



## Efforts to Develop Religiosity of State Civil Apparatus through Religious Development in Karanganyar District

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### Abstract

This paper aim For explain about development religiosity apparatus State Civil through Assembly Taklim Nurul Iman in the district The most important essay related with create and develop attitude ASN religiosity. Study This generate (1) Condition Religiosity Apparatus State Civil in the District Karanganyar , in general, shows that the social picture of the people of Karanganyar Regency is a plural society, socially, economically and politically very stable . And conditions bureaucracy themselves in general in the district Karanganyar show harmony between superiors and subordinates in the environment office district government So is the Regent in a manner routine give briefing to employee from class on to the very bottom that is done a month once. Besides that, reason Regent fostering religiosity the namely, the Regent want to invite for more fear to Almighty God. (2) Development Religiosity for apparatus State Civil through Assembly Taklim Nurul Iman in the District karanganyar followed by all civil servants walk with fine and smooth. Proved with increase faith and piety civil servants in the neighborhood work and society, so matter This impact on the concession socio-cultural public towards. Spirit from religiosity development by praying appropriate time and community is for more civil servant's discipline.

Keywords : Development, Religiosity, Assembly Taklim

This paper aims to explain the development of religiosity of the State Civil Apparatus through the Nurul Iman Taklim Council in Karanganyar district which is primarily related to creating and developing ASN religiosity attitudes. This study resulted in (1) the condition of the religiosity of the state civil apparatus in Karanganyar Regency. In general, it shows that the social picture of the people of Karanganyar Regency is a pluralistic society, socially, economically and politically very stable. And the condition of the bureaucracy itself in general in Karanganyar Regency shows the harmony between superiors and subordinates in the district government office. Likewise, the Regent routinely provides directions to employees from the top to the bottom class which is carried out once a month. In addition, the reason for the Regent to carry out the religious development is that the Regent wants to invite him to be more pious to God Almighty. (2) Development of Religiosity for State Civil Apparatus through the Nurul Iman Taklim Council in Karanganyar Regency, followed by all civil servants, went well and smoothly. It is proven by increasing the faith and devotion of civil servants in the work environment and society, so that this has an impact on the socio-cultural conditions of the community towards a better direction. The spirit of fostering religiosity by praying on time and in congregation is for civil servants to be more disciplined.

**Keywords: Development, Religiosity, Taklim Council**

### Introduction

The development of the era affects the character individual, marked with frequent moral decline found in life socialize. Life in society with various existing variations, of which are light until

the very bad. It is in essence caused Because shift orientation and uncertainty teak self and character.

This moral crisis happens in various layer Good public layer lower (*grass root*), nor poison atmosphere State bureaucracy begins from the top level to the very bottom. Appearance phenomenon

*white collar crimes* (crimes collar white or crimes committed by people tie, such as executives, bureaucrats, teachers, politicians or equivalent with them), as well the issue of KKN (Corruption, Collusion and Nepotism ) carried out by elites, namely indication concrete medium Indonesian experience moral crisis .

Actions and activities performed in a manner effective and efficient For obtain more results Good is exists from construction. Objective from coaching nothing else as something tool for reach change and development attitude somebody as well as as training and development prowess as well as skill. Coaching religiosity is one activity for develop suitable personality with Shari ' at Islam with the goal is none other than to achieve perfection. Believers must be able to save themselves and others from moral damage and to achieve a balanced happiness between the world and the hereafter. Construction religiosity , teaching spirituality and morals do not stop at mere cognitive routines of worship and teaching morals, but are made aware of the understanding of the inner meaning of religious and moral teachings. How many Lots person who wants do fine , but difficult made reality .

Fostering religiosity as an effort to make improvements to be better than before. Man potentially own a number ability For Act in accordance with God's provision that is as caliph in advance earth this . With thereby coaching religiosity No limited give achievement to his body just but give achievement spiritual or inner human. Someone who has get need spiritually, then always he will walk in accordance with values Shari ' at Islam as well will the more strong in overcome life in this world and not easy swayed by impactful attitudes negative about him.

