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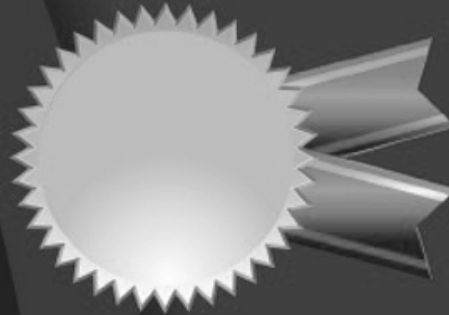
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## **Editorial Preface**

The JBA Journal, this time, is the 21st volume of the 1st issue. As a journal published every four months, we are excited because the number of articles we receive from time to time increases steadily. It is a big challenge to present a variety of manuscripts, mainly when the journal aims to publish high-quality papers. The enthusiasm of the great writers to be published in this journal shows a great need for the presence of the best journals in the field of public administration and related fields as included in the journal's scope.

We realize that the process must carefully maintain the journal's quality. Therefore, the flow and mechanisms of publishing manuscripts at JBA must be maintained.

This time, we have seven selected manuscripts published. The first paper is entitled *From Bureaucracy to Expertise: Empowering Knowledge Workers in Public Service (The Case of the Directorate General of Customs and Excise)* and was written by Hendra Bagus Setiawan and Reni Rosari. This study examines the impact of approaches that enhance knowledge worker productivity (KWP) on functional officers by promoting personal knowledge management (PKM) through idiosyncratic job design reflected in dimensions, such as job definition, job autonomy, innovation as a job requirement, and lifelong learning orientation. While job autonomy exhibits a positive effect, it is not statistically significant. Interestingly, innovation as a job requirement demonstrates a non-significant negative impact. Moreover, the study underscores the important and positive influence of PKM on KWP. Based on these findings, the study recommends an organizational redefinition of functional officer productivity, providing managerial support to foster an environment conducive to PKM. Additionally, it recommends clarifying the scope of functional officer responsibilities and authorities, alongside optimizing the role of direct supervisors as facilitators, bridging the gap between the organization and functional officers.

AgnesLarasati and Asropi wrote the second paper. It is entitled *Training Evaluation Based On The Kirkpatrick Levels 2 And 3 Evaluation Model: A Case Study On Induction Program For Novice Teachers*. This research employed a qualitative descriptive research design, with a case study regarding implementing the induction program for Novice Teachers at one of the public junior high schools in Jakarta, Indonesia. Based on the evaluation results using the Kirkpatrick Levels 2 and 3 evaluation model, it was found that the induction program positively impacted competency development, increased knowledge, improved skills, and changed the attitudes and behavior of Novice Teachers. The supervisors also succeeded in overcoming the challenges faced by Novice Teachers. However, the induction programs for Novice Teachers required more explicit formative assessment instruments. In evaluating the performance of Novice Teachers, they only relied on observations from supervising teachers, school principals, and supervisors. Recommendations were therefore provided to the Directorate General of Teachers and Education Personnel to reform implementation standards and performance assessment instruments within the PIGP.

The third paper is entitled *Improving End-User Satisfaction with Electronic Medical Records (EMR)* and is written by Faik Agiwahyunto, Suyoko, Sylvia Anjani, and Fitria Wulandari. The third paper introduces a novel approach to improve user satisfaction within the Semarang City context, which could be implemented globally. The impact of modern technology was investigated by applying Aggelidis and Chatzougrou's End User Computing Satisfaction (EUCS) approaches to previous health information systems (HIS). As a result, the fundamental model was enhanced by including a new factor known as "technology compatibility." This research aims to develop a perspective that can measure the degree of satisfaction experienced by end users. It also investigates the influence of the technical compatibility component, which was recently included.



Quantitative correlation was chosen as the approach for cross-sectional analysis. As a result, the quality of information, the quality of a system, the supporting resources, and the compatibility of technology all impact user satisfaction. Implementing changes and breakthroughs in information systems would increase overall user satisfaction.

