

Re-thinking of arsiparis as records and archives professional in Indonesia: Case study of Regional Governments

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Paper Type:

Research Paper

Submitted: 27 January 2024

Revised: 20 February 2024

Accepted: 15 June 2024

Online: 22 June 2024

Abstract

Background of the study: To be able to manage archival documents according to applicable standards, organizations need professional and competent *arsiparis*. Professionalism and competence are represented in the qualification and requirements in the recruitment process.

Purpose: This paper aims to present the results of a mapping study of the qualification and special requirement for *arsiparis*, also analyzes the implications of these aspects for the reinforcement of *arsiparis* profiles

Method: this paper uses an inductive qualitative approach, with the data analysis process by content analysis

Findings: Formal educational qualification are still dominant in archival science major, although many opportunities are also for individuals with non-archival science backgrounds. Job experience in archives and records management is also recommended to acquire by individual who wants to be *arsiparis*. However, these have implications for the *arsiparis*' profile which tends to be interpreted that archives and records management can be done by anyone.

Conclusion: The authors give three recommends. First, confirming educational qualification limits; second, limiting the scope of *arsiparis* taskforce, and strengthening the independence of professional associations.

Keywords: *arsiparis, archives and records professional, local governments*

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Introduction

Arsiparis is one of the supporting factors in solving archival problems in every organization. To be able to manage records (and archives) properly, organizations need an arsiparis who is qualified and competent ([Pratama, 2014](#)). In the context of civil servant management in Indonesia, arsiparis are categorized as functional position. ([Thoha, 2016](#)) explained that functional position is official positions which, although not expressly stated in the organizational structure, are based in their function, they must exist to enable the organization to carry out its main functions. The regulation of arsiparis as jabatan fungsional in the government sector is confirmed through Peraturan Menteri Pendayagunaan Aparatur Negara dan RB Nomor 48 Tahun 2014 tentang Jabatan Fungsional Arsiparis which states that arsiparis is “a civil Servant who has competence in archival document management through formal education and/or archival training and has the functions, duties and responsibilities of carrying out archival management activities appointed by authorized officials within government institutions, regional government, village government and university. This manuscript aims to mapping the qualifications and special requirement in recruiting arsiparis, that is job experience especially in regional governments in Indonesia. Also, authors were analysing to what extent the implications of qualification and job experience in defining profile of arsiparis as archives and records professional in local governments.

Generally, the term human resources who manage records and archives are called archivists and record managers. ([Duranti & Franks, 2015](#)) defined archivist “...is an individual who keeps records of enduring value so that they may function as reliable evidence of past actions”. Duranti, in this statement, emphasized that archivists are managers of records that have historical value that can be used as evidence of past events. Meanwhile, human resources who are responsible for managing records are also called records managers. The records manager is a resource that has responsibility for managing records and information produced and received by the organization within ([Duranti & Franks, 2015](#)). Studies related to archival human resources on a decade are more focused on archivists than records professionals. In records area, ([Bowker & Villamizar, 2017](#)) studied positive impacts of partnering records manager into a team of university administrators to engage them in awareness of their information management needs. In their study, some benefits in using records manager are in “...identifying workflow inefficiencies, identifying terminological inconsistencies, iterative training opportunities, and useful knowledge sharing outside the project’s scope”. It is of course different from our study that concern in identifying qualifications and special requirement for arsiparis (that not only manage the records just like records manager). ([Haraldsdottir et al., 2023](#)) examines the experiences of records professional in managing their works during covid-19 pandemic. ([Gibbons & Douglas, 2020](#)), in their study finds that examines the decline of the records and archives professions in Australia by analyzing job advertisements. The study finds that employers prioritize generalist skills over specialist knowledge and value experience over qualifications. The paper raises questions about the role of competencies in establishing professional identity and the future of the records profession in Australia. It is also different from our study that analyze qualifications and special requirements of arsiparis, and their impacts on profiling arsiparis as a professional.