Sutarto said, there is two way you can done for form and develop religiosity, namely: First, do internalisation values Islam, suggestions and corrections as well as encouragement social. Second, create environment religious good in the environment family , school as well as in society (Sutarto , 2018).

Planting oriented Religious Development mark sublime as characteristic base in ensure connection with very related to each other with method view and character base human. For that's religiosity is tree essence teachings islam on the side aqidah, morals and shari'ah Because will mentally and spiritually developed somebody For own essence high humanity with religiosity development can seen style and essence real man : According to Islamic teachings fostering religiosity

through religious activities is factor important in build something people or build something nation. Something development no determined only with factor credit and investment material, development no Possible walk only with pleasure hurling insults at opponents political or only look for other people's mistakes . Which is necessary in development is sincerity , honesty , soul high humanity , in accordance with the word deeds , achievements work , discipline , soul dedication and always oriented to day forward and update .

Because it's the main program and the struggle tree from all business is coaching religious. He must implanted to whole layers and levels public especially Apparatus State Civil. One coaching religiosity Apparatus Civil State carried out by the government is in the District Karanganyar .

## METHOD

Research This use method study qualitative descriptive, that is method research that discusses and explains in a manner clear about situations and conditions incident social. So that can pulled conclusion with method analyze and present fact in a manner easy systematic understood without exists count number (Bakri & Naj'ma, 2020) .

Subject study This that is whole manager Assembly Taklim Nurul Iman and Civil Servants (PNS) in the Regency Karanganyar 2021. As for the informants study This that is manager majelis Taklim Nurul Iman Karanganyar and Civil Servants (PNS). Research time This that is August 2021-May 2022 in the Regency Karanganyar and data collection techniques using documentation, observation, interview. Data validation technique is carried out with use method triangulation, that is checking or comparison from the field data obtained with leveraged data data outside the research data (Bungin, 2007: 265) .

Stage final that is analyze data, use For find themes and hypotheses so needed compilation of data into A pattern, so become earning categories description and proceed withdrawal conclusion (Moeleong, 2000: 156) .

## RESULTS AND DISCUSSION

A Religiosity Apparatus State Civil in the District Karanganyar. On chap This researcher expose more in related with coaching regency ASN religiosity Karanganyar through Assembly Taklim Nurul Iman, as a concrete manifestation of ASN coaching in Karanganyar Regency, the Karanganyar Regent has issued letter circular on year 2016 about appeal carry out Salat appropriate time and community and reading the holy book in the morning of the month of Ramadan for ASNs. As

for the background importance coaching ASN religiosity in Karanganyar district are :

Condition Social , Economic, Political and System Trust as one famous regency in Central Java, name Karanganyar of course own history alone. District name Karanganyar has initiated by Raden Mas Said. He Alone more known with designation Lord Sambernyawa . Regency Karanganyar has official established on April 19, 1945 or specifically before independence Republic of Indonesia. (Interview KH. Drs. Suhud HP, on March 4, 20 22 ).

*“Karanganyar in the early days before become Regency like Now This only hamlet small . According to the Pedukuhan people Karanganyar This initiated by Raden Mas Said. New in years after independence become area Regency alone ” (Interview Suhud HP M.Si , on March 4 , 2022)*

Based on Staatsblad Number 30 of 1847, dated June 5 , 1847, Regency Anom (Onderregent) Karanganyar formed simultaneously with establishment of 2 ( two ) Regencies Anom else , that is Anom Malangjiwan Regency Anom Wonogiri , which is in the government area Duchy Mangkunegaran .

In 1917, with Rijksblad Mangkunegaran number 37 formed 2 ( two ) Regencies, namely : Regencies Karanganyar and District Wonogiri . And on November 18, 1917, Kanjeng Lord Prince Arya Mangkunegara VII inaugurated KRMT. Hardjo Hasmoro as Regent Karanganyar. (BPS document, Regency Karanganyar, 12 March 2022).

Regency Karanganyar there are 17 subdistricts covering 177 villages/ kelurahan (15 subdistricts and 162 villages ). Village or output the there are 1,117 hamlets , 2,323 hamlets, 2107 RWs and 6,902 RTs. Subdistrict Jumapolo own amount hamlet biggest namely 101 hamlets, meanwhile amount the smallest hamlet is in the District Jenawi of 34. District Karangpandan, Karangnayar and Mojogedang is Dense district its inhabitants. Whereas less populated district that is Tasikmadu .

