

Local Wisdom "Awetako Ena Agapida" on Employee Performance at Nabire Airport and Meepago Region Airport Papua

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Riwayat Artikel

Diterima pada 26 Juni 2024

Revisi 1 pada 12 Juli 2024

Revisi 2 pada 23 Juli 2024

Revisi 3 pada 26 Juli 2024

Disetujui pada 29 Juli 2024

Abstract

Purpose: This study aims to determine the impact of the implementation of local wisdom Aweta Ko Enaa Agapida on the performance of Civil servant at Nabire Airport Office and Meepago Papua area.

Research methodology: This study uses a qualitative approach with a descriptive method in describing and revealing the impact of local wisdom on Civil servant performance in Nabire Airport Office and Meepago Papua area. Data and information were analysed with the stages of data collection, data reduction, data presentation and conclusion.

Results: The results of the study indicate that the implementation of Aweta Ko Ena Agapida local wisdom in the Nabire Airport Office and Meepago Papua area has a positive influence on the performance of the State Civil Apparatus in several ways. First, Civil servants become more motivated and good at managing time in their daily lives. Second, they better understand their main tasks and functions, with high enthusiasm and willingness to learn. Lastly, Civil servant's performance in the company also improved, especially in terms of time discipline and service to airport users.

Limitations: This study is limited to the subject of employees at Nabire Airport and Meepago Papua Regional Airport.

Contribution: This research can be used by government organisations and companies in Papua as additional information in applying noble values in local wisdom to improve employee performance in Papua.

Keywords: *Evaluation, Inhibiting Factors, Local Wisdom and Strategies, Supporting Factors*

How to cite: Pali, J., Hidayah, Z., & Parmono, V. R. (2024). Local Wisdom "Awetako Ena Agapida" on Employee Performance at Nabire Airport and Meepago Region Airport Papua. *Studi Akuntansi, Keuangan dan Manajemen*, 4(1), 93-104.

1. Introduction

Papua Province is the largest province in Indonesia with a very diverse landscape, ranging from high mountains, wilderness, to vast coastlines (Emmy & Wanma, 2021). The presence of large rivers such as the Mamberamo and Baliem Rivers, as well as dozens of other rivers, adds to the complexity of Papua's geography. Low population density in some areas and difficult access, especially in inland areas, make airports a major means of facilitating mobility and connectivity between citizens. In addition, airports also play a role in providing access to health services, education and the distribution of basic necessities of daily life. The airport is a gateway for investment, tourism and trade, contributing to economic development in Papua.

The largest airports in Papua that serve as connecting hubs are Nabire Airport and Meepago Papua Regional Airport. Apart from the aspect of providing infrastructure, an important aspect of airport

development is improving services to service users or passengers. Good service at the airport covers various aspects, from comfortable terminal facilities to efficient check-in, security, and boarding services (Widyarti et al., 2022). Improving service to service users at airports has a very important role in ensuring a satisfying and efficient experience for passengers, as well as in supporting the growth of the aviation sector as a whole. This positive experience not only increases passenger satisfaction, but also creates a positive image for the airport and the destinations it serves. Service improvement is highly dependent on the quality of human resources (HR), including the State Civil Apparatus. Trained and competent human resources will be able to provide quality services to airport service users, provide accurate information, and overcome various challenges that may arise in daily operations. Utari and Prakosawati (2022) stated that investment in Civil servant competency development at the Papua Province airport is an important step to support continuous service improvement and ensure a satisfying experience for passengers.

