

**E-GOVERNMENT IMPLEMENTATION AND HUMAN RESOURCE  
MANAGEMENT IN SUBDISTRICT GOVERNANCE  
(CASE STUDY: DRAMAGA SUBDISTRICT GOVERNMENT, BOGOR  
REGENCY)**

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**ABSTRACT**

This research examines the digital transformation challenges in public administration within Dramaga Subdistrict, Bogor Regency, focusing on e-government adoption and human resource management dynamics. Through qualitative descriptive methodology, this study investigates how technological integration in local governance faces obstacles including infrastructure limitations, generational gaps among civil servants, insufficient digital competencies, and institutional governance constraints. The research utilizes primary data gathered through interviews and direct observations with government personnel, supplemented by secondary sources from policy documents and administrative records.

Findings reveal significant disparities in digital adoption patterns: firstly, the concentration of technological responsibilities among limited digitally competent staff members; secondly, work-habit inertia and adaptation challenges among senior or less tech-savvy staff, requiring sustained mentoring and formal support mechanisms; thirdly, the emergence of informal communication channels as compensatory mechanisms for inadequate formal digital workflows; and fourthly, institutional weaknesses in digital governance and data security management, where reliance on system stability substitutes for structured information security frameworks.

This study demonstrates that while e-government initiatives aim to enhance transparency and service efficiency, implementation in suburban contexts encounters substantial challenges from uneven digital capacity distribution, fragile institutional mechanisms, and unstandardized security practices. The research contributes valuable insights to digital governance literature while providing practical recommendations for strengthening human resource capacity, institutional design, and data protection policies in regional administrations undergoing technological transitions.

**Keywords:** E-government, Human Resource Management, Digital Competence, Local Governance

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## INTRODUCTION

Autonomy provides local governments the authority to manage and oversee local interests independently, in line with the aspirations of the community within the framework of the Unitary State of Indonesia. Through autonomy, the government is responsible for advancing its region and achieving the welfare of its local communities.

With the advancement of information and communication technology, the concept of electronic governance or E-Government emerged, aiming to enhance transparency, responsiveness, accountability, and effectiveness in government management. The implementation of E-Government in Indonesia began prior to the issuance of Presidential Instruction (Inpres) No. 3 of 2003, which accelerated the adoption of digital-based government systems. This initiative was introduced earlier through Presidential Instruction No. 6 of 2001 concerning Telematics (Telecommunication, Media, and Information), promoting the development of information infrastructure, capacity building of human resources, and utilization of telematic technology across sectors.

The implementation of E-Government not only aims at modernizing the government system but also supports the implementation of good governance. According to the United Nations Development Programme (UNDP), good governance encompasses nine main characteristics: participation, rule of law, transparency, responsiveness, consensus, equality, effectiveness and efficiency, accountability, and strategic vision. The implementation of E-Government can help

fulfill these characteristics, particularly in terms of transparency, effectiveness, efficiency, and government accountability.

Dramaga Subdistrict, located in Bogor Regency, West Java Province, is one of the rapidly developing strategic areas. This subdistrict has a growing population and a suburban character, making it an interesting area for research. Dramaga was officially established as a subdistrict on January 11, 1992, based on Government Regulation No. 3 of 1992, covering an area of 24.23 km<sup>2</sup> with 10 villages characterized by high population density. The 2020 census recorded a population of 110,374, with an estimated 113,555 people as of mid-2023. The limited digital infrastructure and stable internet access in some villages are among the main challenges in implementing e-government in Dramaga. Additionally, the low level of digital literacy among rural communities remains a barrier to optimizing digital technology potential.

Other challenges include resource constraints, both in terms of funding and the skills of human resources in utilizing digital technology. This can hinder the efforts of village governments in adopting and effectively utilizing digital technology to improve institutional performance. The selection of Dramaga Subdistrict as a research site is highly relevant to the theme of e-government and local governance for several reasons: Dramaga exhibits the characteristics of a rapidly growing suburban area, with the presence of higher education institutions and modern healthcare facilities. The gap between the potential for digital technology development and infrastructure challenges, as well as human resource limitations, creates an intriguing dynamic for research in the context of e-government

implementation. As part of Bogor Regency, which is within Jakarta's metropolitan area, Dramaga represents a region experiencing rapid transition and needing to adapt to the demands of modernized local governance.

