0.301822, which means that each unit increase in X1 causes an increase in the dependent variable Y by 0.301822, assuming that other variables remain constant. The effect of X_1 on Y is statistically significant at the 95% confidence level (p-value = 0.027 <0.05).

Hypothesis

H_0: ASN social capital (X_2) has no effect on the effectiveness of collaboration (Y) in the implementation of One Data Indonesia in Ogan Komering Ilir Regency

H_1: ASN social capital (X_2) affects the effectiveness of collaboration (Y) in the implementation of One Data Indonesia in Ogan Komering Ilir Regency.

Tabel 8 T-test result of ASN Social Capital

Collaboration	Coefficient	Std. err.	T	P>t	Interpretation
ASN Social Capital	0.67583	0.1061837	6.36	0	Significant, H_1
_cons	12.949	3.521	3.680	0.000	Accapted

Source : Processed Data, 2024

The decision criteria for this hypothesis are taken based on the probability value (sig), namely if the value (sig) > 0.05, then Ho is accepted and H_1 is rejected. If (Sig) <0.05, then H0 is rejected and H_1 is accepted. Then with the criteria if tituhg < tTable of 1.99125, then H0 is accepted and H_1 is rejected. However, if $t_{result} > t_{Table}$, then H_0 is rejected and H_1 is accepted.

Based on the processing results using STATA 17 with the t-test, it is known that the significance value (sig) of the ASN Social Capital variable (X_2) is the Prob value (0.00) and t count 6.36. Because the value of 0.00 <0.05, then H0 is rejected and H_1 is accepted. Thus, it is proven that ASN Social Capital (X_2) has a significant effect on Collaboration Effectiveness (Y) in the implementation of satudata in Ogan Komering Ilir Regency. From these results, it is concluded that Ho is rejected and H1 is accepted. ASN Social Capital (X_2) has a coefficient of 0.675882, which means that every one unit increase in ASN Social Capital (X_2) will increase variable Y by 0.675882, assuming other variables remain constant. The effect of ASN Social Capital (X_2) on Collaboration Effectiveness (Y) is also significant at the 95% confidence level (p-value = 0.000 <0.05).

Coefficient of Determination (R-Squared)

The R-squared value means that the regression model is able to explain about 66.20% of the variation in the dependent variable (Collaboration Effectiveness (Y)) based on the influence of the independent variables (ASN Motivation (X_1) and ASN Social Capital (X_2)). In other words, more than half of the variation that occurs in the Collaboration Effectiveness (Y) variable can be predicted or explained by the combination of the ASN Motivation (X_1) and ASN Social Capital (X_2) variables used in this model.

The R-squared value of 0.6620 indicates that the regression model is able to explain about 66.20% of the variation in the dependent variable (Collaboration Effectiveness (Y)) based on the influence of the independent variables (ASN Motivation (X_1) and ASN Social Capital (X_2)). In other words, more than half of the variation that occurs in the Collaboration Effectiveness (Y) variable can be predicted or explained by the combination of the ASN Motivation (X_1) and ASN Social Capital (X_2) variables used in this model.

Meanwhile, the remaining 33.80% is the variation in the Collaboration Effectiveness (Y) variable that cannot be explained by this model. The variation is most likely caused by other factors not included in the model, such as other relevant variables, noise, or errors in measurement. The high R-squared value (more than 0.6) indicates that the model has a good level of ability to explain the relationship between the dependent variable and its independent variables. However, it is imperative to acknowledge that R-squared is not the sole metric by which the quality of a model can be assessed. A comprehensive evaluation of the model must encompass the following aspects: first, the significance of each independent variable must be determined based on the p-value; second, classical assumption testing must be conducted to ascertain the normality, multicollinearity, and heteroscedasticity of the model; and third, the regression coefficients must be interpreted in a practical context.

Discussion

Based on the results of the study, motivation has a positive and significant effect on collaboration with a Prob value (0.027) and t count 2.25. Because the value of 0.027 <0.05. This study found a positive albeit weak relationship between public service motivation (PSM) and collaborative attitudes among ASNs in the implementation of Satu Data Indonesia as seen from the regression coefficient of 0.301. This relationship suggests that ASNs who have higher levels of PSM are more willing to collaborate with others. This is supported by the research of Esteve et al. (2015) and Getha-Taylor & Haddock-Bigwarfe (2014), where motivation affects collaboration through the dimensions of interest in making

policy, commitment to the public interest, compassion, and self-sacrifice that enhance cooperation and collective efforts in achieving public goals. This suggests that those with higher levels of PSM are more willing to collaborate with others. According to O'Flynn and Wanna (2008) in Muhammad Noor et al. (2022), collaboration includes engagement, the process of developing internal motivation, and personal commitment to the project that is being or will be worked on. In the context of One Data Indonesia policy implementation in Ogan Komering Ilir Regency, motivation and commitment are key elements that support successful collaboration between stakeholders. This includes the active role of the Data Advisor, Data Forum Chairperson, Walidata , and Data Producer in ensuring effective collaboration.