The term arsiparis identically refers to human resources in the government sector who have civil servant status. This understanding is also embraced by ([Lawanda, 2018](#)) that “Arsiparis perform the works under instructions of the government authority as arsiparis is to support the operation of government institutions in the big frame work of government structure”. In general, studies at the national level regarding arsiparis are not very massive in a decade. Based on the results of the search and selection carried out by the authors, there were 37 articles that specifically studied arsiparis in the period of 2013 to 2023. The topic of

competency was the dominant study, such as ([Sudiyanto, 2014](#)) who found that arsiparis has opportunity to become a PPID (Pejabat Pengelola Informasi dan Dokumentasi) by synchronizing arsiparis taskforce with PPID responsibilities. ([Wahyuningtyas, 2015](#)) analyzing competencies in efforts to develop SIKN JIKN in East Java Province. However, the findings of this study focus on comparing the competence of arsiparis in relation to archival records management. The same study was carried out (Prayuda, 2017) by analyzing the competences of arsiparis, but focusing on the area of archives in regional archival institutions in East Java Province. ([Sholahuddin & Aini, 2022](#)) which focuses on the competences of arsiparis in managing records in higher education. Some studies use a literature study approach, such as ([Siambaton, 2017](#)) which describes the comparison of the characteristics of arsiparis between Indonesia and the United States in archival management. ([Kuswantoro, 2018](#)) outlines the competencies of arsiparis that needed to face the era of disruption. ([Rachman, 2018](#)) and ([Faturohmah & Mayesti, 2021](#)) through their studies at the University of Indonesia Archives, they outlined the emphasis on the role of arsiparis which is not only limited to managing archival records, but also as digital arsiparis and educators. The research that has been carried out has several weaknesses, such as understanding arsiparis' conception which is equated with the archivist's conception without a systematic structured analysis process, the locus of study tends to one institution, and has not shown the influence of formal education and/or education and training to the arsiparis profile. Thus, our research questions are: what are the qualifications and job experiences of arsiparis as records and archives professional in local government agencies? and to what extent those criteria had specific implications in re-defining arsiparis in regional governments?

Method

Research Design, Population, and Sample

This paper used a descriptive qualitative research design. According to ([Moleong, 2014](#)) qualitative research is the research that aims to understand phenomena about what is experienced by research subjects, for example behavior, perception, motivation, actions, etc. historically and by means of descriptions in the form of words and language in a special natural context and by utilizing various scientific methods. The data used are qualitative data and quantitative data.

According to Center Bureau of Statistics in 2023, the number of provinces, regencies and cities in Indonesia is at 34 provinces, 416 regencies and 98 cities, so the number of population of regional governments should be in the range of 548 governments. Authors then browsed via internet to collecting civil servant recruitment regulation documents on each regional government's websites. Authors found that some regional governments have not succeeded in archiving that documents. Authors have only collected 75 civil servant recruitment documents from 75 regional governments. So, authors decided to used 75 regional governments for sample. The sample ranges from Sumatera to Maluku, such as Government of Bangka Regency, Regional Governments of Banjarmasin City, Government of Bontang City, Government of Cimahi City, Government of Karawang Regency, Government of Aceh Regency, Government of Kayong Utara Regency, Government of Maluku Barat Daya Regency.

Data Collection and Analysis

Quantitative data are representation of the conception of arsiparis qualifications and special requirements data. Qualitative data are used to analyze the impacts of qualifications and special requirements in profiling arsiparis. Those data come from regulatory documents issued by regional governments that organize civil servant recruitment, in-depth interviews

with national supervisors in archival management (National Archives of the Republic of Indonesia), and focus group discussions with arsiparis of some regional governments.

For local government's regulation's documents, authors used three steps in collecting documents and analysing them with content analysis. According to Krippendouf in ([Kavoura, 2014](#)) content analysis is "...a widely used research method for the objective and systematic examination of communication content which is unobtrusive, has a lot of data to be analysed and examines the message, the text of communication". First step, authors were collecting regulation's documents about civil servants recruitment from 75 local governments. The documents that were successfully accessed were civil servant recruitment for the 2019/2020 fiscal year, 2021/2022 fiscal year and 2022/2023 fiscal year. Second, based on the documents, authors took the unit of analysis: educational qualifications and job experience requirements that must be met. Educational qualifications include data on educational degree and nomenclature of programs or majors, while job experience requirements only consist of data on duration of job in the archives and records management field. Authors then calculated the frequency of occurrence of educational levels, nomenclature of programs or majors, and duration of job experience. Note for job experience, authors found that job experience requirement implemented starting from 2021/2022 fiscal year. Data recording and frequency calculations are in spreadsheet form as our research data bank. Third, after calculating the frequencies for each unit of analysis, authors ranked them from highest to lowest for each unit of analysis. The results of data processing are presented in pie graph (education qualification) and bar graph (job experience).