Given the issues above, the researcher is interested in examining how E-GOVERNMENT IMPLEMENTATION AND HUMAN RESOURCE MANAGEMENT IN SUBDISTRICT GOVERNANCE in the Dramaga Subdistrict Government, Bogor Regency.

### **PROBLEM QUESTIONS**

1. What are the gaps of e-government implementation in Dramaga Subdistrict?
2. How does human resource management affect the implementation of e-government in Dramaga Subdistrict?
3. What strategies are adopted by Dramaga Subdistrict to face the challenges in implementing e-government and human resource management?

### **METHODOLOGY**

This study employs a qualitative descriptive research design to analyze the implementation and impact of e-government on human resource management in subdistrict governance, with a focus on Dramaga Subdistrict, Bogor Regency. The descriptive approach seeks to provide a comprehensive understanding of the phenomena under study, generating accurate insights into the challenges, strategies, and implications of e-government implementation at the subdistrict level.

The research combines data collection from interviews and observations to examine the real-world challenges and opportunities in managing human resources

for e-government. The goal is to explore how subdistrict-level governance adapts to digital transformation and to identify solutions for improving human resource capacity. Primary data from government institutions and civil society informants will be supported by secondary data from academic literature, previous studies, and policy documents related to e-government and subdistrict governance.

The subjects of this research include government institutions and civil society stakeholders who are directly involved in or impacted by e-government initiatives in Dramaga Subdistrict. These informants are vital for obtaining data related to human resource challenges and strategies in implementing e-government at the subdistrict level.

In collecting data, several techniques are needed, namely: interviews with government officials and civil society representatives to gather insights into the implementation of e-government, challenges in human resource management, and potential solutions. These interviews will use a checklist of prepared questions to ensure comprehensive and consistent data collection. Field observations in Dramaga Subdistrict to examine how e-government initiatives are implemented at the subdistrict level. This includes observing government activities, community participation, and digital infrastructure usage, enabling synchronization between policy goals and on-ground realities.

In the data analysis, the researcher aims to collect information based on the perspectives of government officials and civil society representatives involved in e-government implementation in Dramaga Subdistrict, Bogor Regency. This data serves as supporting information to analyze the impact of e-government on human

resource management within subdistrict governance. Using qualitative insights from structured interviews and field observations, combined with secondary data from policy documents and academic studies, the researcher seeks to identify challenges, opportunities, and strategies for improving human resource capacity in the context of e-government implementation.

## **RESULT AND ANALYSIS**

### **Profile and Competency Gap among Civil Servants**

The leadership understands that corporate culture is an important factor in driving the speed of your digital transformation. In an interview, the subdistrict head emphasized that the challenge lies not only in technical adaptation, but also in changing behavior and work discipline among staff.

Complementing that view, the subdistrict secretary described how communication and daily coordination have shifted toward informal digital tools that are accessible to all staff, regardless of technical background.

Another observable condition within the subdistrict office is the tendency to rely on a limited number of personnel who possess higher digital competencies. These individuals are often entrusted with tasks involving the operation of digital platforms, resulting in an uneven distribution of workload. When these key individuals are unavailable or overwhelmed, it can lead to service delays or coordination issues. Meanwhile, other staff members may be less confident or less engaged with digital systems, particularly those unfamiliar with the required tools or lacking formal training.

In the administrative setting of local governance, civil servants' skills to interact with digital systems are key for the successful adoption of e-government. In the Dramaga Subdistrict, the switch from manual to digital governance exposes a combination of age advances and organizational imbalances in the allocation and development of human resources.

Younger civil servants especially those recently recruited under government contract schemes (P3K) tend to exhibit greater familiarity with information systems, while their older counterparts often remain hesitant to abandon manual procedures. Although some senior staff eventually adapt, their pace of adjustment is notably slower, creating inconsistencies in service performance.

Beyond generational divides, the placement of personnel within administrative units also shows a lack of strategic alignment between job roles and digital competencies. While there is an effort to be flexible in redistributing staff according to immediate needs, this flexibility often emerges from necessity rather than from planned, competency-based deployment.

At the regency level, the need for long-term planning has been acknowledged through the development of a civil servant competency database. However, its operationalization still depends heavily on local leadership initiative.

Within this framework, however, in reality, digital training initiatives remain disparate. Training opportunities are frequently offered to already IT-savvy staff neglecting those with the greatest need. The absence of inclusive capacity building programs and Forums were sapping not just operational performance but also the morale of men who were not well trained.

