THE RELIGIOUS ROLE OF LIBRARY AMONGST SYUHADA MOSQUE
LIBRARY USERS IN KOTA BARU YOGYAKARTA

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Abstract

This study is aimed at explaining the level of religious role of library amongst users of Syuhada mosque library that is located in Kota Baru Yogyakarta. The study uses the concept of Glock and Stark in defining the religiosity based on five dimensions, such as ideology and experience. In addition, other concepts related to the role of libraries that it can become in the forms of frequency of visits, type and subject of collections read, and the theme of religious subjects used. While the research uses a descriptive quantitative approach equipped with data collection techniques, such as questionnaire, interview, and observation. Its data analysis uses a method of percentage of a four-point Likert scale. The results are found that the religious role of library amongst Syuhada mosque library users achieves a high category, which is amounted to 76.80%. The number is an average of five indicators. The highest level is occupied by correlative links of the library effects to the level of religiosity of Syuhada mosque library users with a value of 85.60%. Conversely, the lowest one is located by the indicator of types of collection read by 70.75%. Based on the findings, the important recommendation that can be proposed is that the mosque library should be encouraged and developed because it obviously shows its correlative effects to the religious life of society.

Keywords: Library Role; religiosity; Mosque Library; Religious Collection.

Abstrak

Penelitian ini bertujuan untuk menjelaskan tingkat peran keagamaan perpustakaan di kalangan pengguna Perpustakaan Masjid Syuhada yang terletak di Kota Baru Yogyakarta. Studi ini menggunakan konsep Glock dan Stark dalam mendefinisikan religiusitas berdasarkan lima dimensi, diantaranya ideologi dan pengalaman. Selain itu, konsep-konsep lain yang berkaitan dengan peran perpustakaan seperti dalam bentuk frekuensi kunjungan, jenis dan subjek koleksi yang dibaca, dan tema keagamaan yang digunakan. Penelitian ini menggunakan pendekatan kuantitatif deskriptif dilengkapi dengan teknik pengumpulan data, seperti kuesioner, wawancara, dan observasi. Analisis data menggunakan metode persentase skala Likert empat poin. Hasilnya menunjukkan bahwa peran keagamaan perpustakaan di kalangan pengguna Perpustakaan Masjid Syuhada mencapai kategori tinggi, yaitu sebesar 76.80% yang merupakan nilai rata-rata dari lima indikator. Tingkat tertinggi ditempati oleh hubungan korelatif antara peran perpustakaan dengan tingkat religiusitas para pengguna Perpustakaan Masjid Syuhada dengan nilai 85.60%. Sebaliknya, yang terendah berada pada indikator jenis koleksi yang dibaca yaitu 70.75%. Berdasarkan temuan, rekomendasi penting yang dapat ditulis adalah bahwa perpustakaan masjid harus didorong dan dikembangkan karena jelas menunjukkan pengaruh positif terhadap kehidupan beragama masyarakat.

Kata Kunci: Peran Perpustakaan; religiusitas; Perpustakaan Masjid; Koleksi Keagamaan.

A. Backgrounds

However, libraries in historical way, even until now, have been believed important for developing and empowering individuals, societies, and even nations, their existence has been always remained neglected, particularly amongst those who still have had a low level in education. Consequently, the efforts of increasing the level of education in
such societies have become problematic and complicated so that the issues of library advocacy become significant in librarianship world. In order to encounter such condition, discourses on significant implications of libraries toward people life become necessary to socialize through scientific studies and researches in order that people, especially amongst decision makers, feel the importance for libraries to get proportional help and optimal advocacy pertaining to their management. These help and advocacy are expected to play an important role to make those libraries functioned as an institution for empowering society. Functionalizing the libraries in a maximal way has been believed to bring positive impacts on people performances in their lives, such as education, socio-culture, religiosity, economy, etc.

