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## List of Terms

1. AKK: Angka Kredit Kumulatif (Cumulative Credit Score)
2. APBD: Anggaran Pendapatan dan Belanja Daerah (Regional Budgets)
3. APBN: Anggaran Pendapatan dan Belanja Negara (State Budget)
4. ASN: Aparatur Sipil Negara (State Civil Apparatus)
5. Bagian SDM: Human Resource Division
6. Balitbang HAM: Badan Penelitian dan Pengembangan Hak Asasi Manusia (Human Rights Research and Development Agency)
7. Balitbang KUMHAM: Badan Penelitian dan Pengembangan Hukum dan Hak Asasi Manusia (Law and Human Rights Research and Development Agency)
8. BKN: Badan Kepegawaian Negara (State Civil Service Agency)
9. BSK: Badan Strategi Kebijakan (Strategic Policy Agency)
10. BSK Kemenkum: Badan Strategi Kebijakan Kementerian Hukum (Ministry of Law's Strategic Policy Agency)
11. BSKDN: Badan Strategi Kebijakan Dalam Negeri (Domestic Policy Strategy Agency)
12. BPBD: Badan Penanggulangan Bencana Daerah (Regional Disaster Management Agency)
13. BUP: Batas Umur Pensiun (Retirement Age Limit)
14. CPNS: Calon Pegawai Negeri Sipil (Civil Servant Candidate)
15. DPR: Dewan Perwakilan Rakyat (House of Representatives)
16. DUPAK: Daftar Usulan Penilaian dan Penetapan Angka Kredit (List of Proposed Assessments and Credit Score Determinations)
17. ESDM: Kementerian Energi dan Sumber Daya Mineral (Ministry of Energy and Mineral Resources)
18. HR: Human Resources
19. HRM: Human Resources Management
20. ICT: Information, Communication, Technology
21. Inpres: Instruksi Presiden (Inpres)
22. JA: Jabatan Administrasi (Administrative Position)
23. JF: Jabatan Fungsional (Functional Position)
24. JFU: Jabatan Fungsional Umum (General Functional Position)
25. JPT: Jabatan Pimpinan Tinggi (High Leadership Position)
26. JS: Jabatan Struktural (Structural Position)
27. Kabag SDM: Kepala Bagian Sumber Daya Manusia (Head of Human Resources Department)
28. KASN: Komisi Aparatur Sipil Negara (State Civil Service Commission)
29. Kemenkum: Kementerian Hukum (Ministry of Law)
30. Kemenkumham: Kementerian Hukum dan Hak Asasi Manusia (Ministry of Law and Human Rights)
31. Kemenpan: Kementerian Pendayagunaan Aparatur Negara (Ministry of Administration)
32. Kemenpan RB: Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi (Ministry of Administration and Bureaucracy Reform)



33. Kemenkes: Kementerian Kesehatan (Ministry of Health)
34. KKN: Korupsi Kolusi Nepotism (Corruption, Collusion and Nepotism)
35. K/L: Kementerian / Lembaga (Ministry / Institution)
36. Komdigi: Kementerian Komunikasi dan Digital (Ministry of Communications and Digital)
37. LAKIP: Laporan Akuntabilitas Kinerja Instansi Pemerintah (Government Agency Performance Accountability Report)
38. LAN: Lembaga Administrasi Negara (State Administration Institution)
39. LIPI: Lembaga Ilmu Pengetahuan Indonesia (Indonesian Institute of Sciences)
40. MSME: Micro, Small, and Medium Enterprises
41. Orta: Organisasi dan Tata Kelola (Organization and Governance)
42. PerBKN: Peraturan Badan Kepegawaian Negara (Regulation State Civil Service Agency)
43. PerLAN: Peraturan Lembaga Administrasi Negara (State Administration Institution Regulation)
44. Permenkumham: Peraturan Menteri Hukum dan Hak Asasi Manusia (Minister of Law and Human Rights Regulation)
45. Permenpan RB: Peraturan Pendayagunaan Aparatur Negara dan Reformasi Birokrasi (Minister of Administration and Bureaucracy Reform Regulation)
46. Perpres: Peraturan Presiden (President Regulation)
47. Pimti: Pimpinan Tinggi (Leaders)
48. PNS: Pegawai Negeri Sipil (Civil Servant)
49. Polri: Polisi Republik Indonesia (Police of the Republic of Indonesia)
50. PP: Peraturan Pemerintah (Government Regulation)
51. PPK: Pejabat Pembina Kepegawaian (Personnel Development Officials)
52. PPPK: Pegawai Pemerintah dengan Perjanjian Kerja (Government Employees with Work Agreement)
53. RPJMN: Rencana Pembangunan Jangka Menengah Nasional (National Medium Term Development Plan)
54. Satker: Satuan Kerja (Work Unit)
55. SBY: Susilo Bambang Yudhoyono
56. SE Menpan RB: Surat Edaran Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi (Circular Letter of Minister of Administration and Bureaucracy Reform)
57. SHRM: Strategic Human Resource Management
58. SKP: Sasaran Kinerja Pegawai (Employee Performance Targets)
59. SOP: Standard Operation Procedure
60. SOTK: Struktur Organisasi dan Tata Kerja (Organizational Structure and Work Procedures)
61. SPBE: Sistem Pemerintahan Berbasis Elektronik (Electronic Based Government System)
62. TNI: Tentara Nasional Indonesia (National Force of Indonesia)
63. UKE 1: Unit Kerja Eselon 1 (Echelon 1 Work Unit)
64. UPT: Unit Pelaksana Teknis (Technical Implementation Unit)
65. UU: Undang Undang (Law)
66. 3T: Tertinggal, Terdepan, dan Terluar (remote, frontier and outermost)