These parameters simulate the conditions used by Afrilia et al. (2024) refers to it as a gap between digital aspirations and human capital capabilities. In the absence of continuous and shared investment in competence development, the task of innovation lay excessively upon a small portion of the population, while the rest of the work population were effectively denied participation in the transformation.

The suggestion is clear: the problem in Dramaga is not simply lack of competence, but also lack of system. To do so, the need to stop tinkering in the short term and to adopt a strategic approach to workforce planning – one that identifies digital literacy as the heart of an organization rather than a writing skill. The realization of e-government in Dramaga lies in the hands of its institutions, whether they can fill this human resource gap, not just in terms of training, but a cultural change, in effectiveness, which redefines civil servants as lean, learning change agents.

### **Resistance to Technological Change in Bureaucracy**

It is usually not just technical but also cultural for e-government to be taken up at local level of administration. At kecamatan (subdistrict) Dramaga, in particular, one of the greatest barriers to digital transformation is the social practices and institutional logics inscribed in the administrative infrastructure. Resisting isn't always obvious pushback it can be subtle, persistent, and habitual.

Although the highest level of leadership in the subdistrict has shown commitment to the digital transformation, this vision has not yet been fully absorbed

to all civil servants. Some employees, particularly those from older generations, find it difficult to adapt using new systems and revert to manual processes, particularly when digital tools change established operating procedures or call for new technical skills.

This leadership strategy attempts to shift the bureaucratic culture from one that is compliance-driven to one that is performance- and technology-oriented. However, as Afrilia et al. (2024) argue, successful transformation also requires emotional buy-in and psychological readiness from personnel. Without such engagement, reforms are often perceived as top-down mandates lacking relevance to daily tasks.

To encourage adaptation, the subdistrict government has integrated internal learning routines into its operations. One notable initiative is the "Tuesday Reading" (Selasa Membaca) program, designed to build a habit of collective learning and exposure to new technologies.

Despite these efforts, a generational divide remains visible. Senior civil servants, although experienced in administrative processes, tend to approach new technologies with caution, often requiring additional motivation and support.

In many cases, resistance takes a passive form: delaying engagement with new systems, avoiding responsibility for digital tasks, or relying on tech-savvy colleagues to handle digital operations. Such behavior reflects what Pratama (2019) describes as low psychological safety—where mistakes are feared and experimentation is discouraged.

To mitigate these tendencies, the leadership in Dramaga has taken a two-

pronged approach: rewarding responsive staff and giving an administrative warning to non-responsive staff.

Although this provides accountability, they all need was levels of peer mentorship, formative coaching systems, and environments that encourage trial and error. The conversion to digital bureaucracy needs more than desire; it needs a structural commitment to learn, to include and to tolerate incremental failures.

The greater task of overcoming resistance is not punishing inertia but identifying its sources: fear, unfamiliarity, and a context that doesn't support what we're trying to do. A move toward more participatory transformation in which the civil servants consider themselves active participants, rather than subjects, in the process — could be a more lasting way forward. The first steps have been taken in Dramaga, but the path towards a genuinely adaptive bureaucracy is still open.

### **Institutional and Organizational Limitations in Digital Coordination and Data Security**

The institutional framework for e-government implementation at the regional level cannot be separated from the national legal structure that governs administrative functions. Law No. 23 of 2014 on Regional Government affirms the authority of local governments in concurrent governmental affairs, including the management of information technology for public services, with the subdistrict functioning as a local apparatus executing part of the regent's authority. Law No. 30 of 2014 on Government Administration regulates the principles of effective, transparent, and accountable administration, which serve as

the fundamental norms for the digitalization of public services. This is reinforced by Government Regulation (PP) No. 61 of 2010 on the Implementation of the Law on Public Information Disclosure, which obliges public bodies to provide information access that is prompt, accurate, and simple—a mandate that is operationally facilitated through digital platforms.

Furthermore, Government Regulation No. 96 of 2012 on the Implementation of the Population Administration Law underscores the importance of standardized population services, thereby encouraging subdistricts to integrate systems such as SIAK and e-KTP into the mechanisms of digitalized service delivery. From an institutional perspective, Government Regulation No. 18 of 2016 on Regional Apparatus establishes the role of the Department of Communication and Informatics (Diskominfo) as the leading sector responsible for driving digital transformation at the regional level. This normative framework forms the basis for the issuance of Bogor Regent Regulation No. 77 of 2020 on the Smart City Masterplan, which technocratically integrates national policies with local needs.