BPS data (2021) shows that Papua Province is still the province with the lowest Human Development Index (HDI). Apart from the HDI indicator, the biggest challenge to improving the quality of human resources in Papua can also be seen from the low participation rate in the world of work and business, as stated by Salehudin et al. (2021) that the involvement of indigenous Papuans in the business sector is still very low and almost all entrepreneurs in Papua are migrant entrepreneurs or migrants. The low role of indigenous Papuans in the business sector is also related to the submission of Nugraha & Febriyanti (2020) that some inland tribes in Papua tend to still hold ancestral culture in the form of a more dominant position for men to work compared to women. culture in society that is accumulated and inherited. This wisdom can be both abstract and concrete, but the important feature is that it comes from experience or truth gained from life, which is often also called local wisdom. Community customs that are not placed proportionally in organisational activities can have an impact on employee commitment and low performance. This is supported by the study of Gonda et al. (2023) which states that the empirical actualisation of local wisdom that is less actualised is often seen, there are still employees who lack honesty at work, leaders who are less assertive in directing their subordinates, lack of togetherness in working together, reduced trust in each other at work and lack of self-esteem for various failures in work. While Aprilani et al. (2023) stated that organisational leaders can provide strengthening of local wisdom that must be developed which affects organisational commitment and employee performance. Local wisdom can be an asset for organisations in building organisational commitment and performance.

More clearly, Bahri et al. (2021) stated that the phenomenon of the potential of local wisdom to be implemented in the world of work by leaders is increasingly in the spotlight, given the lack of utilisation of local wisdom in various industrial sectors. Local wisdom includes a variety of knowledge and practices passed down from generation to generation, which can provide innovative and sustainable solutions to various industrial challenges. Unfortunately, many company leaders have not realised or fully understood the value and benefits that can result from the integration of local wisdom. The implementation of local wisdom in the world of work can not only improve operational efficiency, but also support environmental and social sustainability. Therefore, it is imperative for leaders to start exploring and utilising the potential of local wisdom to create added value and competitive advantage in their business. Support and commitment from industry leaders will be key in optimising the potential of local wisdom for a better future.

The lack of implementation of the noble values of local wisdom in the world of work is evident from employees who lack honesty and togetherness at work. Local wisdom teaches important values such as integrity, gotong royong, and mutual respect, which should be the cornerstones of work ethic. Unfortunately, many workplaces still ignore these values, which negatively impacts team morale and productivity. Dishonesty at work often stems from an environment that does not encourage openness and transparency, and a lack of emphasis on individual and collective responsibility. Without integrity, trust between colleagues and between employees and management becomes fragile, which ultimately hinders collaboration and innovation. Therefore, Goleman (2018) suggests that company leaders and management need to be more active in instilling and upholding noble values from local wisdom in the world of work. Through training, the development of an inclusive corporate culture, and real examples

from leaders, these values can be revived and internalised by all employees. Although local wisdom has the potential to be an instrument in enhancing the value of a society, it also needs to be understood that often local wisdom is an abstract value that is only limited to being passed on between generations, which has an impact on the erosion of these noble values because it is difficult to convey and pass on these values in a practical form to the next generation. Therefore, a way is needed so that local wisdom can be passed on between each generation by slowly incorporating the noble values contained in local wisdom in family life, society, organisation and work culture.

Referring to the urgency of applying local wisdom in the world of work, this can also be drawn to the phenomenon of using local wisdom in building human resources with the sociological characteristics of the Papuan people who are rich in culture and ancestral values in Papua. One of the noble values that continues to be upheld is Awetako Enaa Agapida (AKEA) which means that tomorrow must be more than today. AKEA, the local language of the Ekari Tribe around Lake Enarotali Papua, contains the message that life is a struggle that begins with the individual, emphasising the importance of hard work, learning and effort to achieve success in the future. This local wisdom has a positive influence on the Papuan people in general and Civil servants serving in the Papua region (Handoko, 2019).

The noble values in the local wisdom of AKEA have an important role as a trigger for motivation from within Civil servant at the Papua Province Airport in providing the best service. So that through local wisdom in the form of AKEA, its influence on employee performance at Nabire Airport and Meepago Papua Regional Airport will be known. Employee performance is the level of success of employees in completing their work. Performance is not an individual characteristic, such as talent, or ability, but the manifestation of talent and ability itself. AKEA local wisdom affects employee performance by encouraging them to perform better in terms of quality, quantity, timeliness, effectiveness and independence. They are motivated to produce good work because they believe their efforts will bring good changes in the future. This also encourages them to work more diligently and productively, and complete tasks on time (Devi et al., 2018). Employees also become more creative and innovative, while being more independent in their duties, believing that their efforts will bring benefits to their future and the Papuan community. The local wisdom of AKEA is a noble value inherited by the ancestors of the Ekari Tribe that must be maintained and preserved to the younger generation so that it does not become extinct and disappear due to the negative influence of progress and changing times that are increasingly entering the joints of people's lives in Papua.

