

CHAPTER 5

CONCLUSION AND RECOMMENDATION

5.1 Conclusion

The legal framework for artificial intelligence in the given context is still shallow which outlined in Electronic Information and Transaction Laws, with additional strategies set by the National Artificial Intelligence Strategy. Moreover, after passing the selection stage, civil service candidates at the Indonesia's Ministry of Defense undergo education and training at the Defense Functional Technical Education and Training Center. The curriculum covers various topics, from technical skills like computer operation to instilling alertness to potential threats within the organization. However, over the past three years, the curriculum summary in the education program catalog has not addressed the threat of AI.

From the description of the findings discussed in the previous chapters, researchers found the organization change management of using the ADKAR model in dealing with artificial intelligence threats in Pusdatin and personnel bureau of the Indonesia's Ministry of Defense particularly, as below:

- 1) Awareness : The study highlights how awareness can be effective as the basic foundation in addressing threats of artificial intelligence in the organization. Started with seeing potential consequences, including job cuts and ethical challenges in decision-making, underscore the need for a thoughtful approach in implementing AI technologies. the findings shed light on challenges in building awareness about AI threats, including rapid technological growth, limited knowledge among non-technical individuals, and resistance to change .The research emphasizes the critical role of awareness in managing change, as outlined in the ADKAR model, particularly the significance of clear communication and leadership involvement. Being aware create sense of the necessity to

explore how risk management and develop change management strategies, grows ethical awareness which lead to the awareness training, decision-making frameworks and also culture assessment.

- 2) Desire : the findings highlight key aspects related to the desire for change and awareness of the artificial intelligence (AI) threat within the studied organizations. Motivating factors include the Ministry of Defense's attention to ICT developments, the desire for new technology, and the recognition of human resources' role in building capabilities in AI. Effective communication strategies, such as real examples, HR involvement, and routine knowledge sharing, are crucial for fostering understanding among employees.
- 3) Knowledge : Key topics prioritized in training programs include AI regulations, ethics, and talent pool management. Effective communication methods involve websites, articles, and social media outreach, while collaborative learning through tours and Forum Group Discussions (FGDs) is recognized. Respondents note the importance of informal activities, such as cooperation with the National Cyber and Crypto Agency, AI seminars, and workshops, to facilitate knowledge exchange.
- 4) Ability : the importance of work ethic and discipline in ensuring the quality of work within the organization. Changing the culture, supporting education, and overcoming obstacles, such as a lack of human resources, were identified as crucial aspects. It is also highlighted the demands from PAN RB for talent pool management, emphasizing its significance in organizational assessments.
- 5) Reinforcement : The importance of strengthening regulatory aspects when facing changes, especially regarding the application of artificial intelligence (AI) technology within the Ministry of Defense. Clear regulations were deemed crucial for ensuring changes align with applicable rules, preventing errors, and alleviating employee concerns.

The need for understanding regulations and designing reforms clearly to achieve change goals without creating uncertainty was emphasized.

5.2 Recommendation

Along with the scientific findings, recommendations also in favor as to enlight this research as follows :

5.2.1 Theoretical Recommendations

Theoretical recommendations for effective AI integration in Pusdatin and the Personnel Bureau encompass various aspects. Firstly, cultural sensitization programs should be developed to make employees aware of the positive aspects of AI, fostering a culture that embraces technological advancements. Ethical training initiatives are crucial to enhance awareness and promote responsible decision-making regarding AI applications. A closer collaboration between IT and HR departments is essential to bridge gaps in perspectives and facilitate a holistic approach to AI implementation.

Advocacy for clear policies related to AI research and application is paramount, providing a regulatory framework to guide organizational initiatives. Strengthening security protocols within Pusdatin addresses concerns and instills confidence in the secure use of AI technologies. Strategic resource allocation plans must be developed to address budget constraints, ensuring adequate funds for AI awareness programs, training, and infrastructure. Flexible learning approaches, including online resources, workshops, and mentorship programs, should be implemented to overcome challenges in knowledge dissemination.

Motivational initiatives are necessary to encourage employees to proactively engage in AI learning, emphasizing its relevance to individual and organizational growth. Communication enhancement programs are essential to improve internal communication channels, reducing barriers and facilitating the smooth transfer of AI-related knowledge. Finally, comprehensive organizational change management strategies are crucial

to address cultural inertia and ensure a smooth transition towards an AI-friendly organizational culture.

5.2.2 Practical Recommendations

Practical recommendations for the effective implementation of AI awareness, desire, knowledge, ability, and reinforcement within the organizational contexts of Pusdatin and the Personnel Bureau encompass various actionable strategies. Regular training workshops should be conducted to continuously enhance employees' understanding and skills in AI, fostering a culture of ongoing learning and adaptation.

Collaborative teams involving IT and HR professionals should be established to ensure a unified and practical approach to AI initiatives, capitalizing on diverse expertise and perspectives. Clear ethical guidelines must be developed and communicated, providing practical frameworks for responsible and transparent decision-making in daily operations. Proactive advocacy for the development and implementation of practical AI-related policies is essential, engaging key stakeholders to ensure effective and compliant practices. Enhanced security measures should be implemented and communicated within Pusdatin to address concerns and build confidence in the secure use of AI technologies.

Strategic resource allocation is crucial, ensuring that budgets prioritize essential elements such as awareness programs, training, and technological infrastructure. A variety of learning platforms, including online courses, hands-on projects, and mentorship programs, should be utilized to accommodate different learning preferences and work routines. The introduction of a recognition and rewards system is practical for motivating employees actively engaged in AI learning and contributions.