The effectiveness of e-government is determined not only by digital tools and individual competencies, but also by how well internal coordination mechanisms function within institutions. In the case of Dramaga Subdistrict, internal digital collaboration remains constrained by fragmented systems and limited integration between administrative units. While digital tools have begun to permeate daily operations, their institutionalization across the bureaucracy remains incomplete.

Digital coordination tends to rely on informal platforms rather than structured systems. This reflects an institutional improvisation strategy that is responsive in the short term, but insufficient for long-term service innovation and data-driven governance.

The widespread use of WhatsApp for internal management illustrates both adaptability and structural limitation. While convenient, this platform is not designed for formal bureaucratic coordination—its use does not support traceability, standardization, or institutional memory. As such, it reflects a broader lack of dedicated digital infrastructure for integrated communication.

In many instances, coordination between sections still relies on printed memos and verbal briefings. Information is often transferred manually, and cross-unit collaboration is rarely mediated through shared databases or centralized dashboards. This creates inefficiencies in workflow and delays in service response.

So, the problem is not with lack of communication, but with lack of digital formal coordination mechanisms for collaboration to flow across spaces in a manner that is long-term, it can be transparent, and it can be scaled. This can only be addressed through investing in organized platforms, enhancing data decision capacity and, most importantly, a mindset culture of partnership.

It is not only efficiency but also security that determines the quality of e-government at the subdistrict level. At Dramaga Subdistrict, digitalization has indeed reduced the reliance on paper-based archives and opened access to real-time administrative data. Yet the way in which data is managed and secured reflects a fragile balance between convenience and

vulnerability. Officials describe feeling “sufficiently protected” as long as the system runs normally, but this perception does not necessarily correspond to internationally recognized standards of information security.

This narrative highlights a cultural reliance on system stability rather than formalized risk management. However, as Al-Khoury (2012) points out, governments require comprehensive data governance frameworks to ensure the confidentiality, integrity, and availability of sensitive public information. Without systematic controls, reliance on “normal operations” as a benchmark for security exposes significant blind spots. Similarly, ISO/IEC 27001 (Mataracioglu & Ozkan, 2011) stresses that true protection lies not only in technology but also in ongoing risk assessment, access control, and incident response protocols.

In practice, the absence of such structured frameworks makes it unclear whether Dramaga’s digital archives can withstand data breaches, insider misuse, or system failures. For a government institution managing financial and demographic data, informal reliance on vendor systems or local improvisation seems insufficient. What is needed is not only digitization, but the institutionalization of internationally benchmarked standards.

### **Community Perceptions on Digital Services**

The success of the implementation of local e-government in the Dramaga Subdistrict is not only determined by the internal problems of human resources, but also how residents (as end users) feel and see digital-based public services. These citizen perceptions provide crucial insights into the actual reach and functionality of

digital transformation at the grassroots level, revealing the gap between policy intentions and on-the-ground realities.

Residents generally acknowledge improvements brought by digitalization, particularly in population administrative services. Web-based systems and digital counters have allowed citizens to access services remotely, reducing the need for long queues or repeated visits.

However, these services are not equally accessible to all. While those who are familiar with digital technology find the system helpful, others—particularly the elderly—often struggle.

Additional challenges include internet instability, which sometimes hampers access to online services. Although the subdistrict has partnered with a private vendor to provide technical support and training, residents still highlight the need for stronger infrastructure and device upgrades.

The findings demonstrate that digital transformation cannot rely solely on system availability but must be accompanied by inclusive design, adequate infrastructure, and proactive community engagement. Successful adoption of digital systems depends not only on their functionality, but also on how useful and easy to use they are perceived by users. When digital interfaces are too complex, or guidance is lacking, acceptance will remain partial—even if the technology is already in place. Furthermore, the situation in Dramaga reflects the reality of a digital divide, in which disparities in age, education, and technological access shape unequal outcomes in public service use. While Dramaga Subdistrict has made meaningful progress, especially in accelerating service delivery, the next critical step is ensuring that every citizen—

regardless of age, education, or access—has the capacity to participate in digital governance processes. Digital inclusion isn't just a way to make systems more usable, it's also an opportunity to bolster public trust and democratic accountability in local government. E-government is not only about efficiency, it also should be about fairness, a way to make sure all citizens can benefit instead of being further divided.