Library studies focused on these topics, consciously or not, remain very limited. As a result, the existence of libraries has often become a question which is difficult to answer. This situation finally brings negative impacts on the issues of budget allocation to the libraries. The impacts are on the budget cut which cannot be avoided because the libraries are difficult to provide arguments regarding their significant effects to people or society development. This condition produces a moment called ‘marginalization’. In order to encounter such environment, it is important for the libraries to provide evidences which show that their contribution to the development of societies and even nations is highly significant. Therefore, scholarly works in various forms pertaining such contribution as correlative links between libraries and societies become crucial for people in general and for decision makers in particular. Hamilton-pennell (2008), for instance, revealed some library researches which are aimed at finding the links of people economy to the existence of libraries as show that the presence of libraries is not only able to fund themselves but also encourage the increasing payment of taxes. It is like what is in a story of a contractor who reported his use of libraries for his business that increases his profit income to around one million dollars that he never achieved such amount before.

The economic effects played by the libraries demonstrate their roles on capital potentials–not less important than what is done by other commercial institutions, such as those affiliated with government and non-government–for developing and empowering society and nation. If such effects can be maximalised in their function, the libraries will be relied on as a significant institution to be able to change human behaviour to become better in life. All these conditions constitute correlative links which are formed from the presence of libraries as an important component for the advancement of society. In line with this issue, the existence of libraries becomes necessary in encountering ASEAN economic community which is going to enter into AFTA (ASEAN Free Trade AREA) by 2015 that is believed to create a hard competition between ASEAN countries members. Therefore, the existence of libraries as a capital producer in encountering the stage of the ASEAN economic contestation becomes a must for the existence of society advancement in facing other societies.

In relation to that, the role of libraries in other fields of life, such as religiosity, socio-culture, etc., which are also not less important, have successfully coloured the life of society. If it is associated with the location of this research which is conducted in a mosque library, the crucial effects that become a research object are focused on the level of religious role of libraries amongst Syuhada mosque library users. The importance of the religious effects to research is based on several reasons, which are amongst them, mosque libraries constitute special libraries that in a general way provide majority of collection in religious Islamic subjects, such as the Koran, prophet Muhammad traditions, jurisprudence in Islam, belief, etc. These topics on Islam constitute dominant discourses in Syuhada mosque library that become another important reason to conduct this research on the potentials of the collection effects amongst library users.

Similarly, the existence of Syuhada mosque library which is based on its religious vision that guides it to state the importance of finding the point of correlative effects of the religiosity in the mind of the
mosque library users. Thus, the studies on the religious role of libraries become an important field of research that needs to be encouraged and advocated in the effort of constructing libraries to become one of the main components for building human civilization, particularly in creating religious societies. Besides, the mosque library users also become the other issue of reason, especially in relation to their speciality of belief which is as a linkage between Islam and library at mosque. This issue can be seen as a significant reason regarding to the topic of this research because the library users are main target for the existence of libraries. Based on the three reasons, focusing on the object of the level of religious role of libraries amongst Syuhada mosque library users can be understood in a scholarly way and its results will become important for developing mosque libraries in general.

B. Conceptual Framework

The religious role of library amongst its users is a study that can be seen in relation to the term ‘influence’ of library on its users and that is also associated with the occurrence of correlative links between library collection and users. The term ‘influence’ in the dictionary of KBBI (2008) is defined as a power existing or arising out of something (person or thing) that contributes to shape character, belief, or action of a person. Departing from such understanding can be understood that the religious role of library amongst the users of mosque library brings impacts and/or implicates in changing the character, belief, and action of someone who can be seen in his/her performance in qualitative way in order to provide an explanation of the change level. In relation to that, the change in the frame of Hegelian-Marxist notion is understood as the essence of contradiction or dialectic process (see Boudon, 1996).

If this view is translated into religious role above, it can be understood as a process that occurs from two different parties that are critical to greet each other, which is a collection of libraries on the one hand and library users on the other. Correspondingly, James Carey in McQuail (1996) alludes to the two sides in the context of a communication process. Meanwhile, this communication process is regarded as a vehicle for change that can happen in two forms of communication, namely transmission and ritual. Transmission communication is the view that uses the term delivery or provision of information to other parties, while the ritual communication which is associated with the term sharing, participation, association, friendship, and a similar point of view. The first form of communication is approximately equal to a command communication and the second one is similar to an association communication. Both communications contain a variety of influences while appear to become a process that affect the level of religiosity amongst library users in Syuhada mosque.