2. Literature review

2.1 Human Capital Theory

Improving the quality of service of a public organisation begins with improving human resources. One of the theories that discusses the role of human resources in organisations is human capital theory, which emerged in the 19th century by several figures including Proudhon, Pierre, Leroux, and Blanqui, to illustrate that at that time to run the economy and industry, human resources were needed as important capital in an organisation or company which was later translated as human capital (Chams & García-Blandón, 2019). The theory of human capital then surfaced again in the 20th century as a form of understanding that humans are an inseparable part of the organisational world. So that efforts to select and improve the quality of human resources in an organisation have begun to be taken into account since then (Putri et al., 2023). Human capital reflects the collective ability of the company to produce the best solution based on the knowledge possessed by the people in the company, which will increase if the company is able to use the knowledge possessed by its employees (Tandiawan, 2022).

2.2 Local wisdom

Local Wisdom in the opinion of Devi et al. (2018) is a human intelligence inherited by a certain group, tribe or ethnicity obtained from previous ancestors, so it can be said that local wisdom is a legacy owned by certain communities by obtaining it from life experience and not necessarily other communities have it. Each region in Indonesia has different local wisdom, which is the basic capital in character building in its society. This is the case with Papuan local wisdom, namely the habits of life that exist in Papuan society, including customs (forms of houses, food, dances and others) inherited by the ancestors of the Papuan people and passed on to their children and grandchildren The Papua region when viewed from

customary territories in the Land of Papua, according to data from BPS (2021) in Papua consists of five customary territories, namely:

- a) Mamta Customary Territory with special characteristics in the field of traditional politics lies in the traditional leadership system with the Ondoafi system, namely the heir to leadership, for example if an Ondoafi (tribal chief) dies automatically the eldest son will continue the position.
- b) Saereri Customary Territory with special characteristics in the form of high proficiency or expertise in the marine (maritime) field, because the Saereri indigenous people live in coastal areas.
- c) Anim Ha Customary Territory which has a special characteristic in the form of intelligence in farming from generation to generation inherited by their ancestors, this is because the Anim Ha customary area is a very fertile area, so the Anim Ha people have a profession as farmers as their occupation.
- d) La Pago Customary Area with special characteristics including living in groups and being led by tribes, frequent wars between tribes, farming livelihoods because it has fertile land. One of the cultural characteristics inherent in the La Pago custom is the leadership of the tribal chief, who is charismatic and fully trusted by tribe members.
- e) Mee Pago Customary Area with special characteristics, namely still living in groups led by a tribal chief, solving problems still by fighting, livelihoods by farming and gardening. One of the cultures in the Mee Pago customary area is a fence or called "Mee" which is used as a symbol or tool used to limit and protect all things that are satisfying in people's lives.

2.3 Relationship between Culture and Performance

The word culture comes from the Sanskarta Buddhayanah language, which means another form of budhi which means budi or reason, culture can be said to be culture or culture of all kinds of things related or directly related to human life such as material or non-material (Syakhrani & Kamil, 2022). This kind of culture is very likely to be influenced by evolutionism, which is a theory that states that culture will continue to change from simple stages to very complex stages. The definition of organisational culture according to Ningsih and Setiawan (2019) is a series of values and strategies, ways of leadership, vision and mission as well as norms of belief and understanding believed by each member of the organisation which is considered to be a truth for new members, which is used as a guide for all components in the organisation of a company which aims to shape the attitudes and character of its members. According to Kurnia (2020), determining the strength of organisational culture is determined by two important elements, namely togetherness and identity. Mardhiana et al. (2023) states that togetherness can be known from how much the level of similarity of all members of the organisation regarding the norms that are used as common guidelines.