The results showed that ASN social capital has a positive and significant effect on collaboration as indicated by the Prob value (0.00) and t count 6.36. Because the value of 0.00 <0.05. This study found a strong positive relationship between social capital and collaborative attitudes among ASN in the implementation of One Data Indonesia as seen from the regression coefficient of 0, 67583. The results of this research are supported by the research of Bhandar et al. (2005), social capital facilitates the sharing of knowledge and experience of the various actors involved, which is important for the success of collaborative projects. Each of these forms plays a different role in improving collaboration. Networks serve as structural elements that connect participants, while trust and norms are cognitive aspects that foster shared values and cooperation (oh & Bush, 2016). Social capital positively influences inter-organizational networks by fostering trust and cooperation among Data Trustees, Data Warden and Data Producers in implementing Satudata policy in Ogan Komering Ilir Regency, which is essential for collaborative network governance (Firmansyah, 2024).

Based on the analysis of the multiple regression coefficients, the social capital variable (0.67583) has a second greater influence than motivation (0.301). Social capital plays an important role in shaping collaboration through networks, trust and participation in the One Data Indonesia policy. Actors who have social capital can help organizations optimize their collaborative efforts to realize the goals of Indonesia's One Data Policy. The important role of social capital in collaborative governance facilitates collective action among various stakeholders (oh & Bush, 2016). As a follow-up, the local government has issued a 2021 Regent Decree on the establishment of the One Data Forum. This forum contains the roles and responsibilities of each Regional Apparatus Organization (OPD) in supporting the implementation of One Data Indonesia in Ogan Komering Ilir Regency. The

existence of this forum aims to ensure cross-sector coordination in the collection, management, and utilization of data to support the planning, implementation, and evaluation of data-based policies at the district level (Ardani, 2022; Establishment of One Data Forum Ogan Komering Ilir Regency, 2021).

ASN's motivation shows the importance of intrinsic (such as job satisfaction and sense of achievement) and extrinsic (such as incentives and rewards) factors in encouraging ASN's active involvement in collaboration. This strengthens motivation theories in public administration, such as Maslow's Hierarchy of Needs, which are relevant in the context of public services. For example, the need for safety and esteem needs can be applied by creating a stable work environment and rewarding ASN performance achievements, thus encouraging them to contribute more in collaborative work.

Overall, this research enriches the empirical basis for the development of public administration theory regarding the effect of ASN motivation and ASN social capital simultaneously in increasing Collaboration and can be used to enrich the literature in public management, HR Management, and evidence-based policy making. Stakeholders must be able to work together effectively. Partnerships, open communication, and joint decision-making are some of the ways that stakeholders can work together to solve problems in collaboration in the implementation of Satu Data Indonesia in Ogan Komering Ilir Regency to achieve common goals.

Conclusion

Based on the results of the study, ASN motivation and ASN social capital have a positive and significant effect on Collaboration, both partially and jointly. ASN social capital has a greater influence than motivation, so strengthening trust, social networks, and participation in Collaboration needs to be the main focus in the implementation of One Data in Ogan Komering Ilir Regency. Based on the results of the analysis, researchers suggest, Increasing ASN motivation provides performance-based rewards for Regional Apparatus Organizations, both material and non-material for OPDs that have met SDI standards, as well as completing the availability of data on the https://data.kaboki.go.id portal and conducting coaching clinics for OPDs that face obstacles and barriers. The training activities carried out can increase ASN motivation in serving the public and working together.

Approaches through motivation and social capital can improve Collaboration in the implementation of the One Data Indonesia Policy in OKI Regency, despite facing human resource and budget limitations. Motivation can be strengthened by technical training to

improve competence, and measurable performance evaluation. This is supported by building social capital, such as increasing trust between agencies through collaboration forums, strengthening joint commitment, and forming cross-sector teams that support each other through team building activities. OKI districts can prioritize direct impact activities, utilize open source technology, and involve the private sector or universities as strategic partners. With this approach, it is expected that data integration can run more effectively, creating more transparent and accountable governance.

The Evaluation of the Implementation of Sectoral Statistics (EPSS) by BPS periodically monitors and evaluates the program, providing the Ogan Komering Ilir Regency Government with a reference point to assess its success. The integration of digital technology, such as communication platforms across work units, has the potential to enhance coordination and support the successful implementation of One Data. By implementing these measures, the OKI Regency Government can enhance the quality of collaboration and public services.

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