### **Academic Implications of the Study**

The current paper dissected the issues of the dynamics of e-government adoption at the sub-district level and provided empirical evidence on how bureaucratic readiness, infrastructure, and society's capacity have co-impacted on producing the e-transformative results. In this way, the research also seeks to ground more firmly an understanding of policy implementation in semi-rural administrative contexts.

The research also adds to the explanatory by showing that digital skills-set, educational background, and generational experience play a role in the capacity of civil servants to implement digital services. In Dramaga, younger generation of the staff are more fluent to use the operating systems of the SIPD and SiCantik while the older staffs find it difficult to adapt. In spite of digital individual talent, investment in institutional widespread training and structured skills development is scarce. These results correspond to the assertion of Roziqin & Fajrina (2021) who argue that integrating human resource strategy with innovation objectives is crucial in order to develop institutional agility. If there is no roadmap, the process of change may be slow due to



the uneven digital skills and willingness of organizations.

The research contributes to the literature on public sector innovation by demonstrating how bureaucracies in Dramaga respond to digital transformation via informal processes of role flexibility, peer mentorship, and internal WhatsApp communication. These have shown to be able to adapt, but also to demonstrate institutional brittleness in terms of formal integration of the system. The results resonate with the assertion of Pratama (2019) that innovation in the public sector are sometimes driven by pragmatic necessity but not strategic design. This work adds to that viewpoint by highlighting that innovation, without structural support, may not necessarily be sustainable. Secondly, the transition to digital platforms is mediated more by personal motivations of staff than institutional strategy echoing what Cinar et al. (2022) identify as a setting in which innovation is gradually unfolding in response to the environment instead of being a clear outcome of policy direction.

In applying the e-government readiness, the study affirms the interdependence of technological infrastructure, institutional capacity, and user preparedness. In Dramaga, while platforms such as SIPD, SiCantik, and digital signature tools are operational, the effectiveness of their use is constrained by limited staff training and uneven citizen literacy. The readiness of citizens to interact with digital services—especially among older or rural populations—remains low, highlighting that user-side constraints are as decisive as back-end systems. Thus, the findings reinforce the framework's assertion that readiness must be multidimensional and include not only

technical provision but also cultural and behavioral alignment.

The study also deepens the relevance of digital divide theory, as formulated by Van Dijk (2014), by demonstrating how disparities in access and skills manifest within both the bureaucracy and the general population. Older staff members and senior citizens in the community are less engaged with digital systems due to unfamiliarity and a lack of support mechanisms. Despite formal availability of services, meaningful use is still stratified along generational and socio-economic lines. This finds support the theoretical argument that digital inequality is not only a matter of gaps in infrastructure, but also differences in motivation, ability and opportunity to use technology.

The use of Technology Acceptance Model (TAM) by Davis as quoted on ELKhesin & Saleeb (2020) to justify the conditional basis for which citizens will engage with the digital service. Though many inhabitants feel that digital services are convenient especially when it comes to quickening processes their appetite for adopting them is checked by usability concerns, low awareness and scarce formal direction. These findings are reflective of TAM's focus on the importance of the perceived usefulness and the perceived ease of use as determinant of acceptance that has been conditioned by the contextual phenomena of infrastructure and social networks. As such, TAM offers a useful yet incomplete conceptualization that needs to be augmented by environmental factors within public governance contexts.

Beyond capacity and usability, this study also suggests that digital security is a first-order determinant of sustainable e-government adoption. Efficiency gains from SIPD, SiCantik, and e-

correspondence will remain fragile unless they are anchored in a formal Information Security Management System (ISMS). Conceptually, security should be treated as an institutional capacity variable—on par with HR and infrastructure—comprising routine risk assessment, role-based access control and least-privilege enforcement, encryption in transit/at rest, audit trails and tamper-evident logs, incident response and continuity testing, periodic vulnerability assessments/penetration testing, and third-party/vendor risk management. Framed this way, perceived usefulness and ease of use (TAM) are not only functions of interface design and training, but also of trust in data protection and procedural accountability. Incorporating ISO/IEC 27001-aligned controls into local readiness frameworks would allow future studies to evaluate not just “how fast” services become, but how safely and accountably they operate when handling sensitive fiscal and population data.

Overall, this research strengthens the theoretical relevance of the frameworks applied while demonstrating their interdependence in practice. By situating these theories within a local, lived context, the study highlights the need for policy approaches that are sensitive to both institutional realities and user capacities. Future research may further explore how long-term institutional learning and cross-level coordination can reinforce digital transformation at the grassroots level.