3. Methodology

This study employs qualitative research, focusing on constructing narratives and textual descriptions of studied phenomena, aligning with Machmud's (2018) perspective. Qualitative research aims to describe and analyze social phenomena, events, and attitudes, individually or in groups, with objectives to describe and explore, and describe and explain. The study explores various aspects of AKEA local wisdom, such as civil servants' understanding and efforts to apply it at Nabire Airport and the Meepago Papua region. Data were collected through observations and interviews with civil servants and airport users, using an interview script as the primary instrument. Qualitative data analysis followed Miles' interactive model (Machmud, 2018), involving data collection, reduction, presentation, and conclusion drawing. To ensure depth and clarity, the research also adopts a human resource governance approach to assess how implementing local wisdom enhances civil servants' performance in quality, quantity, timeliness, effectiveness, and independence. Thus, the study provides a comprehensive description of the impact of local wisdom implementation on civil servant performance within the study area.

4. Result and discussion

4.1 State Civil Apparatus's Understanding of AKEA Local Wisdom

State Civil Apparatus who have a good understanding of AKEA are able to carry out their duties more effectively and are sensitive to the needs and expectations of the local community. This relates to the submission from that Devi et al. (2018) that Civil servant does not only work as an extension of government, but also as a mediator who understands and respects the uniqueness of local culture. The

results of Civil servant's understanding of Aweta Ko Enaa Agapida Local Wisdom are described in the following table.

Table 1. Employee Understanding of AKEA Local Wisdom

No.	Aspect of Understanding	Score of Understanding
1.	Hope	Nurturing hope for a better future that fosters an attitude of optimism that there are opportunities for improvement and progress
2.	Perseverance	Remaining resilient and persevering in the face of adversity, believing that hard work will lead to better results in the future
3.	Creativity	High creativity in finding solutions and through innovation, can change the situation for the better
4.	Collective optimism	Strengthening collective optimism, people work together with the belief that they can create positive change
5.	Courage	Encourages people to be brave in facing challenges and taking risks in order to achieve better future goals

Source: Data processed (2024)

The underlying social values in local wisdom involve an understanding of social structures, the role of individuals in the community, and the ethics of interaction between citizens. For example, Aweta Ko Enaa Agapida includes customs that often guide the organisation of people's daily lives. State Civil Apparatus (ASN) who understand and respect this local wisdom can build a good relationship with the community, so that their services are more appreciated and effective (Thalib et al., 2024). ASN needs to continue to learn and interact with the local community to understand more about local wisdom. The results in this study are in accordance with the results of research by Fajriati and Na'imah (2020) that active involvement in the social and cultural activities of the local community, as well as participation in traditional ceremonies, can be an effective means to enrich ASN's experience and understanding of the local wisdom.

According to Handoko (2019), ASNs who are able to combine technical expertise with cultural sensitivity become valuable assets in maintaining a balance between modernity and tradition in their work environment. In this context, human capital theory provides a strong theoretical foundation. Human capital theory, proposed by Gary Becker, states that investment in education and training increases individual productivity. The application of this theory in the context of local wisdom suggests that ASNs who are not only technically skilled but also have a deep understanding of local culture, will be more effective in carrying out their duties (Rezkiiana & Basuki, 2024). Knowledge and skills gained through interaction with local communities are a form of investment in human capital, which in turn improves the performance and effectiveness of public services.