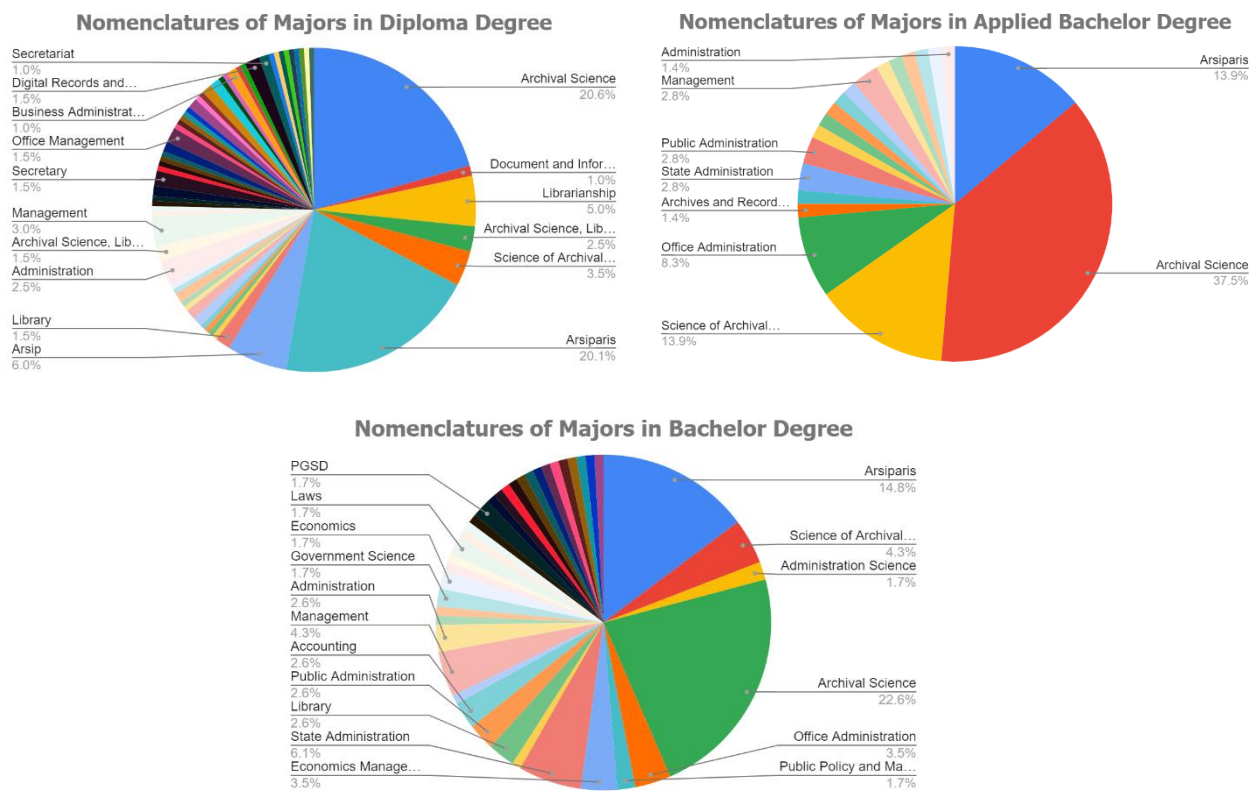
In-depth interviews and focus group discussions were held to verify the results of data processing from documents. In-depth interviews were conducted in May 2023 with arsiparis madya at the Directorate of Human Resources and Certification, National Archives of the Republic of Indonesia. During the in-depth interview, authors explored the perspective of the National Archives of the Republic of Indonesia as an archival national supervisor in addressing the educational qualifications and job experience requirements imposed during the recruitment of arsiparis, as well as the implications of these to a perspective on jabatan fungsional arsiparis. The focus group discussion was held in May 2023 too with four arsiparis in four local governments. In this discussion, authors also explored educational qualifications and work experience requirements and their implications from the perspective of arsiparis in local government. The interview process and focus group discussion were recorded and transcribed. The transcription results were then analyzed thematically to strengthen the author's argumentations.

