

## **Digital Receipt**

This receipt acknowledges that Turnitin received your paper. Below you will find the receipt information regarding your submission.

The first page of your submissions is displayed below.

Submission author: Ni Putu Tirka Widanti

Assignment title: Article

Submission title: IMPLEMENTATION OF THE MANA...

File name: IMPLEMENTATION\_OF\_THE\_MAN...

File size: 41.37K

Page count: 16

Word count: 3,932

Character count: 22,187

Submission date: 06-Apr-2021 08:21AM (UTC+0700)

Submission ID: 1551445007

PROCEEDINGS
PUBLIC POLICY AND EVENT
INTERNATIONAL SEMINAR

Popular Culture and Cultural Values From the Perspective of Public Policy

#### Reviewer

A/ Profe David Reeve
Dr. Diane Butler, Phlb
Dr. I Gede Wirata, S.Sos
Dr. I Ngurah Suryawan, M.Si

#### Editors

Dr. Ida Ayu Putu Sri Widnyani, S.Sos., M.AP
Dr. Suroyo, S.Pd., M.Pd.
Anak Agung Istri Putera Widiastiti, S.Sos., M.Si
Dr. Novena Ade F.S., S.S., M.Hum.
Slamat Trisila

Fakultas Ilmu Sosial dan Ilmu Politik Universitas Ngurah Rai, Bali, Indonesia 8 April 2017

# IMPLEMENTATION OF THE MANAGEMENT AND OPERATION ON THE INTERNATIONAL SCHOOL (STUDY AT THE GREEN SCHOOL, BALI)

by Ni Putu Tirka Widanti

**Submission date:** 06-Apr-2021 08:21AM (UTC+0700)

**Submission ID:** 1551445007

File name: IMPLEMENTATION OF THE MANAGEMENT AND.docx (41.37K)

Word count: 3932

Character count: 22187

## PROCEEDINGS PUBLIC POLICY AND EVENT INTERNATIONAL SEMINAR

Popular Culture and Cultural Values From the Perspective of Public Policy

#### Reviewer

A/ Profe David Reeve
Dr. Diane Butler, Phlb
Dr. I Gede Wirata, S.Sos
Dr. I Ngurah Suryawan, M.Si

#### **Editors**

Dr. Ida Ayu Putu Sri Widnyani, S.Sos., M.AP
Dr. Suroyo, S.Pd., M.Pd.
Anak Agung Istri Putera Widiastiti, S.Sos., M.Si
Dr. Novena Ade F.S., S.S., M.Hum.
Slamat Trisila

Fakultas Ilmu Sosial dan Ilmu Politik Universitas Ngurah Rai, Bali, Indonesia 8 April 2017

#### 1 PROCEEDINGS

#### PUBLIC POLICY AND EVENT INTERNATIONAL SEMINAR:

Popular Culture And Cultural Values From The Perspective Of Public Policy

#### Reviewer

A/Prof. David Reeve
Dr, Diane Butler, Ph.D.
Dr. I Gede Wirata, s.sos, MH
Dr: I Ngurah Suryawan, S.Sos., M.Si

#### 1 Editors:

Dr, Ida yu Putu Sri Widnyani, S.sos.,M.AP.

Dr.Suroyo, S.Pd.,M.Pd

Anak Agung Istri Putera Widiastltl, S.sos.,M.Si.

Dr. Novena Ade FS.,S.S.,M,Hum.

Slamat Trisila

#### **Publisher:**

Fakultas Ilmu Sosial dan Ilmu Politik
Universitas Ngurah Rai
Denpasar, Bali

First Edition: April 2017

ISBN 978-602-61231-0-7

ANALYSIS OF IMPACT BUFFER COMMUNITY IN SPECIAL ECONOMIC ZONE (SEZ) OF TOURISM TANJUNG LESUNG **Kusmayadi & Ncnny Wahyuni ~ 361**ANALYSIS OF MANGROVE FOREST DESTINATIONS VISITOR SATISFACTION IN NORTH JAKARTA **Reni Sulistiyowati ~ 371** 

#### **EDUCATION**

ANALYSIS OF SERVICE QUALITY IN THE PUBLIC PRIMARY SCHOOL 05, PONDOK JAGUNG, SOUTH TANGERANG
WD Tuti Retnowati ~379

IMPLEMENTATION OF THE MANAGEMENT AND OPERATION ON THE INTERNATIONAL SCHOOL (STUDY AT THE GREEN SCHOOL, BALI)