4.2 Implementation Strategy of AKEA Local Wisdom

The implementation strategy of Aweta Ko Enaa Agapida Local Wisdom on ASN at Nabire Airport and Meepago Papua Region Airport requires a holistic approach involving awareness, training, collaboration, and active involvement with the local community. According to Hofstede's cultural dimensions theory, the implementation of this local wisdom must consider several cultural dimensions such as collectivism, power distance, uncertainty avoidance, femininity, and long-term orientation. Papua's collectivist tendencies require an emphasis on cooperation and gotong royong, while high power distance values require ASN to understand and respect social hierarchy. The high level of uncertainty avoidance requires clear rules and guidelines, and the value of femininity which places more emphasis on interpersonal relationships requires ASN training to be more sensitive and empathetic. Long-term orientation must be considered to ensure the sustainability of local wisdom practices. This relates to research from Devi et al. (2018) that the content and context of training can be designed by involving local stakeholders, such as traditional leaders, community leaders, or academics who are experts in local wisdom. An overview of the implementation strategy of Aweta Ko Enaa Agapida local wisdom in ASN is described in the following figure.

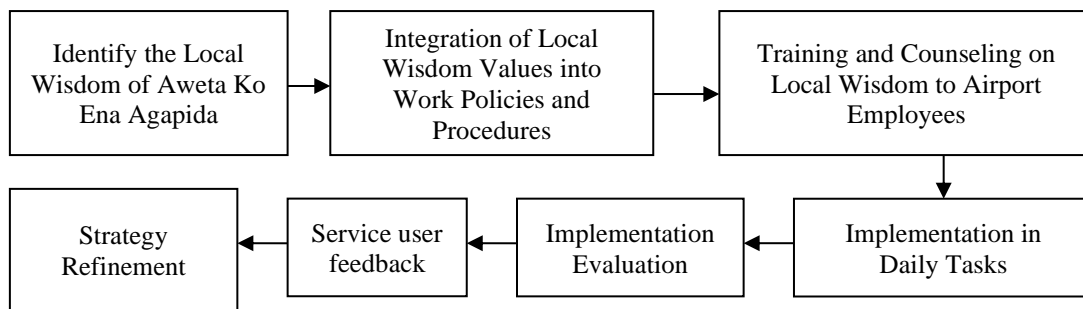


Figure 1. Strategy for Implementing Local Wisdom AKEA
Source: Data processed (2024)

The implementation of Aweta Ko Ena Agapida local wisdom by ASN at Nabire Airport and Meepago Area Airport is also followed by service user feedback, this is done so that ASN can open communication with the local community, so that the noble value in local wisdom can be applied and can also be given input in its development by airport service users. This is in accordance with the submission of Susiati et al. (2021) that dialogue forums and regular meetings between ASN and the community can be a useful forum for maintaining transparency and building trust. Through this strategy, they can ensure that local authenticity is reflected in organisational culture and daily work practices. According to Sanuri (2020), by embedding local wisdom values, the airport can be a positive example of harmonising the needs of modernity and preserving local wisdom, creating an inclusive and sustainable environment for Papuans.

What needs to be ensured is a strong understanding of Aweta Ko Ena Agapida which can be achieved through intensive training covering social norms, customs and spirituality. The implementation of training according to Nurasiah (2022) can be organised periodically and involve community leaders. The implementation of local wisdom carried out by ASN at Nabire Airport and Meepago Papua Regional Airport can be connected to the context of Hofstede's cultural dimensions theory, especially in the implementation related to uncertainty avoidance in the form of clear and structured work procedures that appear in training and counselling on local wisdom to airport employees, this is in accordance with the empirical study conducted by Sahertian et al. (2022) that the integration of local wisdom in policies and work procedures, as well as training involving local stakeholders, helps ASN to be more sensitive and adaptive to local culture, creating a more harmonious and effective work environment.

4.3 Evaluation of the Implementation of AKEA Local Wisdom

Evaluation of the implementation of AKEA local wisdom on civil servants at Nabire Airport and Meepago Papua Region Airport is an important step to understand the impact and effectiveness of the application of local wisdom in the work environment. This evaluation opens a comprehensive assessment window on the extent to which civil servants have integrated the values of AKEA in their duties and responsibilities at the airport which is the main gateway in the Papua region. The evaluation of AKEA Local Wisdom Implementation is described in the following table.