In general, social conditions show that the social picture of the people of Karanganyar Regency is a plural society, socially, economically and politically very stable, as shown by the interview results below:

*“Based condition society and typology life social society, Karanganyar people that's a good plural from terms of religion , ethnicity and culture that developed here . So no only There is One group course , but Lots different groups ” ( Interview KH. Drs. Suhud HP, March 4, 2022).*

*Meanwhile, according to Wiharso , the state of belief and values developed in Karanganyar*

*Regency is upholding Islamic values and tolerance towards fellow believers (Wiharso Interview Kemenag Karanganyar), 12 April 2022).*

The description of religious life shows that in 2021 the number of places of worship in Karanganyar Regency has not changed much from the previous year, with 2492 mosques, 778 prayer rooms , 175 churches, 18 Catholic churches, 25 temples and 5 monasteries.

Characteristics Bureaucracy Government Regency Karanganyar Life since century this 19<sup>th</sup> called with bureaucracy, which has become history in people human. Bureaucracy become important thing in life organization , before born until died, every humans living in the modern world always deal with institution so called government with bureaucracy .

as mentioned on that bureaucracy become room important machine for the country. Inside it there is receiving official wages and employed by the state For give direction , advise and run task policy in state politics. However, by theory bureaucracy own understand and get understood in a manner practical that is as state apparatus, however understanding bureaucracy the Lots raises controversy (Setiyono, 2012: 15).

Quality service public administration by the government area is strongly influenced by quantity and quality source Power available humans. In 2021 amount apparatus bureaucrats in the district Karanganyar as many as 9,635 civil servants, consisting of of 4,544 men and 5,091 women . Viewed from civil servants in the district Karanganyar so amount employee group I exists as many as 208 people, class II as many as 1941 people, followed by civil servants with group III as many as 3,996 people, and the fourth order are civil servants with group IV as many as 3,490 people (<https://karanganyarkab.bps.go.id,2/03/2022>).

Kindly general condition bureaucracy in the district Karanganyar show harmony between superiors and subordinates in the environment office district government So is the Regent in a manner routine give briefing to employee from class on to the very bottom that is done a month once. Besides that, reason Regent fostering religiosity the namely , the Regent want to invite For more fear to Allah the Almighty God . Spirit from religiosity development by praying appropriate time and community is for more civil servants discipline . Like explanation from Wiharso ;

*“ Because of the Regent Karanganyar want to invite all ASNs for more pious to Allah SWT and*

together to heaven," (Interview Wiharso , 12 April 2022).

Policy religiosity development No regardless of \_ effort Regent For invite ASN to more enterprising and disciplined through exercise istikamah or consistent operate Salat congregation how mentioned in excerpt interview following ,

" *Performance of employees in the district Karanganyar is very good and discipline , and letters circular Regent Alone is arise from thinking Regent after see condition winning environment \_ need policy the without There is influence from anyone .*" ( Interview with KH. Drs. Suhud HP, 4 March 2022).

Explanation above \_ describe How condition characteristics bureaucracy in the neighborhood government Regency Karanganyar , then making letter circular Salat appropriate time and community besides intended For objective enhancement piety to Allah, it is also intended that ASN more discipline .

Development Religiosity for apparatus State Civil through Assembly Taklim Nurul Iman in the District Karanayar.

Related with tendencies that occur within government nor outside government too influence policy religiosity development Because elite will Act on perception alone. Situation inside government related with circumstances environment Work nor ethos work owned by officials. Development of ASN religiosity with carry out Salat appropriate time and congregation in the District Karanganyar that is the vision proclaimed by the Regent Karangnyar that is enhancement quality religious , social and cultural. Wiharso , Regent Karanganyar own vision mission namely (Interview, Wiharso, 12 April 2022)

Namely, first, development thorough infrastructure, second, empowerment economy the people, third, free education for elementary/ junior high schools and free health, fourth development village called as center growth and fifth, increase quality religion, empowerment women, sports, social culture and youth.