The religiosity that is quantified in understanding its level at library user employs a religious conception of Glock and Stark in Ancok (2005) which explains religious dimension of society, which is, in this research, borrowed as indicators of religiosity of library users. This dimension includes five forms. First, ideological, is intended as an indicator that shows the level of Moslems’ belief towards their religious teachings which include the pillars of faith, namely believing in God, angels, prophets/apostles, holy books, heaven and hell, and qadha and qadar. Second, religious practice, encompasses Moslems’ obedience in running their worship, both contained in the pillars of Islam, such as prayer, fasting, charity, and pilgrimage and others, such as reading the Qur'an, dhikr, prayer, and other rituals. Third, social practice, is in the form of character which is much linked with the aspects of social relations, such as helpfulness, cooperation, charity, fair, honest, and the like, which are more horizontal. Fourth, knowledge, serves as an indicator of comprehending the level of understanding of Moslems to their religion and its relationship with other religions. Lastly, experience, constitutes the dimension of appreciation in which a Moslem can feel religious experiences and experience religious feelings which are manifested in various forms, such as feeling close to God, his/her prayer is answered, peaceful, happy, etc. because his/her obedience to God.
The concept of religiosity in the context of the role of the library will be supported by a number of indicators. The frequency of visits is one of the important factors in order to read to what extent a library is used in relation to functioning the role of libraries. The types of collection are also an element that is not less important to understand the role of libraries in particular to see how this types of collection such as books and magazines attract users to read and at this point the roles of library work. Likewise, the subjects of collection that appeal to the reader become important to understand in order to determine the position of the library's role is mainly related to the religious role of the library. Specifically, the themes of religious subject collection become one of many things that should be examined in order to see the trend of the pleasure of users in the field of religion, especially when examining the level of religious role of library amongst its users. Based on the consideration of each issue above, this study assumes that these indicators are important points to be understood in order to read the religious role of Syuhada mosque library.

C. Methodology

This research is a quantitative descriptive study which is aimed at explaining the problems in the community that can be a form of relationship, activity, attitude, view, etc. by using the data of numbers with which data analysis is statistical (Arikunto, 2010; Sugiyono, 2012; Prastowo, 2011). The subject of the research is the users of Syuhada mosque library while its object is their religious level, which is a correlative link to the library collection. Whereas, respondents used are 50 people (10%) of 500 visitors of the library in the last six months (Arikunto, 2010; Singarimbun, 1988). The research employs three kinds of data collection techniques, namely a questionnaire which is the main technique while two other techniques, such as interviews and observation, are served as additional techniques which are needed to provide a general overview of the research setting as well as to explain the statistical results found. The questionnaire used employs four-point Likert scale, that is Strongly Disagree (SD), Disagree (D), Agree (A), and Strongly Agree (SA).

The data obtained were validated by the formula of Pearson with Product Moment and examined their reliability by Alpha Crombach formula. The analysis technique used is by calculating the percentage of the formula, that is the value obtained (n) is divided by the total value (N) and multiplied by one hundred percents. The formula is P=n/N X 100. While the interpretation of interval values used is as in the following.

(1) 91% ≤ 100%   =    Very High
(2) 76% ≤ 90%     =    High
(3) 66% ≤ 75%     =    Moderate
(4) 51% ≤ 65%     =    Low
(5) ≤ 50%         =    Very Low

D. Overview of Syuhada Mosque Library

Syuhada mosque library emerged along with the birth of Syuhada mosque albeit its condition was very simple. The emergence of the mosque began with the laying of the first stone by Sultan Hemengku Buwono IX in 1949 and three years later, in 1952, the mosque was inaugurated by the first president of the Republic of Indonesia, Ir. Sukarno. The birth of the mosque, historically, was motivated by the government desire to give acknowledgement towards the heroism of patriots, especially, those who were killed at least 21 people at the battle against the Japanese army in 1945 in Kota Baru, Yogyakarta. The patriots who died are considered as fighters who are martyred (Syahid, plural Syuhada) so that they were reasonable to be given the memories which were at that time planned a monument. However, there appeared a different thinking of people who live in the region with the idea that the monument is not very useful, which is finally replaced by a mosque named Masjid Syuhada.