Result and Discussion

Qualifications and Requirements of Arsiparis

There are two aspects of educational qualifications that should be noted in recruiting arsiparis, educational degree and nomenclature of majors or programs. Those represent competencies that should be in arsiparis, especially knowledge aspect and psychomotor aspect. ([Franks, 2018](#)) explains that "If records and information management is to be considered a profession, it must possess certain characteristics, including theory-based education, professional organizations, professional literature, and codes of ethics. A formal educational program at the master's level will introduce the learner to the theory and principles underpinning professional practice". In (Peraturan Pemerintah Nomor 28 Tahun 2012 Tentang Pelaksanaan Undang-Undang Nomor 43 Tahun 2009 Tentang Kearsipan, 2014) there are two articles mentioned minimal degree of educational background for arsiparis. In article 154 states regarding the educational qualifications of arsiparis ahli that "The competency requirements for arsiparis ahli as referred to in Article 150 paragraph (1) letter b are at least:

a. Bachelor's degree in the field of archival studies and sits in a position that has the function, duties and responsibilities of carrying out archival activities; or b. Bachelor in a field other than archival studies who has attended and passed arsiparis ahli functional education and training and sits in a position that has the functions, duties and responsibilities of carrying out archival activities”. And for arsiparis terampil, according to article 155 that states “The competency requirements for arsiparis terampil as referred to in Article 150 paragraph (1) letter a are at least: a. Diploma III (D-III) in the field of archival studies and sits in a position that has the function, duties and responsibilities of carrying out archival activities; or b. Diploma III (D-III) in a field other than archival studies, who has attended and passed functional archivist education and training at a terampil level and sits in a position that has the functions, duties and responsibilities of carrying out archival activities”. In its implementation, the formation of arsiparis terampil at the government area is also set at Diploma III (D-III) degree, meanwhile for arsiparis ahli is set at Sarjana (S-1) and Diploma IV (D-IV) degree. However, in terms of major studies, there are some variations



Picture 1. Nomenclature of Major Studies in Arsiparis Recruitment (Source: Authors, 2023)

Based on picture 1, the higher education majors for arsiparis, do not only come from archival science, but also those who study non-archival science science. However, the highest percentage of majors in each degree that required are majors that focused in archival science (Bachelor Degree of Archival Science 22.6%; Applied Bachelor Degree of Archival Science 37.5%; Diploma Degree of Archival Science 20.6%). In the Higher Education Database of Ministry Culture and Education Republik Indonesia, the official majors that study archives and records management Diploma III degree is “Archival Science”. Until 2019 its major was at Gadjah Mada University (before changing its nomenclature into Archives and Records Management Study Program and enhancing its degree into D IV or Applied Bachelor Degree),

To cite this document:

Wahyuni, E. R. D., & Rakhmawati, R. (2024). Re-thinking of Arsiparis as Records and Archives Professional in Indonesia: Case Study of Regional Governments. *Record and Library Journal*, 10(1), 126-137. DOI: 10.20473/rlj.V10-I1.2024.126-137.