Ni Putu Tirka Widanti ~ 389

THE FORM OF IDENTITY PRESERVATION OF JAPANESE CULTURE IN JAPAN CLUB SCHOOL IN SANUR-DENPASAR Wavan Nurita ~401

5 PEMBERDAYAAN PENYANDANG CACAT TUBUH DI YAYASAN SENANG HATI GIANYAR BALI Anak Agung Nyoman Sri Wahyuni ~ 411

THE DEVELOPMENT OF LEARNING MODEL AT TOURISM HIGHER EDUCATION IN INDONESIA CASE STUDY: RECOGNITION PRIOR LEARNING, ONLINE DISTANCE LEARNING, AND WORK BASED LEARNING Budi Setiawan & Kadck Wiweka ~ 419

THE MANAGEMENT OF WARMADEWA UNIVERSITY BASED ON LOCALWISDOM

A.A Gede Oka Wisnu Murti & A.A Gede Raka ~434

A REFLECTION ON TOURISM AND HOSPITALITY HIGHER EDUCATION INITIATIVES FOR CULTURAL TRANSFORMATION Rina Kurniawti & Dcrinta Entas ~ 443

#### IMPLEMENTATION OF THE MANAGEMENT AND

### OPERATION ON THE INTERNATIONAL SCHOOL (STUDY AT THE GREEN SCHOOL, BALI)

#### Ni Putu Tirka Widanti

Universitas Ngurah Rai, Denpasar, Bali, Indonesia

Tirka.widanti@unr.ac.id

#### ABSTRACT

Education is the best way to improve the standard of living, economy, scrape out of povetty, and to elevate the social status and dignity of life, it had been stated by Schumacher (1979).

Indonesian Government Regulation Nov 17 of 2010 Concerning the Management and Operation of Education at an international school need to be careful, especially on the Management and Operation of the international school's at the Green School in Bali province. Departing from here it can be formulated the problem as follows: 1) How does the implementation and management of education at the International School at the Green School in Bali Province? 2) What are the factors that support and obstacle of the implementation?

Approach to research conducted was using qualitative methods, and it can be concluded that the implementation of the policy has been running well.

Factors supporting activities, which run Green School concept is not dismpting other subjects because, not increase the burden of students and it is integrated in a single subjecte

Inhibiting factor activity, and the limited ability of teachers, civil unrest will waste generated due to the production process, the occurrence of accidents on the students and teachers at the time occurred during the learning process takes place.

Keywords; policy implementation, education, and management of foreign schools.

#### INTRODUCTION

#### **Background**

Education which is the main for the development of human resources is done with systematics programmatic, and tiered especially to be able to produce a quality human in Indonesia. according to Regulation No, 25 of 2004 on National Development Planning Systelll and poured every year through the Government Work Plan in the field of education, Being a. national leducation should be implemented in a fair, equitable, relevant, quality and efficient (Achmady, 1994: 71)

Internationall schools or foreign schools in Indonesia are granting broad autonomy ofeducation in iniproving the quality, efficiency and equality of education in order to accommodate the desire of all parties, schools, and government.

Joint Decree (Surat keputusan Bersama) three Of the Minister) three of the Minister, of Foreign Affairs, the Minister of Education and Culture the Ministry of Finance in 1975 on a dip101natic school and followed requirements for the establishment of international schools / foreign. There are two things that are considered the most important of the publication the decree.

- Sons and daughters of foreign workers in Indonesia can obtain equivalent education in a foreign country and to ensure the sustainability of their education at an international school in Indonesia.
- 2. Sons and daughters citizens do not need school as long as they cc overseas schools in the country with a foreign education system, .so that the does not go out of our country.

In the province of Bali there is international school or foreign namely Green School-based environment with the majority of students 75% -100% are foreign nationality. From the umpteenth many students background of mixed marriages and have a dual citizen. Most of the others are actually coming from upper middle class of Indonesian citizens hope that their children can be a part of the educational community of the world. Patches is a scholarship recipient of several International schools in Indonesia.

Yayasan Kul-Kul as the founder of Green School which manages education levels ranging from Early Childhood Education (ECD) grade 3 through high school is located in the village of Sibangkaja, Abiansema.l district, Badung regency.

In addition to provide benefits in the form of a positive impact gain experience in the world education community, interact in it, following the world-s internationally recognized exams, get a school diploma that is recognized worldwide that also had the opportunity to go to college in the entire world, would be easy.