Based on vision and mission above , Regent Karanayar own emphasis on improvement quality religious through activity Salat appropriate time and together in the environment Regency Karanganyar . Opinion the corroborated by the statement of KH. Drs Suhud HP, that

" *Regent own desire For increase activity religious with state in 5th mission . Mission enhancement activity religious through Salat congregation the in accordance with background environment education owned by the Regent, where*

*Regent own background behind education boarding school or students . "* (Interview, KH. Drs. Suhud HP, 04 March 2022).

prayer circular policy is the pure desire of the Regent to consolidate and intensify discipline from elements of the government, without any pressure from any party. as stated in the following interview excerpts:

"*The Regent's circular letter regarding the call to pray on time in congregation is purely a policy from the Regent without any pressure from within the government or from outside the government on behalf of the community or mass organizations*" (Interview, KH. Drs. Suhud HP, 04 March 2022).

According to Wiharso , the purpose of fostering ASN is to increase faith and devotion to Allah SWT. As well as supporting the 5th pair program Regent and Deputy Regent Karanganyar, that is increase quality religious social and cultural. Regent Certain with activity the will will impact on conditions socio-cultural public to more direction well, here explanation from wiharso :

"*When the call to prayer resounding ASN in the environment government Regency Karanganyar must leave work and rush to the mosque or mushallah For follow Salat congregation "* ( Interview , Wiharso , 12 April 2022)

According to Regent Karangnyar , that all layers in the district Karanganyar is very respectful difference and also very caring harmony. Because it, through instrument activity Salat community, hopefully will the more strengthen mutual feelings respect and care harmony as a religious human character, in an identical religion with term religiosity (religiousness) which means relate with knowledge, belief, implementation of worship and creed, and appreciation on the religion he professes, religiosity is ability own meaning live, make religion as values, believe and have faith in the religion that is adhered to, carry out religion in a way individuals, feeling spiritual everyday, making religion a coping, guarding tolerance, intertwine commitment in religion, follow organization religious . This also affects \_ social , behavioral , and psychological individual . Like quote interview following this :

"*Each region has diversity, both ethnic and cultural religion, so it should be known that all levels in Karanganyar Regency respect differences and also always maintain harmony between fellow religions, with that character the religiosity of ASN in the district essays will be realized without*

*pressure and coercion” (Drs. H. Juliyatmono , MM May 19 2022)*

Based on results research , conditions society in the district Karanganyar show description society in the District Karanganyar is showing facet plurality to each other , as well as social , economic and political stable. It show that ASN Karanganyar consists on diverse circumstances Good from facet state of ASN. kindly more wide in measure religiosity use method developing analytical techniques form religious citizenship with decipher become dimensions so that get representative results .

The analysis form describe attitude ability connection a individual with individual another, individual with God, relationship individual in build and build connection adherents of other religions, abilities individual prove approach with care, affection, mutual forgive, cooperate and perceive that Lord is determinant or Haki, ability individual in own grateful attitude, ability individual No own nor have vengeful nature , possess \_ trust and confidence in religion and engagement with Tuham .

Following explanation from Juliyatmono as Regent essay :

*Regency Karanganyar is a strategic area . The politics stable the people very open index development the human Enough good in Central Java , us become regency the best and the number of human rights is also the best value highest in Central Java , level harmony is also good seldom There is conflict , individual describe concern ; love \_ honey ; and each other forgive , ability thanks , ability individuals who don't hold grudges and abilities \_ individual symbolize Reflecting God \_ his beliefs and beliefs to involvement Lord in business , because That Karanganyar is nicknamed as Earth Barokah ” (Drs. H. Juliyatmono , MM 19 May 2022)*

According to Kendler, et al., (2003) dimensions religiosity there is seven ,namely :

1. *General religiosity/religious coping*

Sync involvement between concern and other individuals \_ own linkages spiritually , for example sensing ( living ) existence position other society .

2. *Social religiosity or Religious 'social support.*

Increase interaction individual with another individual . this \_ describe that presence individuals in other places of worship make called dimensions \_ with *social religiosity* or with another term is *religious social support* .