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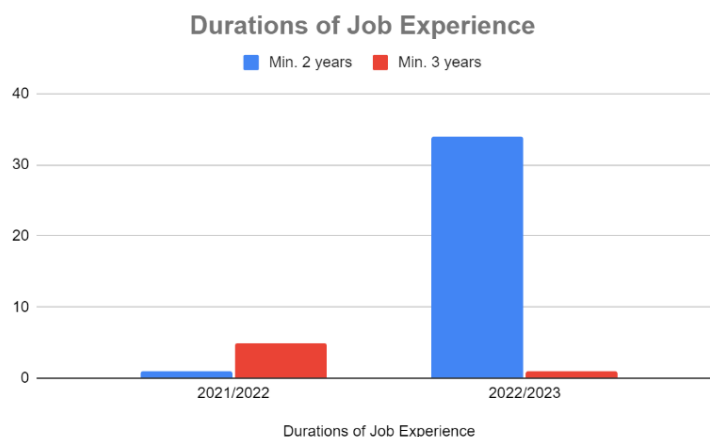
Diponegoro University, and Universitas Terbuka. In others, the nomenclature of majors that studied archives and records management, including: Records and Archives Management (in Diploma and Bachelor Degree) which were previously called Document and Information Management (Diploma Degree) at the Universitas Indonesia; Archives and Records Management (D IV) at Politeknik Negeri Malang; Digital Records and Archives (Applied Bachelor Degree) at Padjadjaran University; Library Science (S1 and S2) Universitas Indonesia which provides several courses on archives and records management; Information and Library Science (S1) Universitas Airlangga; and Library Science (S1) Universitas Brawijaya. If we synchronize with the nomenclature in graphic 1, we can see that majors nomenclatures which basically are not tracked in the database, but become educational qualifications in recruitment, such as: Bachelor Degree of Archival Science (22.6%), Bachelor Degree of Arsiparis” (14.8%), Applied Bachelor Degree of Arsiparis (14.9%), Applied Bachelor Degree of Archival Science (10.4%), Diploma Degree of Arsiparis (20.1%), Diploma Degree of Arsip (6%).

In addition, educational qualifications for arsiparis can take from multi disciplines majors. Based on graph 1, the majors of Bachelor Degree of State Administration (6.1%), Applied Bachelor Degree of Office Administration (8.3%), and Diploma Degree of Librarianship (5%) been the top alternative majors that are widely required. If we look at recordkeeping practices that had been done by agencies at the regional government level, alternative majors in administration indicate that records management is still understood to be limited in keeping work papers, reports, and correspondence which only occurs in offices. This educational qualification is also be a crucial concern for National Archives Republik Indonesia as archival supervisor in managing their arsiparis. The National Archives of the Republic of Indonesia, represented by Suwanto, said: "Formal higher education of arsiparis terampil is Diploma III degree in any majors, that's okay, but the priority is on archival science, if you have an higher educational in D-III Kearsipan then no more training needed." (Suwanto, interview on May 17, 2023 at the Directorate of Human Resources and Certification, ANRI, Jakarta). This findings actually are inherent with ([Gibbons & Douglas, 2020](#)) that “employers prioritize general skills such as technological skills, communication, and task management in records professionals. Experience is also highly desirable, being the single most sought-after attribute. While some specialist skills such as records management practices and archival practices were mentioned, they were not as highly prioritized as the general skills”. On the one hand, the urgency of the major relevancy with job competencies is seen as an important matter. It is stated by Silma, arsiparis terampil at Dinas Perpustakaan dan Kearsipan Kota Tasikmalaya in a group discussion forum (FGD) who said that: “In my opinion, formal higher educational qualifications are very important, especially when we work at archival institution. So, on there, you're actually working on your main duties, right? It's about archives. So, in my opinion, it is very very important, because what you learn in college is very relevant in your job”. (Silma in the Forum Group Discussion (FGD) on Saturday, 13 May 2023).

Thus, the formal higher educational background basically has a significant influence to the quality of performance of arsiparis. This is the main reason of the policy to enforcing the training for arsiparis with formal higher educational qualifications other than archival studies. ([Franks, 2018](#)) outlines that “...training programs, which are shorter in duration, provide participants with a discrete set of skills and knowledge. Training can be used for a variety of purposes, including orientation, policy updates, and the use of new software or hardware”. April, arsiparis mahir at Sekretariat Daerah Kota Sukabumi, said in a group discussion (FGD) forum: Arsiparis with formal higher educational qualifications other than archival studies often read legal products. In government sector, actually, if there is no conflict

with legal products, we will still be able to carry out activities. They also learned to DISPUSIPDA, yesterday they studied restoration in West Java Provincial Government. They also went to ANRI about SIKN, JIKN they carried out consolidations to be able to implement it in Sukabumi. Maybe because they are coming from archival studies, so they gaining knowledge in learning by doing”. (Abril in the Forum Group Discussion (FGD) on Saturday, 13 May 2023).