Since found until 1990, the library of Syuhada mosque is only in the form of collection, such as the holy book of the Koran and commentary books that were put in the praying rooms, both male and female rooms. This mosque library has begun to develop since 1990 when it was given a special room on the first floor to develop its collections while the books of the Koran which are mounted in the corners of the
praying rooms remain to be served because of the reason to provide an easy access to community of prayers in the time before and after praying. According to a library staff, the library has a collection that can be divided into two subjects, religious and general. The number of the religious books is about 1800 copies, while general books by around 1300 copies plus magazines which are about 700 copies in various subjects and some local newspapers provided for library users.

In addition, the library under the coordination of the management of Syuhada mosque has conducted a variety of community development activities through the development of information literacy, such as discussion and building reading culture through various types of competitions that lead to information literacy community. Discussion program, for instance, is open to public especially to the community of prayers. The discussion offers a variety of interesting and current topics which are designed to empower community knowledge. Furthermore, the exhibition of library books is conducted through the movement of love of books. This activity is carried out in various ways which are not only displaying collections that are considered popular by readers but also by displaying a collection of titles which is assumed to be interesting by the community of prayers of Syuhada mosque as library users.

E. Results and Discussions

This section will present the results of research with the analysis based on the percentage of the four-point Likert scale scores. This analysis begins with the validity and reliability of data as a basis for achieving highly academic work of research.

E.1 Validity and Reliability

The results obtained for the validity of the research data are considered valid because if the Product Moment correlation coefficient $r_{table} < r_{count}$ is regarded valid as can be seen in the table in appendixes. The data show that questions abbreviated as Q1, Q2, Q3, Q4, Q5, Q6, Q7, Q8, Q9, Q10, Q11, Q12, Q13, Q14, Q15, Q16, Q17 and Q18 have value $r_{count}$ less than $r_{table}$ for $n = 50$ and $\alpha = 1\%$ i.e. 0.361 so that all the questions are considered valid.

Whereas the reliability test conducted using Alpha Cronbach formula is found that the data obtained for the five indicators, namely: frequency of visit, type of collection read, subjects of collection read, themes of religious subject read, and correlative links of library use to the level library users’ religiosity are said to be reliable as indicated in the analysis below. Meanwhile its reliability Statistics were produced through Alpha Cronbach formula. Indicator 1 is obtained by 0.676 (0.676> 0.60); indicator 2 is gained by 0.617 (0.617> 0.60); indicator 3 achieves at 0.676 (0.676> 0.60); indicator 4 is found by 0.926 (0.926> 0.60); and indicator 5 is acquired at 0.883 (0.883> 0.60). The five results based on Alpha Cronbach formula are all considered as reliable condition.

E.2 Profile of Respondents

Fifty respondents used in this study can be seen in three backgrounds, namely: ages, genders, and jobs. First based on ages is found dominant from 31-45 years old by 44%, while the least number is by two age classes, i.e. 16-30 and 46+ years old. The rest is in the middle by <16 years old with number of 24%. Whereas, the genders are dominated by the females with the amount of 80% and the remaining 20% by males. The last background based on jobs is found four groups, namely: pupils, students, households, and workers. The number is not far except a group of workers which are dominant by 40%. The selection of the respondents is based on an accidental sampling that is meant that whoever is found and matched with the research object, automatically used as respondents. Those backgrounds are illustrated as in the following.
E.3 Data Analysis
E.3.1 Display of Quantitative Data

This research uses five indicators that can be used to explain the level of religious role of Syuhada mosque library as follows:

<table>
<thead>
<tr>
<th>No</th>
<th>Indicator Description</th>
<th>Number of Questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Frequency of library visit</td>
<td>4</td>
</tr>
<tr>
<td>2</td>
<td>Type of collection read</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>Subject of collection read</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>Theme of religious subject read</td>
<td>3</td>
</tr>
<tr>
<td>5</td>
<td>Correlative links of library use to the level of religiosity amongst library users</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>11</strong></td>
</tr>
</tbody>
</table>

These five indicators were analysed through percentage analysis in order to discover the level of religious role of Syuhada mosque library amongst its users. The results in an illustrative way can be seen through the concluding table of value for every respondent in following.