Table 2. Evaluation of the Implementation of AKEA Local Wisdom

No.	Aspect Evaluation	Performance indicators
1.	Understanding and Awareness	Measures understanding and awareness of local wisdom values and application in daily civil servant tasks
2.	Values Application	Assesses the application of local wisdom values in carrying out tasks, such as service to the community, teamwork, and decision making
3.	Effect on quality	Measure the positive impact of implementation on service quality such as in service to passengers, security, and orderliness
4.	Sustainability and Relevance	Observe the continuous and consistent implementation of local wisdom and its relevance to the needs and expectations of the local community

5.	Community Feedback	Collect feedback and evaluations from the community on their experiences in interacting with airport staff
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Source: Data processed (2024)

The evaluation efforts made so far are to involve local stakeholders in order to measure the effectiveness of the implementation of Aweta Ko Ena Agapida. The participation of stakeholders such as passengers, employees and airport managers in evaluating the implementation of local wisdom at Papua Airport in this study is in accordance with the empirical study by Meirista et al. (2020) that evaluation can include an assessment of ASN's compliance with the guidelines and their ability to apply them in every aspect of their duties and decisions taken. The evaluation has also been used to assess how much ASN is involved in local cultural events such as customs, festivals, or community activities. Involving ASN in local culture will strengthen the relationship between the airport and the surrounding community.

The evaluation of the application of local wisdom in this study also involves cooperation with the local community as well as cooperation between ASN and local residents, this is in accordance with the results of an empirical study by Gaya et al. (2022) that the evaluation examines the extent to which collaborative initiatives have had a positive impact on both parties, in this case from the aspect of ASN as a service provider and to passengers as users of airport services in Papua. ASN at Nabire Airport and Meepago Papua Regional Airport has conducted a quiet phased evaluation of the development of initiatives to support programmes that suit the needs of the community as users of airport services. This is in accordance with the submission of Kurnia (2020) which also states that evaluation of employees needs to be done in order to measure the impact of policy implementation that supports the local economy and the welfare of local communities. This is also in accordance with the submission of Hasanah (2019) that the success of policy implementation can be seen from the progress and development in building harmonious relationships between ASN, the airport, and the local community. In this study, it is known that ASNs who work as service providers at Nabire Airport and Meepago Papua Regional Airport have understood the values of Aweta Ko Ena Agapida as local wisdom from the Papua region that can be integrated into daily work practices, an understanding of the values contained in this local wisdom according to Handoko (2019) will facilitate the process of implementing and developing programmes related to the absorption of values in local wisdom. Evaluation of the implementation of Aweta Ko Ena Agapida by ASN at Papua Airport is also carried out openly between employees and superiors as policy makers, this according to Sadubun (2019) will help create a more harmonious work environment, build good relationships with local communities, and support policy sustainability.

4.4 Supporting Factors for Civil Servant Performance at Airports

Civil servant performance supporting factors at Nabire Airport and Meepago Papua Region Airport involve a number of aspects that support efficiency, professionalism, and service quality. The results of the supporting factors for civil servant performance at the airport are described in the following table.

Table 3. Factors Supporting Civil Servant Performance at the Airport

No.	Supporting Factors	Explanation
1.	Training and Development	Provision of relevant training and employee development programmes to improve employees' technical and managerial skills
2.	Work Policies and Procedures	Structured and easy-to-understand work policies and procedures help direct and improve the consistency of task execution
3.	Leadership Support	Effective leadership provides direction and motivation to employees and builds a positive and collaborative work culture
4.	Recognition and Rewards	Recognition and rewards for employee achievements and contributions encourage motivation and high performance
5.	Positive Work Culture	A positive work culture, such as being supportive, collaborative and valuing diversity, creates a productive work environment

Source: Data processed (2024)

According to Sulistiadia et al. (2020), training not only strengthens the capacity of individual civil servants but also supports the implementation of policies and higher operational standards. This aligns with the interview results below.