Duration of job experience was a mandatory requirement for arsiparis. All prospective participants who join in civil servant recruitment for arsiparis were required to attach a document that indicate period of job experience. So that those from various formal higher educational backgrounds can apply to become arsiparis with work experience that is relevant in archives and/or records management. Based on (picture 2), the average job experience required is two to three years. Suwanto, from National Archives of the Republic of Indonesia said that: "We are recruiting arsiparis terampil in the context of PPPK status for those who are ready to work, so there is no need to do training anymore, no need to career development, no need to increase their knowledge anymore. In this the term is already professional, they can work, so work experience is highly matter. If you don't have any experiences, you can't perform well". (Suwanto, interview on 17 May 2023 at the Directorate of Human Resources and Certification, RI National Archives, Jakarta).



Picture 2. Job Experience Duration in Recruitment Requirement (Source: Authors, 2023)

Job experience is also complementary for affective (attitude) and psychomotor (skill) competencies, especially for arsiparis terampil. According to Intan, arsiparis terampil in Sekretariat Badan Kepegawaian Daerah Provinsi Jawa Tengah: “In my place, well, to be honest, when I work on records management, there are very few tasks should be done. I'm working as arsiparis terampil if there is an internal audit”. (Intan in the Forum Group Discussion (FGD) on Saturday, 13 May 2023). Duration of job experience is also provides a real description of the scope of records management activities carried out by arsiparis terampil. Based on (Regulation of the Head of the National Archives of the Republic of Indonesia No. 4 of 2017 Concerning Jabatan Fungsional Arsiparis, n.d.), the tasks of arsiparis terampil include: "records management; archives management; archival development activities; and some additional tasks”. However, the realization, as stated by Dinda, arsiparis terampil at Dinas Perpustakaan dan Kearsipan Kota Yogyakarta, is that: "So all of us are working together to manage archives. So the tasks are divided equally, maybe the difference is just like making disposal schedule, the preparation of disposal with arsiparis ahli”. (Dinda in the Forum Group Discussion (FGD) on Saturday, 13 May 2023). These facts also supported by (Gibbons & Douglas, 2020) in their study that marked that “...more support roles, which

could be gained through experience, were advertised compared to management roles. This suggests that records activities might be perceived more as a support and activity-based role rather than one related to strategy, policy, planning, and management, which might require more formal qualifications”.

Rethinking of Arsiparis: Should It Be A Profession or Just Another Side Job?

When discussing arsiparis, few publications refer to the regulations produced by the government. Therefore, the author mapped several regulations documents related to arsiparis as functional position, several aspects related to the qualifications and requirements to become an arsiparis. The aspects mapped consist of definitions, scope of activities and descriptions of activities, qualifications and requirements for arsiparis as functional position. The first document recording the development of arsiparis in Indonesia that has been identified and can be accessed via the Jaringan Dokumentasi dan Informasi Hukum website of the National Archives of the Republic of Indonesia (<https://jdih.anri.go.id/>) dates from 1990. Meanwhile, for the period before 1990, the author compiled from the module by ([Hadiwardoyo & Yuniarti, 2011](#)) which describes the history of archival personnel since the era of the colonial government.