While the negative impact of the existence of these schools include possible violations' of compulsory licensing, security and public order disturbances, the onset of the accident the students and employees, the initiator of the conflict between the parents of students or employees.

Therefore, the foundation has a pretty good commitment to environmental sustainability. The existence of international schools or foreign schools naturally get special attention from the government. In this issue where the Indonesian Government Regulation No. 17 of 2010 Concerning the Management and Operation of Education at the International School needs to be careful, especially on the Management and Operation of the international school's Green School in Bali-Indonesia province. Departing 'from here formulated the problem as follows:

- 1. How does the implementation and management of education at the Green School in Bali Province?
- 2. What are the factors that support and hinder of this implementation?

#### Research Objectives

- Knowing the implementation and management of education in international schools at Green School in Bali Province.
- 2. Knowing what are the factors that support and hinder the implementation of the policy.

#### Benefits of Research

Expected from the results of this study are:

Theoretical benefits:

- 1. Adding scientific literature eyaluation studies in educational institutions, especially at the International or foreign school education in Indonesia.
- Uncovering the strategic role of the PP.17 Year 2010 on the Management and Operation
  of the institute Education at the International School in shaping the nation's
  Internationally-minded generation.

#### **METHODS**

#### I. Perspective Research Approach

Through this qualitative research method researchers hope to reveal the various considerations used by policy makers in setting education policy implementation and management (PP 17 of 2010), especially in a foreign school Green School Bali is located in the village of Sibangkaja, Abiansemal District, Badung regency. Eventually also be able to describe how the policy implementation process. With the above understanding to describe the research done in the administration and management of education.

#### II. Observations phenomenon / phenomena to be studied

2. Policy Implementation

As indicators of policy implementation include:

- a. Desired target by the Government and the realiation of the implementation and management of education after PP 17 of 2010 enacted.
- b. Understanding of the content of education actors PP 17 of 2010
- c. Local government efforts in improving the implementation and management of education.

#### 3. Communication

The aspects of communication are:

- a. Clarity of information about the implementation of policies PP 17 in 2010 to the public especially educational actors
- Adequacy of information submitted by the department of education to the foundation / educational institutions
- c. Accuracy in conveying information about policies PP 17 of 2010

#### 4. Resources

As for the aspects that are the focus in the resource are:

 a. The ability of officers to provide guidance in the implementation of education policy implementation and management.

- b. Ability to communicate with officers in the education actors PP 17 of 2010 concerning the implementation and management of education.
- c. Reduced the number of personnel in the implementation Of Regulation e 1 7 of 2010 on the organization and management of education.

#### 5. Attitude

As for the aspect of the focus in attitude include:

- a. Perception of several foreign schooling at the Green School Bali Badung regency of the content of PP 17 of 2010 concerning the impleJnentation and management of education.
- b. Attitude in school educators foreign actors at the Green School Bali Badung regency to browse PP 17 of 2010 concerning the implementation and management of education.

#### III. Research Sites

Location of the study should be a place where problems or social phenomenon to be studied that happen. Location of the study is the foreign school, Green School Bali is located in the village of Sibangkaja, Abiansemal District, Badung regency.

#### IV. Research Informant

Parties become key informants in this study is the Founder of Yayasan Kul-Kul, while Others are related to the implementation of Regulation 17 of 2010 on the organization and management of additional education to become informants, among others:

- 1. Department Of Education and Culture of Badung regency
- 2. Department of Industry and Tourism Bdung regency
- 3. Department of Health and Environment Badung regency
- 4. Foregin's of school founder
- Surrounding community and offender education (teacher, students, employees) at the Green school.

#### V. Data Collection Techniques

1. Interview

Techniques of data collection through the question and answer with the competent parties, ie founder-Kul Kul Foundation, Department of Education and Culture, the Department of

Industry and Tourism Badung regency, Department of Health and Environment Badung regency and education practitioners (teachers, students and employees).

#### 2. Observation

Observation 'is done through direct observation and recording of environmental conditions and social facts that happened to the object of study.

#### 3. Library Studies

Studies conducted by studying reference books, legislation, reports, and other media related to the object of research

#### 4. Documentation

Documentation is the collection of data by seeking information from records or documents and are considered relevant to the research problem.