The fourth paper is *Unlocking the Role of Actor Networks and Strategies for Developing Collaborations in Regional Featured MSEs*. It is written by Dina Suryawati, Selfi Budi Helpiastuti, Suji, Supranoto, Honest Dody Molasy, Alfareza Firdaus, and Nurussyamsil Hidayah. This study explores the actor-network of MSEs of regional superior products and determines the right policy strategy to encourage a broader and more sustainable collaboration process. The study employed a descriptive qualitative method through empirical mapping of MSE stakeholder actors using Miro Apps. Network with its main vital actors: state and non-state actors. Strategic efforts can be realized through rotation functions to achieve a productive economy by optimizing the potential for adaptive collaboration through MSE policies on superior products by minimizing existing weaknesses.

The fifth paper is written by Lesmana Rian Andhika, with a paper entitled *Public Service Management: An Emerging Research Trend*. This research aims to identify the shift in the focus of public service management research. The systematic review method decreases bias by identifying, evaluating, and synthesizing relevant studies on a particular topic and making significant contributions to answering the research question. This study demonstrates that public service management research does not rely on creating efficiency and effectiveness through applying private sector business and management techniques, particularly in government agencies. In addition, public sector leadership, partnerships and collaboration, digital transformation, public participation and engagement, and public service delivery are all areas that play a significant role in developing service efficiencies and experiences. Ensuring services operate efficiently and effectively and providing public value is crucial. This is possible by considering the fundamental management principles and research findings that contribute to service development in the future.

Next is the sixth paper, *How Do Stakeholders Participate in Waste and Water Security Management? Insights from West Java Province, Indonesia*, was written by Ono Taryono, Ely Sufianti, and Edah Jubaedah. This paper explores the empirical state of stakeholder participation in waste and water security management. The stakeholders are analyzed based on the penta-helix criteria, their roles, and participation during the stages of the projects. This research suggests emphasizing the need for a multi-stakeholder approach by developing an inclusive and participatory governance structure, enhancing the stakeholder capacity and technical support to strengthen stakeholder's competencies in strategic planning, project management, and evaluation methodologies, and strengthening policy framework that explicitly outlines the roles and responsibilities of each stakeholder.

The final paper was written by Fidhia Aruni, Safrida, Nila Safrida, Saiful Bahri, and Rudi Kurniawan, entitled *Analysis of Women's Economic Empowerment and Domestic Violence Prevention Policy Implementation based on Gender Transformative (GT) Approach in North Aceh Regency*. This research conducted in-depth interviews with various parties, including the Department of Social Affairs, Women's Empowerment, and Child Protection, and analysis of related documents. The results showed that despite the existence of Aceh Qanun (Local Law) No. 09 of 2019 and North Aceh Regent Regulation No. 09 of 2022 that regulate women's empowerment and handling of domestic violence, implementation still faces many challenges. The main obstacles are weak inter-agency coordination, lack of community and NGO participation, and limited understanding of the relevant qanuns. More integrated and effective local, meso-macro, and inter-organizational interventions must be strengthened.



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In conclusion, achieving gender equality and reducing domestic violence through economic empowerment requires a more comprehensive approach. The North Aceh regional government is advised to enhance coordination, increase community and NGO participation, and develop sustainable empowerment programs considering the local context and Islamic values.

All the papers that have been submitted provide essential input, especially in the development of current public policy studies. This issue will serve as a reference for JBA stakeholders. Finally, we would like to thank all members of the editorial team and reviewers for their outstanding dedication. We realize that much still needs to be done to improve the quality of JBA. Therefore, we ask all stakeholders to provide support to JBA continuously.

As we bask in the joyous atmosphere of Eid, the editorial board of the Borneo Administrator Journal would like to extend our warmest wishes to you and your loved ones for a blessed Eid al-Fitr. May this sacred occasion bring us closer together and foster a spirit of forgiveness and unity.

Warm Regards,

Editor