According to ([Hadiwardoyo & Yuniarti, 2011](#)) there were several nomenclatures for human resources to manage archival documents in government agencies during the colonial period. They were agendaris, referendaris, and arsiparis itself. The task of the agendaris is “...managing the correspondence of the relevant agency and ensure that all records are documented and filed correctly”, while referendaris, “...provide records retrieval services for the decision makers and ensure that all documents related to problem solving are properly monitored...”. Arsiparis was focused on “...management of documents whose processing has been completed or files that have been closed, managing documents and ensuring that those have been used as working files, both inactive records and archives, can be managed properly, both in terms of use, disposition and preservation...”. When referring to the operational definition of arsiparis in Surat Edaran Bersama Kepala Arsip Nasional Republik Indonesia dan Kepala Badan Administrasi Kepegawaian Negara Nomor 01/SEB/1990 dan Nomor 46/SE/1990 tentang Angka Kredit Bagi Jabatan Arsiparis, it is stated that “...does not include activities for administering, filing and managing active records...”. So the tradition of splitting active records management and archives administration was continued until after Indonesia's independence day. The scope of arsiparis activities has been expanded to also managing records, through implementation of Keputusan Kepala Arsip Nasional RI Nomor 2 Tahun 1992 tentang Prosedur dan Petunjuk Pelaksanaan Pembinaan Bagi Jabatan Arsiparis. In Peraturan Bersama Kepala Arsip Nasional RI dan Kepala Badan Kepegawaian Negara Nomor 18 Tahun 2009 dan Nomor 21 Tahun 2009 tentang Petunjuk Pelaksanaan Jabatan Fungsional Arsiparis dan Angka Kreditnya even explicitly confirms the scope of archival activities carried out by is, “...Continuous activities in managing records manually and/or electronically, starting from the process of creation, use and maintenance, disposition, acquisition, preservation, publication, reference service, training, and supervision, as well as archival accreditation and certification...”.

The scope of the arsiparis' activities and duties certainly requires standardized qualifications and requirements in regulation. Regarding the educational qualifications required to become an arsiparis, both in the first regulation and the most recent ones, there is a distinctive pattern. That was special educational qualifications in the major of archival science and non-archival educational qualifications. When referring to archival activities carried out by arsiparis on Surat Edaran Bersama Kepala Arsip Nasional Republik Indonesia dan Kepala Badan Administrasi Kepegawaian Negara Nomor 01/SEB/1990 dan Nomor

46/SE/1990 tentang Angka Kredit Bagi Jabatan Arsiparis, the trend towards non-archival educational qualifications was in history major. This takes into account the details of tasks that predominantly revolve around the archives administration area, such as: “describe/describe archives; create archival inventories; carry out archive transliteration; providing archival services and materials”. While the arsiparis’ job description is based on the latest regulations, non-archival educational qualifications tend to be administration (mostly identified with office administration). These job descriptions can be seen especially in the records management area, for example: “carrying out activities for receiving and creating archives in the context of creating archives; perform active archive filing”. Even though (Franks, 2018) in discussing records creation and records capture said that, “Because information creation and capture is the work of all staff to some extent, the organization must provide its employees with these tools: policies, procedures, and guidelines; effective information technology systems; records management compliance program; staff training”. This job description certainly has an impact on arsiparis who are identified as limited to jabatan fungsional umum or administrative officers. In correlation with standardized archival competence, in the Indonesian context that refers to Keputusan Menteri Tenaga Kerja Nomor 39 Tahun 2019 tentang Standar Kompetensi Kerja Nasional Indonesia Kategori Administrasi Pemerintahan, Pertahanan, dan Jaminan Sosial Wajib, Golongan Pokok Administrasi Pemerintahan, Bidang Kearsipan. This can be interpreted that there is no clear and significant differentiation between archival work for arsiparis and jabatan fungsional umum. In Peraturan Pemerintah Nomor 28 Tahun 2012 tentang Pelaksanaan Undang-Undang nomor 43 Tahun 2009 tentang Kearsipan basically has been stated explicitly that archival human resources consist of jabatan struktural bidang kearsipan, arsiparis, and jabatan fungsional umum bidang kearsipan. However, in the details, especially the limitations of the main tasks and functions between arsiparis and jabatan fungsional umum bidang kearsipan are not described. This further opens up gaps in misunderstanding between arsiparis and jabatan fungsional umum bidang kearsipan. Beneficially, it can be interpreted that archival management can basically be done by those who have a non-archival science educational background (in addition that they have to take archival training first). This is what has led to variations in educational qualifications in the recruitment system that has been running so far. This is of course contrary to the statement (Franks, 2018) at the beginning. Although in other studies it is stated that there is a phenomenon of recruiters prioritizing general skills rather than very specific skills (Gibbons & Douglas, 2020). This study of (Gibbons & Douglas, 2020) is not necessarily interpreted as opening up as widely as possible to all non-archival science majors to qualify as an arsiparis. Moreover, then what is the function of formal education in archival science that provided by various universities in Indonesia? Is it possible that by only based on the training curriculum organized by the National Archives of the Republic of Indonesia and job experience in the archival management, the quality of the arsiparis will be equivalent to the formal education curriculum held at universities? Why are educational qualifications for arsiparis not specified only for those who have formal education in archival science such as doctors, pharmacists, lawyers? This question seems to be a challenge for archival science majors to re-discuss the orientation of archival education and archival science in Indonesia.