#### VI. Data Processing Techniques

Data processing is a follow up after data collection, including:

- a. Data reduction is a form of analysis that sharpens, classify, direct, dispose of unnecessary and organizing data in a way such that the eventual conclusions can be drawn and verified.
- Presentation of data, structured as a set of information that is presented in writing on a case by-case factual interrelated.
- c. Draw conclusion or verification, which is the last step in the activities of quality analysis.

#### DISCUSSION

#### 3) Profile Green School

Green School Bali is intended as an environmentally friendly school, More details are schools that are committed and systematically develop programs to internalize environmental values into all school activities.

Status of the land used for the location of the Green School is land leased from a landowner to lease status for 20 years on behalf of Yayasan Kul-Kul. This lease is done on Notary Anak Agung Istri Agung, SH, Badung regency located in Abiansemal.

#### b) Educational Activities

Teaching and learning activities are carried out by the Green School from Kindergarten level to Grade 12. Educational activities undertaken Was to establish a school in Bali by applying the principles of international educational undertaken holistically, education based on curriculum content and competency standards that refer to the standard of other developed countries. The students come from the local and International community.

#### b) Social Activities

- 10,000 bamboo nursery (in 2008) and given free of charge to farmers all over Bali. Once bamboo is harvested, the foundation is ready to buy it at market price
- 2. Permaculture
- 3. Biogas
- 4. Traditional Balinese sport called mepantigan
- Plans to make a pilot of renewable energy, is making power plants sourced from hydro energy vortex moicro
- Conservation plan, held captive until the release liaran endangered animals such as the hallmark of Balinese Bali Starling White

#### 2) The organization and management of the School of Education at Green

Educators or teachers in the Green school is derived from a mixture of educators from domestic and foreign / overseas with experience teaching in several foreign schools in several countries, The average teacher in the Green School for elementary school is SI and there are some final educational S2, for junior high school in the Green School has more than 20% of educators are educated S2 or S3, next to the high school level in the Green School has at least 30% educators are educated S2 Or S3 who graduated from an accredited college.

Future operating activities during the six days of tile week. The employee works for 8 hours in a day. Working day from Monday to Saturday. During working hours the employee is allowed to rest for 1 hour.

- a) Some of the approaches or methods used' in teach\nu Ånd learning at
  - Green School Bali:
  - 1. Lecture method
  - 2. Method Discussion

- 3. Case study method
- 4. Methods excursion
- b) Non-Face-to-face approach,; which the instructor teacher / resource person does not meet with the participants (target group), but delivered in writing or visually through popular writings, articles, magazines, books, public service announcements, song, movie, and the like which published widely to the general public.
- During this flurry of activity on the activities of the Green School occupies an area of 24255
   m2.

#### 3) Standards of Quality Education at the Green School

a. Graduation competency standards

Must have a high stamina, expertise and master, the basics of science and technology, has a high work ethic, and able to communicate in accordance with the demands of the job, and have the ability to develop self-reliance.

a. Content standards

Curriculum is its emphasis on the balance of the environment through waste handling practices generated by human nature destabilizing.

a. Standard Process

Any education institution in the Green School is done through the learning process of planning, implementation of the learning process, learning outcomes assessment, and supervision of the implementation process of the learning process for effective and efficient learning.

a. Competency Standards

This competency standard covers competencies for all subjects or groups of subjects.

a. Teachers and Education Personnel Standards

Educators must have academic qualifications and competencies as agents of learning, as evidenced by a diploma and / or certificate of appropriate expertise relevant statutory provisions in force as well as through the due diligence and equality in the Green School.

a. Standard Facilities and Infrastructure

Infrastructure means indirect tool to achieve educational goals. Educational facilities consist of three groups, namely: (1) building and school furniture, (2) learning tool consists

of books and teaching aids. and laboratories, and (3) educational media that can be grouped into the use of audiovisual tools skillfully.

#### 4) Management of Education in Green School

In the management of the education unit at the Green School is also implementing school-based management as indicated by self-reliance, partnership transparency, and accountable. Green School formed a team of developers who assist with everything that is characterized by the development of such international, principles, foundations, teachers, administrative staff, the school committee, and the school stakeholder who have a good managerial skills, as well as having a ability to communicate Organizational structure of the team is made clear that the assignment of responsibilities and authority are detailed and clear as well. In principle, the existence of the team is responsible to the principle.