3. *Forgiveness* or attitude forgive

Describe attitude attention , forgive to sesame, attention , so become dimensions that are not bring up term that Lord want to measure attitude want to coo attitude forgive against individual other .

4. *God as judge* or Lord as determinant or judge.

Explain about trust to God will give reward from all form our activities do , for example When we do matter goodness , however No with on the contrary if kit ado error will get punishment ,

5. *Thankfulness* or Give thanks

Ability individual express gratitude \_ or called with *thankfulness* , reflect feeling thank opposite love with anger to life nor to God .

6. *Unvengefulness* or Taste not feud

Own attitude behavior that is n't own feeling feud

7. *Involve god* or Involvement Lord

Proving trust why Lord in positive, active involvement in various affairs man everyday .

ASN performance is very influential to progress and prosperity the people , because success government originate from performance apparatus. Apparatus performance some are good and some are bad . Many factors influence performance , either influencing factors performance is satisfaction work. Satisfaction Work will reflect feeling apparatus to the job to be impact on performance apparatus the. Besides satisfaction work , religiosity is also one possible dimensions give impact positive to level cause performance awareness *religious* somebody can raises strong urge and can be a motivator for direct somebody in work .

Based on results interviews , fostering ASN religiosity by letter circular Salat appropriate time and community besides intended For objective enhancement piety to Allah, it is also intended that PNS be more discipline. Following explanation Juliyatmono :

*" Since small I always taught What that Islam by parents , father I is a religious teacher so teachings about Islam always attached to yourself me, and in the end I own like background. Now this, history education SD Negeri 1 Kaliboto, Karanganyar State MTS, Karanganyar MAN, S1 Muhammadiyah Surakarta University, S2 STIE Mitra Indonesia Yogyakarta. Work History SMA Muhammadiyah Karanganyar Teacher , Employee Department of Religion Karanganyar . Organization History MTS student council president Karanganyar, Chairman of OSIS MAN Karanganyar, chairman of IMM, Chairperson of PD Muhammadiyah and deputy secretary of PD Muhammadiyah. Then I plunge into the world of*

*politics and finally bring I win as Regent Karanganyar selected period 2013-2018 and was elected return period 2022-2024” (Drs. H. Juliyatmono , MM 19 May 2022)*

According to Juliyatmono , that the more diligent and routine Salat congregation then you can see the condition religion in the district Karangnyar show exists very large tolerance. Tolerance in the sense of the people religion in the district Karanganyar is very respectful difference, so at the moment policy this is made No anyone feel offended or feel at a loss .

More carry on according to Julitamono that society is very respectful difference and also very caring harmony. by karen it, through instrument activity Salat community , hopefully will the more strengthen mutual feelings respect and care harmony . Following explanation from Juliyatmono :

*”Because of one of 5 visions and missions I that is , increase quality religious social and cultural , from there then spread with activity including Friday around , dawn around , taraweeh around recitation around we usually invite sheikhs and also religious leaders of religious scholars and Karanganyar Islamic organizations Good those are NU, Muhammadiyah, LDI, MTA. from here I Can conclude that public Karanganyar can be put together and Alhamdulillah so far This No There is conflict atara ormas nor between people religion ” (Drs. H. Juliyatmono , MM 19 May 2022)*

Besides it , with exists policy that , the government own time and opportunity For meet with whole staff in the environment government Regency Karanganyar like a safari by the government to the mosques . Through policy such , for example Regent Karanganyar , Juliyatmono organize prayer tours must congregate at mosques in the surrounding sub districts environment Regency Karanganyar. Following explanation Ethics :

*” Activity programs Salat appropriate time and community besides For increase faith and piety are also activity social Regent For Can meet with whole Apparatus State civil servants in the district Karanganyar so no too formal” ( Ethtic Interview , April 22, 2022)*

Visit agenda religious the for example held at the Al Huda Mosque, Tagung Hamlet , Village Berjo, District Ngargoyoso with Salat Asher together. at the moment visit Regent Karanganyar is also accompanied around 20 Heads Organization Regional Devices (OPD), BUMD leaders and employees Subdistrict local as well as residents local . On occasion that , after operate Salat

obligatory , Regent give help means of worship takmir local mosque . Regent deliver help to the takmir of the mosque that became place together .

