

Indonesia - Survey of Public Servants 2012

The World Bank, Philip Keefer

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Identification

SURVEY ID NUMBER

IDN_2012_PESBR_v01_M

TITLE

Survey of Public Servants 2012

COUNTRY/ECONOMY

Name	Country code
Indonesia	IDN

ABSTRACT

The Bureaucratic Reform (BR), introduced by the government of Indonesia in 2006, is a comprehensive initiative which touches upon the refinement of the many dimensions of the way government ministries/agencies (M/A) run, among others the existing remuneration system. To encourage the reform, M/A can receive BR allowance in the form of a stipend for the employees should their proposal to implement BR has been approved. The Pay for Performance (PfP) project was initiated by The Research Group of the World Bank Development Economics Group (DECRG). Interested in evaluating the effects of the Bureaucratic Reform (BR) allowances on the performance, efficiency and morale of public servants in Indonesia, DECRG intended to collect data on the above through perspective-based survey done by the public servants. The PfP project collected data from 3,903 public servants sampled from selected Ministry/Agency (M/A) in different states of BR allowance approvals. The respondents were to come from three employee ranks (III-A, III-D and IV-A). 15 government institutions were selected and grouped into four BR groups: M/A that have received BR allowance ("Received"); M/A that have been approved to receive BR allowance ("Pipeline"); M/A that have just applied for BR allowance ("Applied"); and M/A that have not applied for BR allowance ("Not Applied"). Four surveys types were developed by DECRG to administer: Control, TCP, TDP and TRP.

KIND OF DATA

Aggregate data [agg]

UNIT OF ANALYSIS

Public servants. The public dataset is aggregated at the institution level.

Scope

NOTES

The PfP project collected data from 3,903 public servants on the effects of BR allowances on the performance, efficiency and morale of civil servants, sampled from selected Ministry/Agency (M/A) in different states of BR allowance approvals. The respondents were to come from three employee ranks (III-A, III-D and IV-A). 15 government institutions were selected and grouped into four BR groups: M/A that have received BR allowance ("Received"); M/A that have been approved to receive BR allowance ("Pipeline"); M/A that have just applied for BR allowance ("Applied"); and M/A that have not applied for BR allowance ("Not Applied"). Four surveys types were developed by DECRG to administer: Control, TCP, TDP and TRP.

Coverage

UNIVERSE

Public servants across 15 government institutions and three employee ranks (III-A, III-D and IV-A)

Producers and sponsors

PRIMARY INVESTIGATORS

Name	Affiliation
The World Bank	

Philip Keefer	Inter-American Development Bank
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PRODUCERS

Name
The World Bank

FUNDING AGENCY/SPONSOR

Name
The World Bank

Sampling

SAMPLING PROCEDURE

Following stratification by hierarchy and institution, random sampling from staff lists was implemented to get to the final sample.

Data Collection

DATES OF DATA COLLECTION

Start	End
2012-06-04	2012-07-27

DATA COLLECTION MODE

Computer Assisted Personal Interview [capi]

DATA COLLECTION NOTES

Face to face survey using CAPI and conducted by an enumerator

Access policy

CONTACTS

Name	Affiliation	Email
Daniel Oliver Rogger	The World Bank	drogger@worldbank.org

CONFIDENTIALITY

CITATION REQUIREMENTS

Use of the dataset must be acknowledged using a citation which would include:

- the Identification of the Primary Investigator
- the title of the survey (including country, acronym and year of implementation)
- the survey reference number
- the source and date of download

Example:

World Bank 2012. Indonesia Survey of Public Servants (PESBR) 2012. Ref: IDN_2012_PESBR_v01_M. Downloaded from [URI] on [Date].

Metadata production

DDI_IDN_2012_PESBR_v01_M_WB

PRODUCERS

Name	Abbreviation	Affiliation	Role
Development Data Group	DECDG	World Bank	Documentation of the study

DATE OF METADATA PRODUCTION

2022-06-09

DDI DOCUMENT VERSION

Version 01

Data Dictionary

Data file	Cases	Variables
indonesia.csv Anonymized and aggregated data for Indonesia Survey of Public Servants 2012	2210	13

Data file: indonesia.csv

Anonymized and aggregated data for Indonesia Survey of Public Servants 2012

Cases: 2210

Variables: 13

Variables

ID	Name	Label	Question
V14	Section_org	Section_org	
V15	Topic	Topic	
V16	Indicator	Indicator	
V17	Question_var	Question_var	
V18	Question_text	Question_text	
V19	Scale	Scale	
V20	Group	Group	
V21	Category	Category	
V22	Mean	Mean	
V23	Lower_ci	Lower_ci	
V24	Upper_ci	Upper_ci	
V25	Percentile_25	Percentile_25	
V26	Percentile_75	Percentile_75	