The next Issue of financing schools, In PP. 17 Year 2010 on the Management and the organizers of the education unit is that in article 40 paragraph 4 explained that the organizer of the education unit established by the public education budget in order to allocate the national education system in the units or related educational programs can be implemented effectively, efficiently and accountably. It is at the Green School for education in charge to parents who came from foreign nationals, while for the students of its own citizens are given assistance in the form of a full scholarship. Apart from having to pay for all operational activities of education in full, at the Green School was responsible for improving the quality of teachers, the availability of textbooks, as well as teaching and learning tools and equipment.

#### 5) Supporting and inhibiting Factors Activities

Factors supporting activities, which run the Green School concept is not disrupting the objects. This is not increase the burden of students because it is integrated in a single subject therefore, it supports the existence of the concept of the subject it self and at the same time has sparked awareness of the environment. In addition to integrating the curriculum they also integrate in daily behaviour at school.

Inhibiting factor activity, and the limited ability of teachers, civil unrest will waste generated due to the production process, the occurrence of accidents and teachers on instructional time and other things that happen during the learning process take places. Green School is anticipating any such event for example, when learning biogas production from humans or animal waste, at the Green School provided a separate room or area away from others classroom. To cpe with the

pungent smell of sewage at the time, the student are given a mask convering the nose to avoid the smell, also surround the location provided firefighter sprays to anticipate there is a fire by the gas.

Green School in Bali, the education process is not only to provide knowledge and understanding or learners, but more focused on the formation of attitudes, behaviour and personality of the students, given the development of communication, information, and print and electronic media presence does not always bring positive influence to students. Task of educators in this context helps to a condition of the students on attitudes, behaviour or personality is right, in order to become agents of modernization for themselves, the environment, the community and anyone who is found without distinction of race, religion, race, and class. Green School in the implementation and process of education should be able to help learners to become cultured human and high value (moral, character, responsibility and sociality). To realize these achievements, implementation and management of educatiob in the Green School is based on the educational foundation that has the principle of learning to know, learning to do, learning to be and learning to live together.

#### 6 CONCLUSION AND SUGGESTION

#### Conclusion

Based on the analysis and discussion in the previous section, in education, in Green School in primary and secondary education was organized and guided by experience and education curriculum with the standards of developed countries.

Green School running the learning process - focused teaching with a teaching and learning approach that embraces the environment by using only natural resources and the local bamboo marvelous architectural structures.

In the learning process, International School Green School uses the language of instruction in English and / or other foreign languages use: in international forums for specific subjects. While learning Indonesia subjects, Religious Education and Citizenship Education, History Education. and local content using Indonesian language of instruction that began in early childhood through high school grade 3.

Educators or teachers in the Green school is derived from a mixture of educators from domestic and foreign / overseas with the already equipped with some experience teaching in

foreign schools in several countries. Overall educators are also able to provide facilities-based learning ci information and communication technology, and able to speak English, have an entrepreneurial spirit, able to operate computer / information technology and communication and be able to do what is appropriate for the development of Green School Bali.

Green School in school for tuition charged to parents of students come from foreign nationality, while for the students of its own citizens given assistance in the form of a full scholarship.

Supporting factor is the existence of the concept of green schools supported these subjects themselves and at the same time has spark-a: awareness of the environment.

Inhibiting factors such as the limited capacity and the numbers of teachers, civil unrest will waste generated due to the production process the permitting process UKL-UPL issues, accidents on the students and teachers on instructional time and other things that happen during the learning process takes place.

#### Suggestion

Suggestions that can be delivered is to facilitate students to learn and teachers to teach so that schools produce quality graduates in accordance with the planned targets besides that students can develop their potential.

In the development and strengthening of management should also involve aspects:

- a. Development of the school environment
- b. Strengthening Community Participation
- c. School culture; School cultivate and develop a culture that is conducive to improving the effectiveness of schools in general and in paniculzr the effectiveness of learning

Referring to the results of research related to the factors supporting and inhibiting the implementation of policy implementation and management of education at Green School Bali, the researchers put forward the following suggestions:

a. International School Green School need to collaborate more closely and intensively with the public, other agencies, and stakeholders in education and teaching international schools and foreign diplomats at the district / city in the province of Bali to participate

seriously thinking about and designing the concept of learning in the Green School's innovative and evaluation of appropriate and effective learning that environmental education as an important model of education that can function well in preparing Icarners beings are faithful and devoted to meet the next day better

b. Badung Regency Government should maintain and improve the quality of education attainment with policies that can support the management that can support the National Education values excellence and community characteristics in Badung regency.