Another impact of the choice of non-archival educational qualifications to become an arsiparis may also be a critical point in the professionalism of arsiparis itself. Basuki in (Pratama, 2014) stated that for arsiparis, to be considered professional, he/she should be had the managerial aspect that comes from formal education. That is one of the formal requirements for a profession. For example, to be able to become a doctor, the formal requirement for formal education majoring in medical education must be completed, as well as aspects of internship experience including the co-resident education phase. This should

also be applied to arsiparis if they want this to be assessed as a competent and professional.

Conclusion

Archival human resources that are legally recognized by Indonesian to manage archives and records is arsiparis. The use of the term arsiparis is used with the hope that the focus of developing archival practices and knowledge will not only tend to be in archives administration area, but also in records management area. This is also an effort to implement the archival life cycle conception which is correlated between archives and records. However, in fact, these efforts have not been synchronized with an understanding of the urgency of competencies based on formal educational qualifications. This can be seen from the policy that widely opens up individuals with non-archival educational qualifications to be able to occupy arsiparis. This paper has been shown practical impact that although the importance of job experience in the archival management sector and the obligation to attend archival are also emphasized, there is strong perception that archival work can be done by everyone. Second practical impact is questioning about professionalism of arsiparis, as well as questioning whether arsiparis should be called a profession. In theoretical impact, this study gave doubtful question on the scientific integrity and continuity of archival activities as a science in Indonesia. As if qualifications and requirements of arsiparis are not strictly only for who have archival major background or information majors background, archival science in Indonesia will be stucked in just administration daily activities that do not have scientific methodology.

Based on the results of the research and discussion, the author provides recommendations: first, urgency to emphasize the differentiate scope of duties between arsiparis and jabatan fungsional umum, especially in active records management; second, it is necessary to emphasize that formal educational qualifications for arsiparis are limited to archival science majors or in the scope of information studies. The effort can be taken is to intensify cooperation with universities in Indonesia for strengthening and increasing the quantity and quality of study program graduates and the number of study programs in archives and records management; third, independence and strengthening of professional associations is needed so that they can ensure the development of archival science and its practical in Indonesia.

This study still have some limitations, including the coverage of the arsiparis population which is still focused on the scope of regional government. In future research, it is necessary to identify the real conditions of arsiparis in ministries, universities, political organizations and community organizations. The second limitation is the informants aspect which still focuses on the National Archives of the Republic of Indonesia and arsiparis terampil in three regional governments, so that in future research, the Badan Kepegawaian Negara and the education administration side in the archival sector need to be examined more deeply to enrich the perspective. Further research can be directed to see the extent of the influence of educational qualifications and job experience on records management performance and the performance of archival human resources.

Acknowledgments

We would like to acknowledge and thank all those who have given valuable contributions to this study

Authors' Contributions

All authors have contributed to the final manuscript. The contribution of all authors: conceptualization, methodology, formal analysis, writing original draft preparation, writing



review and editing. All authors have read and agreed to the published version of the manuscript.

Conflict of Interest

All authors have no conflict of interest related to this study.

Funding

This study did not receive any funding.

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To cite this document:

Wahyuni, E. R. D., & Rakhmawati, R. (2024). Re-thinking of Arsiparis as Records and Archives Professional in Indonesia: Case Study of Regional Governments. *Record and Library Journal*, 10(1), 126-137. DOI: 10.20473/rlj.V10-I1.2024.126-137.

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