<table>
<thead>
<tr>
<th>NO</th>
<th>Indicators in Percentage</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Frequency of visit</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>2.80</td>
</tr>
<tr>
<td>2</td>
<td>Type of collection read</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>2.80</td>
</tr>
<tr>
<td>3</td>
<td>Subject of collection</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>2.80</td>
</tr>
<tr>
<td>4</td>
<td>Theme of religious subject</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>2.80</td>
</tr>
<tr>
<td>5</td>
<td>Correlative links of library use to the level of religiosity amongst library users</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>2.80</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>15</td>
<td>15</td>
<td>15</td>
<td>15</td>
<td>10</td>
<td>14.50</td>
</tr>
</tbody>
</table>

Source: Distribution table of value based on data analysis

E.3.2 Description and Discussion

The results of the data analysis through table above can be seen five indicators used in order to look at the religious role of Syuhada Mosque library. Those indicators are the frequency of visits, the type of collection read, the subjects of collection read, the theme of religious subject read, and the correlative links of religious role of library to Syuhada mosque library users.

The frequency of visits in general obtains 77.75% of the two items of questions. It is found about 80.5% of respondents said that they on average used the library ≤ 4 times per month, while there are 75.0% of people who on average used the library ≥ 5 times per month. This discussion is used to demonstrate the existence of library users as one of the core elements in the context of the role of the mosque library which its users are all Moslems.

Meanwhile, the type of collections read is taken a conclusion that the reading of those users towards the types of the collection only achieves 70.75%. The number consists of four types in question, i.e. the most widely read collection is newspaper as obtained by 80.0%, which is followed by books as shown at 73.0%. While the lowest are two other types of collection, namely: magazines and bulletins, which have the same value by 65.0%.

The subjects of the collection that are read subdivided into general and religious knowledge are at an average value of 77.75%. It is clear at the level of use of the two subjects of the collection that general knowledge is more attractive (80.5%) than the religious one (75.0%). This situation suggests that library users tend to use the subject of a general knowledge rather than a collection of religious readings. However, the issues that are developed in the general collection also constitute knowledge which contains religious values in a substantial way. Thus, such values do not need a name of a certain religion as religious symbols. As a result, the level of correlative links of religious role of mosque library in the last indicator remains seen high.

Specifically related to religious subject that are divided into five themes, namely: the Koran, Koranic exegesis, prophetic tradition, morality, and faith monotheism gets an average number by 71.90%. This value is certainly not surprising because this subject in fact obtains percentage much lower than the general subject as mentioned. The average result can be seen in the theme of the Koran which only achieves 68.5% that is the lowest value comparing to the other themes. While the highest value is assigned by the theme of faith monotheism which scores 75.0% which is followed by that of prophetic tradition with the value by 74.0%. The last two other themes, namely: the Koranic exegesis and the morality reach at the level of 69.5% and 72.5% respectively.

The last indicator of the level of religious role of mosque library that consists of five dimensions of Islam obtains 85.60%.
This value is the average of the five dimensions above. The highest correllative links of the library the religiosity lay on the dimension of the users’ experience in feeling of religious values that have happened to him with the number of 88.5% (high) which approaches the interval value of very high. This dimension is followed by the ritual religious practice with the value of 87.0%. While the dimension that obtains the lowest percentage is occupied by ideological indicator with a value of 80.0%. This number is a little surprising because in the indicator of themes of religious subject the collection that is much read is exactly ideological issue, which is about the faith and monotheism. Nonetheless, the lowest value is still located in the middle of the interval interpretation of high value. The last two other dimensions, social practice and knowledge, have close values by 85.5% and 86.5% respectively.

The five indicators of research above can be seen in the two illustrations below, in the form of a table that shows the percentage value and interval interpretation for every indicator and in the form of a graph that illustrates the trends for every indicator discussed.