## CONCLUSION

This study has examined the implementation of e-government in Dramaga Subdistrict with a specific focus on human resource management and its intersection with digital transformation in

public service delivery. Drawing upon qualitative analysis and a triangulated approach using field interviews, policy reviews, and theoretical reflection, several key findings have emerged.

At the institutional level, the adoption of digital systems such as SIPD, SiCantik, and electronic correspondence has shown meaningful potential to improve administrative efficiency and transparency. However, these advancements are not evenly distributed across all layers of bureaucracy.

From the human resource perspective, the lack of systematic capacity-building, insufficient mentoring schemes, and fragmented recruitment strategies contribute to the stagnation of innovation within the subdistrict government. The mismatch between personnel competencies and digital roles reinforces bottlenecks that inhibit broader digital institutionalization.

Despite these insights, several limitations shaped the scope of this study. The research was confined to a single subdistrict, which limits the generalizability of findings across varying administrative settings. Interview access was constrained by time and availability, resulting in a concentration of perspectives from within the local bureaucracy. Furthermore, while the study incorporates citizen input, the depth of that perspective remains limited—highlighting the need for future research that gives more space to the voices and experiences of service users.

At the same time, the study challenges the assumption that existing institutional frameworks are sufficient to sustain e-government reforms. Evidence from Dramaga shows that coordination still relies on ad-hoc and informal mechanisms (such as WhatsApp groups), which, while

adaptive in the short term, do not guarantee long-term integration or accountability. In practice, this points to institutional fragility rather than strength, suggesting that without formalized processes and structured digital governance, innovation risks being unsustainable.

Finally, the findings raise critical concerns about digital security. Local officials perceive systems as “sufficiently protected as long as the system runs normally,” but this reliance on operational stability falls short of best practice. As Al-Khouri (2012) emphasizes, effective governance requires comprehensive data governance frameworks, while ISO/IEC 27001 (Mataracioglu & Ozkan, 2011) stresses ongoing risk assessment, incident response, and access control. For an institution managing sensitive financial and demographic data, the absence of systematic digital security protocols is not merely a technical gap—it is a structural vulnerability that undermines both efficiency gains and public trust.

## RECOMMENDATIONS

While this research illustrates the operational reality of e-government in Dramaga Subdistrict, it also offers strategic entry points for improvement. The findings lead to the following recommendations for local government institutions, stakeholders, and relevant actors:

1. Develop structured and inclusive digital capacity-building programs across all administrative units, with particular attention to senior staff and undertrained personnel, to reduce internal digital gaps.
2. Institutionalize role clarity and competency-based task assignment, ensuring that digital responsibilities are matched with personnel qualifications and supported by formal documentation and evaluation systems.
3. Broaden the role of monitoring and feedback mechanisms by incorporating academic institutions and civil society organizations to assess and co-develop adaptive policies for sustainable e-government governance.
4. Elevate citizen experience as a central metric of success in e-government evaluation frameworks, ensuring that technological advancement translates into meaningful, accessible, and inclusive public service delivery.
5. Formalize a multi-level governance model for e-government, ensuring clear role division between regency-level Diskominfo and subdistrict offices through Regent Decrees or SK, supported by dedicated data stewardship units and standardized coordination mechanisms. This step reduces organizational silos and reinforces accountability in digital governance.
6. Institutionalize an ISO/IEC 27001-aligned Information Security Management System (ISMS), beginning with risk assessment, role-based access control, backup drills, and incident response protocols. Embedding digital security standards provides not only technical safeguards but also institutional legitimacy, ensuring

that citizen data is protected within globally recognized frameworks.

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### **Statutory Law**

- Bogor Regent Regulation No. 77 of 2020 Regarding Masterplan Smart City Bogor Regency.
- Government Regulation Number 17 of 2018 Regarding Districts.
- Government Regulation No. 18 of 2016 Regarding Regional Apparatus
- Government Regulation No. 61 of 2010 Regarding Implementation of the Law on Public Information Disclosure
- Government Regulation No. 96 of 2012 Regarding Implementation of the Population Administration Law

Law No. 23/2014 Regarding Local Government.

Law No. 30 of 2014 Regarding Government Administration

Presidential Instruction No. 3 of 2003 Regarding the Policy and National Strategy for E-Government Development.

Presidential Instruction No. 6 of 2001 Regarding the Development and Utilization of Telematics.