Total: 13

SECTION_ORG: Section_org**Data file: indonesia.csv****Overview**

Valid: 2210 Invalid:
 Type: Discrete Width: 48 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Changes after Bureaucracy Reform (BR) initiative		728	32.9%
Management practices		598	27.1%
Other		494	22.4%
Relationship with the minister		52	2.4%
Salary		182	8.2%
Work environment		156	7.1%

TOPIC: Topic**Data file: indonesia.csv****Overview**

Valid: 2210 Invalid:
 Type: Discrete Width: 48 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Changes after Bureaucracy Reform (BR) initiative		650	29.4%
Compliance		208	9.4%
Misconduct		26	1.2%
Motivation & attitudes		260	11.8%
Other		130	5.9%
Promotions		338	15.3%
Recruitment		52	2.4%
Relationship with the minister		52	2.4%
Trust		338	15.3%
Work environment		156	7.1%

INDICATOR: Indicator**Data file:** indonesia.csv**Overview**

Valid: 2210 Invalid:
 Type: Continuous Width: 35 Range: - Format: character

QUESTION_VAR: Question_var**Data file:** indonesia.csv**Overview**

Valid: 2210 Invalid:
 Type: Continuous Width: 7 Range: - Format: character

QUESTION_TEXT: Question_text**Data file:** indonesia.csv**Overview**

Valid: 2210 Invalid:
 Type: Continuous Width: 796 Range: - Format: character

SCALE: Scale**Data file:** indonesia.csv**Overview**

Valid: 2184 Invalid: 26
 Type: Discrete Width: 4 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
0--1		1300	58.8%
1--5		884	40%
		26	1.2%

GROUP: Group**Data file:** indonesia.csv**Overview**

Valid: 2210 Invalid:
 Type: Discrete Width: 25 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
Age		255	11.5%
All		85	3.8%
Education		170	7.7%
Gender		170	7.7%
Institution		1275	57.7%
Tenure (in civil service)		255	11.5%

CATEGORY: Category

Data file: indonesia.csv

Overview

Valid: 2210 Invalid:
 Type: Discrete Width: 23 Range: - Format: character

Questions and instructions

CATEGORIES

Value	Category	Cases	
1		85	3.8%
10		85	3.8%
10 years or fewer		85	3.8%
11		85	3.8%
12		85	3.8%
13		85	3.8%
14		85	3.8%
15		85	3.8%
2		85	3.8%
3		85	3.8%
30 years or fewer		85	3.8%
4		85	3.8%
5		85	3.8%
6		85	3.8%
7		85	3.8%
8		85	3.8%
9		85	3.8%

All		85	3.8%
Below university		85	3.8%
Between 10 and 20 years		85	3.8%
Between 30 and 50 years		85	3.8%
Female		85	3.8%
Male		85	3.8%
More than 20 years		85	3.8%
More than 50 years		85	3.8%
University		85	3.8%

MEAN: Mean

Data file: indonesia.csv

Overview

Valid: 2020 Invalid: 190 Minimum: 0 Maximum: 1
 Type: Continuous Width: 11 Range: 0 - 1 Format: Numeric

LOWER_CI: Lower_ci

Data file: indonesia.csv

Overview

Valid: 2020 Invalid: 190 Minimum: -0.2001111 Maximum: 1
 Type: Continuous Width: 12 Range: -0.2001111 - 1 Format: Numeric

UPPER_CI: Upper_ci

Data file: indonesia.csv

Overview

Valid: 2020 Invalid: 190 Minimum: 0 Maximum: 1.2001111
 Type: Continuous Width: 11 Range: 0 - 1.2001111 Format: Numeric

PERCENTILE_25: Percentile_25

Data file: indonesia.csv

Overview

Valid: 2020 Invalid: 190 Minimum: 0 Maximum: 5
 Type: Discrete Width: 4 Range: 0 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
0		1063	48.1%
0.5		2	0.1%
0.75		1	0%
1		100	4.5%
1.5		2	0.1%
2		187	8.5%
2.5		2	0.1%
3		304	13.8%
3.75		1	0%
4		341	15.4%
5		17	0.8%
Sysmiss		190	

PERCENTILE_75: Percentile_75

Data file: indonesia.csv

Overview

Valid: 2020 Invalid: 190 Minimum: 0 Maximum: 5
 Type: Discrete Width: 4 Range: 0 - 5 Format: Numeric

Questions and instructions

CATEGORIES

Value	Category	Cases	
0		668	30.2%
0.25		1	0%
0.5		3	0.1%
0.75		1	0%
1		485	21.9%
2		1	0%
3		35	1.6%
3.75		1	0%
4		350	15.8%
4.25		1	0%
4.75		1	0%
5		473	21.4%
Sysmiss		190	

Documentation

Questionnaires

Public Employee Survey of Bureaucracy Reform Version 5.0 - Master Survey

Title Public Employee Survey of Bureaucracy Reform Version 5.0 - Master Survey
Country Indonesia
Language English
Filename indonesia_public_servant_survey_questionnaire.pdf