#### REFERENCES

Abdul Jabar, Cepi S.A (2011) Pencapaian Keunggulan Sekolah. Disertasi. Bandung: Universitas Pendidikan Indonesia.

Anonim. 2007. Pendidikan Berbasis Lingkungan. "hep://tabloid info.sumenep. go.id" Diakses tanggal 3 Desember 2007

Anonim. 2006.Pendidikan Lingkungan Hidup Kembali Diintegrasikan ke Sekolah. http://www.kompas.com.\_Diakses tanggal tanggal 3 Desember 2007

Arikunto. Suharsimi. 1998. Prosedur Penelitian (Suatu Pendekatan Praktek). Jakarta: Rineka Cipta.

Badan Penelitian dan Pengembangan Departemen Pendidikan Nasional.(2004)

Departemen Pendidikan Nasional. 2007. SKL & Departemen Pendidikan Nasional 2007. SKL & Departemen Pendidikan Nasi

Hartati. Hani. 2009. 'Gambaran Sikap Orang Tua terhadap Sekolah Alani. Skripsi. Medan: Fakultas Psikologi USU.

Hidayatuallah, Furqon. 2010. Pendidikan Karakter Membangun Peradaban Bangsa. Surakarta: UNS Press.

Hegemer, C. J. 2005. Yayasan Hanns Seidel di Indonesia http://www.hsfindo.org.\_Diakses tanggal tanggal 3 Desember 2007

Iriani, S. 2006.Arti Penting Pendidikan Lingkungan. http://www.ychi.org. \_ Diakses tanggal tanggal 3 Desember 2007

Kebijakan Pendidikan Lingkungan Hidup. www.menlh.go.id. Diakses tanggal 14 Maret 2008.

Kementrian Pendidikan Nasional. 2009. Sekolah Bertaraf Internasional. Jakarta: Direktorat Jenderal Manajemen Pendidikan Dasar dan Menengah Kementerian Pendidikan Nasional.

400 Proceedings Public Policy and Event International Seminar

Keputusan Menícri Pendidikan Nasional Nomor 22 tahun 2006 íentang Síandal' ísi

Keputusan Menteri Pendid	dikan Nasional Nomor 2	23 tahun 2006 tentang	Standar Lulusan
Keputusan Menteri Pendi	idikan Nasional Nomo	r 24 tahun 2006 tent	ang Standar ImplemertL'
Permendiknas nomor 22 da	an 23 tahun 2006		
Khasanah, Ningrum. 2006			
Skripsi. Semarang: Faku	ltas ílmu Pendidikan	UNNEŠ or 20 Tahu	n 2003 Tentang Sistem
Pendidikan			

# IMPLEMENTATION OF THE MANAGEMENT AND OPERATION ON THE INTERNATIONAL SCHOOL (STUDY AT THE GREEN SCHOOL, BALI)

	IOOL, DALI	)		
ORIGINA	ALITY REPORT			
8 <sub>9</sub>	% ARITY INDEX	6% INTERNET SOURCES	1% PUBLICATIONS	3% STUDENT PAPERS
PRIMAR'	Y SOURCES			
1	catalog.lik	o.unc.edu		2%
2	eprints.ur	ny.ac.id		1%
3	mafiadoc Internet Source	.com		1%
4	Submitted Student Paper	d to Universiti Te	eknologi Malay	ysia 1 %
5	WWW.UNU	d.ac.id		1%
6	eprints.bi	nadarma.ac.id		<1%
7	Submitted Student Paper	d to Academic Li	brary Consort	tium <1%
8	Submitted Student Paper	d to Ohio Univer	sity	<1%

9	Submitted to Program Pascasarjana Universitas Negeri Yogyakarta Student Paper	<1%
10	Submitted to Universitas Negeri Surabaya The State University of Surabaya  Student Paper	<1%
11	nazz1992.wordpress.com Internet Source	<1%
12	Abdul Muhamad, Muhammad Ramli, Manan Ceylon, Abdullah Sindring. "The Apparatus Performance of Public Administration in Education and Culture Field at Bone Bolango Regency of Gorontalo Province", Mediterranean Journal of Social Sciences, 2016 Publication	<1%
13	eprints.ums.ac.id Internet Source	<1%

Exclude quotes On Exclude matches Off

Exclude bibliography On