“Menurut saya, kepemimpinan yang efektif sangat penting dalam mendukung kinerja ASN. Pemimpin yang menginspirasi, memberi motivasi, dan memimpin dengan teladan dapat menciptakan lingkungan kerja yang produktif. Dengan arah yang jelas, pemimpin juga bisa mendorong kerja tim yang efisien.” (Markus Mawel, 10 April 2023 / 08.00 - 08.15, Nabire Airport Office)

Interview results indicate that effective leadership is crucial for supporting civil servant performance. According to Sivanissa et al. (2022), it creates a motivating and productive work atmosphere. At Nabire Airport and Meepago Papua Regional Airport, civil servants feel comfortable and safe in an environment that respects cultural diversity and individual abilities (Kurnia, 2020). Monalis et al. (2020) emphasize that a healthy and safe work environment enhances performance, aligning with Emmy and Wanma's (2021) findings that involvement in community activities strengthens community relations. Jismin et al. (2022) state that civil servants who work in organizations upholding local wisdom values feel more connected to these goals. Maintaining confidentiality of airport data is essential for preventing security threats and maintaining integrity (Putra et al., 2020). Additionally, responding to passenger complaints is key to improving services and fostering positive community relationships (Gaya et al., 2022).

4.5 Factors inhibiting Civil Servant Performance at the Airport

Civil servant performance inhibiting factors at Nabire Airport and Meepago Papua Region Airport include a number of aspects that can affect the efficiency, effectiveness, and quality of services provided. The results of the inhibiting factors of civil servant performance at the airport are described in the following table.

Table 4. Supporting Factors for Civil Servant Performance at Airports

No.	Inhibiting Factors	Explanation
1.	Inadequate Infrastructure	Narrow terminals or incomplete supporting facilities, can hamper the airport's operational processes
2.	Technology and Information Systems	Undeveloped technology and information systems have an impact on delays in data processing and ticket booking.
3.	Accessibility and Transportation	Limited accessibility and transportation hamper the mobility of employees and passengers, especially in bad weather conditions
4.	Passenger Non-Compliance with Airport Rules	The presence of passengers who do not follow airport rules, such as carrying prohibited items, ignoring health protocols, causes disruptions in airport operations
5.	Imbalance of Passengers and Service Capacity	The number of passengers exceeding the service capacity can cause build-ups, long queues, and flight delays that result in sub-optimal services.

Source: Data processed (2024)

One of the main inhibiting factors is the condition of infrastructure which may be inadequate. Nabire Airport and Meepago Papua Regional Airport may face challenges related to inadequate supporting facilities and amenities, such as narrow runways, limited terminals, or other facilities that do not meet safety and comfort standards. According to Sinaga et al. (2014), inadequate infrastructure can hamper overall airport operations and affect ASN performance in providing optimal service to passengers. A less than optimal understanding of Aweta Ko Enaa Agapida Local Wisdom can be an inhibiting factor in the context of Papuan culture. Slow licensing processes, policy approvals, or interdepartmental communication can hinder quick responses to changing conditions or operational needs. According to Kurnia (2020), high administrative costs or complicated policies can also slow down initiatives and decisions that need to be taken by ASN.

Another factor that is also often an obstacle is that unpredictable environments, such as natural disasters or extreme weather conditions in the Papua region, can also affect ASN performance. According to Gaya et al. (2022) uncertainty related to environmental conditions can hinder operational planning and arrangements, so ASN needs to have readiness and quick response in dealing with emergency situations, in interacting with passengers and the local community, ASN can use friendly language, listen attentively, and provide positive responses. This is in accordance with the submission of Nawir et al. (2020) that understanding the needs and concerns of the local community helps create a harmonious relationship and gives the impression that ASN is part of the community. To address breaches of security rules at the airport, ASN must implement established procedures and protocols without compromise. This includes strict inspection of passenger luggage, enforcement of flight rules, and handling emergency situations in a firm and efficient manner (Sinaga, 2014). When situations occur where there is dissatisfaction or conflict with passengers or the local community, according to Jismin et al (2022), ASNs need to have the skills to resolve problems with a fair and understanding approach, but still adhere to applicable principles and regulation.