<table>
<thead>
<tr>
<th>No</th>
<th>Indicator</th>
<th>Percentage</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Frequency of visits</td>
<td>77.75</td>
<td>High</td>
</tr>
<tr>
<td>2</td>
<td>Types of collection read</td>
<td>70.75</td>
<td>Moderate</td>
</tr>
<tr>
<td>3</td>
<td>Subjects of collection read</td>
<td>77.75</td>
<td>High</td>
</tr>
<tr>
<td>4</td>
<td>Frequency of visits</td>
<td>71.90</td>
<td>Moderate</td>
</tr>
<tr>
<td>5</td>
<td>Correlative links of religious role of library amongst Syuhada mosque library</td>
<td>85.60</td>
<td>High</td>
</tr>
</tbody>
</table>

Based on the illustration above shown that the highest percentage level occurs at the indicator for correllative links of the library use to the level of library users’ religiosity that is equal to 85.60%. While the lowest value for the religious role of the mosque library is located on the indicator for the type of collections that are read by 70.75%. The number is followed by the indicator for the theme of religious subject that is read by 77.75%. Then the last other two indicators, the frequency of visits and the subjects of collection read obtain the same value of 77.75%. Based on the results mentioned above, if there used formula of the analysis of this study as follows,

\[
P = \frac{2763}{3600} \times 100 = 76.80\%
\]

then the religious role of Syuhada mosque library amongst its users obtains an average number by 76.80% or stated high if compared to the formula of interval value interpretation of the research.

F. Concluding Remarks and Recommendation

The religious role of Syuhada mosque library amongst its users through the five indicators used shows a significant meaning of the existence of Syuhada mosque library in Moslems community in Kota Baru Yogyakarta. The significance in a statistical way is found that the average value of 76.80% signifies a high level for the mosque library role if the formula of interval value interpretation is applied. Indicator for correllative links of library use to the level of library users’ religiosity occupies the highest number by 85.60%. Conversely, the lowest value obtained by 70.75% occurs in an indicator of the type of collection read that is followed slightly higher by 71.90% takes place in the theme of religious subject read. Meanwhile, two other indicators, frequency of library visits and subjects of collection read, have the same values of 77.75%. The benefits of this research, which can be recommended, are that the mosque library provides a great correllative effect on the level of religiosity of the library users so that the existence of mosque libraries should be encouraged to play an active role, in particular, in increasing insight and spirituality of religiosities. Similarly, the collections of the mosque libraries do not have to choose those which clearly speak of religion but the most important thing is the substantive content of collection which has a religious value in the sense that the contents of the collection gives a boost to become a better human being and this is also religious.
This recommendation is actually reflected in the research data that the library users in fact prefer reading more general subject collection than religious one. Nevertheless, the correlative links of library effects to users to their religiosities remain high.

ENDNOTE

1 Qada', in Arabic: ﻗﻀﺎء, is the will of (God) and Qadar, in Arabic: ﻗﺪر, is decision or destiny. Believing in qada and qadar is the last tenet of the six creeds. This means that Moslems must believe that all happen are because of God alone. Ibn Hajar al-Asqalani said that the Islamic scholars state: Qadha is the provision which is generally and globally applicable for all creatures since the earliest time called azali, while Qadr is parts and details for the provision of God (http://ms.wikipedia.org/wiki/Qada_dan_Qadar accessed on 11/27/2014 at 11:51 am).

2 In Islam, martyr (Arabic in singular: ﺷﮭﯿﺪ, plural: ﺷﮭﺪاء) is a Moslem who is died when he/she wars or fights in God's way or retains the right to defend the truth with patience and sincerity to establish the religion of God or anyone who fights to defend his property, his soul, his family, religion, and died in the struggle, he died in the way of God. Martyrdom is the highest ideals of Moslems (http://ms.wikipedia.org/wiki/Mati_syahid accessed on 11.25.2014, at 18:00 pm.).

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RI, ‘skala nilai peringkat kerja” dalam *Permendagri 54 tahn 2010*.