On occasion congregation that rotates in several place Regent No forget bring help For the needs of the mosque along with help For society. Following explanation Juliyatmono :

*“ This thing I do is For change habit we are generally the ones who pray mufarid at home so Can carry out Salat congregation in the mosque, when place his worship neat , clean , organized makakita also carry out worship will feel comfortable ” (Drs. H. Juliyatmono , MM 19 May 2022)*

Through activity Salat congregation tours organized by the government there usually is delivery tauziah short from regent. Policy Salat congregation is also made event friendship routine between government with device area Regency Karanganyar others . With exists policy such , then government own time for more Can socialize and discuss What just activities to do next . As for the district area that became objective activity This among others,Ngargoyoso, Tasikmadu, Jaten, Karangpandan, Jumantono, Kerjo, Tawangmangu, Jenawi, Jatiyoso , Jatipuro, Jumapolo , Kebakkramat, and Mojogedang.

In principle, through policy that, the government more own time For around and stare advance direct with ASn 76 prayers the held at the An-Nur Mosque, Pendem Hamlet Kulon , Village Go , District Tasikmadu , Regency Karanganyar , Central Java . after Salat congregation, Regent Karanganyar, Juliyatmono also did informal discussion together all Apparatus State Civil in place visit (<http://jateng.tribunnews.com, 25/01/2022>) .

According to him , serve become main task government . One that is effective For know environmental problems Government Regency Karangnyar is with use track informal communication . it carried out by the Regent Karanganyar as part from absorption aspiration, use For finish moderate problems happened in Karanganyar. Regent with a number of element government do Salat congregation around as event informal communication with whole Apparatus State Civilians who are in the environment government Regency Karanganyar (<http://jateng.tribunnews.com25.02/2022>).

Producing activities and processes related policies government internals nor public general . The activity in question that is related with including the steps taken government before emit

policy like study introduction before issued something policy.

Besides it , with exists policy that , the government own time and opportunity For meet like a safari by the government to mosques. Through policy such , for example Regent Karanganyar , Juliyatmono organize prayer tours must congregate at mosques in sub-districts in the Regency Karanganyar . According to him, serve is task main government. Whereas track considered informal communication as one effective way , For know direct problems that occur in a environment .

"When I Lots hear problem , then government talk and talk with method swap mind, so problem the can resolved"  
(<http://jateng.tribunnews.com>, 25/022022).

### Conclusion

From analysis and exposure on can concluded that :

Condition Religiosity Apparatus State Civil in the District Karanganyar , in general, shows that the social picture of the people of Karanganyar Regency is a plural society, socially, economically and politically very stable. And conditions bureaucracy themselves in general in the district Karanganyar show harmony between superiors and subordinates in the environment office district government So is the Regent in a manner routine give briefing to employee from class on to the very bottom that is done a month once . Besides that , reason Regent fostering religiosity the namely , the Regent want to invite For more fear to Allah the Almighty God . Spirit from religiosity development by praying appropriate time and community is for more civil servants discipline .

Development Religiosity for apparatus State Civil through Assembly Taklim Nurul Iman in the District karanayar followed by all civil servants walk with fine and smooth. Proved with increase faith and piety civil servants in the neighborhood work and society, so matter This impact on the concession socio-cultural public towards more.

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### Interview List

Drs. H. Juliyatmono, MM as Regent of Karanganyar district

H. Wiharso as Head of KEMNAG Karanganyar Regency

Ethics as PNS ( Civil Servant ) Regency Karanganyar

Suhud HP M.Si , as manager Assembly Taklim Nurul Iman Regency Karanganyar

### Author Profile

Writer is Muhammad Ja'far Nashir , completed his undergraduate study at STAIN Salatiga graduated in 1998 majoring in Islamic Religious Education. Then completed his Masters at IAIN Walisongo Semarang in 2002. Currently This writer moderate completed his doctoral degree at Nahdlatul Ulama University, Surakarta. Writer Work as Lecturer at Mamba'ul ' Ulum Islamic Institute Surakarta.