4.6 Effect of Implementation of local wisdom on Civil Servant Performance

Values such as mutual respect, togetherness, and justice contained in Aweta Ko Ena Agapida become guidelines for ASN in providing friendly services and respecting cultural diversity in Papua. This creates an environment where people feel valued and treated well by ASN (Kurnia, 2020). This better understanding creates an emotional connection and awareness of the cultural context that can be infused in every action and decision taken by ASN. The implementation of Aweta Ko Ena Agapida also enriches ASN's decision-making process, services that focus on local wisdom help create a positive experience for passengers and encourage a positive image of the airport (Sinaga et al., 2014). By understanding the values of peace and justice espoused in Aweta Ko Ena Agapida, ASNs can manage conflicts wisely and strive to achieve fair and sustainable solutions. This creates a stable and supportive work environment (Utari and Prakosawati, 2022). It creates a positive legacy and sustainable contribution to the development of the Papua region (Emmy and Wanma, 2021), and creates a productive work environment that supports the achievement of common goals (Kurnia, 2020). Support from management, active engagement from all ASNs, and the implementation of policies that support local values are key to maintaining a positive impact in daily life. Over time, the hope is that the implementation will not only create positive changes in the lives of ASN but also make a significant contribution to the progress and welfare of the Papuan community as a whole (Utari and Prakosawati, 2022). The impact or influence of the implementation of AKEA local wisdom is described in the following table.

Table 5. Effect of Local Wisdom Implementation on Civil Servant Performance

No.	Aspect	Influence on Civil Servant performance
1.	Quality	Improve employee performance at Nabire Airport and Meepago Papua Airport, especially in the aspect of quality, by encouraging a work ethic that is oriented towards continuous improvement and better service every day
2.	Quantity	Improve employee performance as seen from being more proactive in managing passenger flow, speeding up the check-in process, increasing the speed of baggage handling, as well as ensuring timely departure and arrival of aircraft and being more active in maintaining the cleanliness and comfort of airport facilities, which contributes to an increase in the number of passengers
3.	Timeliness	The impact of local wisdom can be seen from employees showing increased responsibility and dedication to ensure that all airport operations run more efficiently and on time
4.	Effectiveness	This is reflected in various aspects of airport operations, such as increased service efficiency, improved security procedures, and enhanced airport facilities.
5.	Self-reliance	Airport employees are proactive in completing their work independently, without relying on close supervision and collaborative employee engagement

Source: Data processed (2024)

AKEA impacts conflict management by fostering a foundation for effective resolution. Understanding AKEA's values of peace and justice enables civil servants to manage conflicts wisely, striving for fair and sustainable solutions, fostering a stable work environment (Utari and Prakosawati, 2022). This study contributes novel insights in HR management by integrating noble local wisdom values to enhance employee performance. Local wisdom, as noted by Unhavaithaya (2022), plays a crucial role in shaping the work ethics and interactions within local communities, reflecting cultural identity and traditions passed down through generations.

5. Conclusion

Referring to the results and discussion, it can be concluded that the effect of the implementation of Aweta Ko Ena Agapida local wisdom on the performance of civil servants at the Nabire Airport Office and the Meepago Papua area is divided into several aspects, namely the first aspect related to improvement in daily life in the form of strong motivation and civil servants have the ability to manage time well, Furthermore, in the aspect of improvement in understanding tupoksi (main tasks and functions), namely the existence of optimism in working and Civil servants have the willingness to learn and apply their tupoksinya well, the last aspect is related to improvement in performance in the company in the form of positive values felt by Civil servants, especially related to time discipline and improved services provided by employees to users of Nabire airport services and Meepago Papua airport area.

Limitation

This study is limited to subjects consisting of employees at Nabire Airport and Meepago Papua Regional Airport, so the results may not be generalisable to employees at other airports or different regions. Suggestions for further studies should use a wider sample including employees at various airports in the Papua region in order to provide better results and provide more comprehensive insights.

Acknowledge

Thank you to Mr. Dr. Zainur Hidayah, S.Pi., M.M. and Mr. Dr. V. Rachmadi Parmono, S.TP., M.M. for providing input in this research.

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