

## **The Study of East Kalimantan Citizens' Readiness to Meet The Challenge of Becoming Candidate Citizens of Nusantara Capital City (IKN)**

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### **ABSTRACT**

There are several benefits and drawbacks that have been discussed by many groups regarding moving the capital from Jakarta to East Kalimantan. The decision to transfer the capital was driven by two key factors: realising excellent governance and achieving an equal distribution of development. People living there will undoubtedly be psychologically affected by the move of the capital city of the archipelago, which is one of the stages of national and sustainable development (SDGs). Relocating the capital gives a snapshot of the state of goals 3 (a healthy and prosperous life), 8 (decent jobs and economic growth), and 11 (sustainable cities and settlements) in the SDGs aim. In light of this, the goal of this study is to ascertain the dynamics of a citizen of the capital city's openness to change. There were ten informants from the government and ten from the civil society of Sepaku District, a potential location for the future capital city. The method is qualitative, and the tools for gathering data are interviews, focus groups, and observation. The findings of this study show that the total state of being prepared to adapt mentally, ethically, legally, and spiritually to regional changes is what one's readiness to change as a candidate for citizenship of the capital city is. To ensure that the residents of Sepaku District are prepared for the shift, this preparation necessitates explicit socialisation throughout the development process.

**Keywords:** self readiness; qualitative; psychological; Indonesia capitol; Nusantara

### ABSTRAK

Terdapat beberapa kebaikan dan kelemahan yang telah dibincangkan oleh banyak kumpulan mengenai pemindahan ibu kota dari Jakarta ke Kalimantan Timur. Keputusan untuk memindahkan modal itu didorong oleh dua faktor utama: merealisasikan tadbir urus yang cemerlang dan mencapai pengagihan pembangunan yang sama rata. Orang yang tinggal di sana sudah pasti akan terjejas secara psikologi dengan perpindahan ibu kota Nusantara, yang merupakan salah satu peringkat pembangunan negara dan lestari (SDG). Penempatan semula ibu kota memberikan gambaran keadaan matlamat 3 (kehidupan yang sihat dan makmur), 8 (pekerjaan yang layak dan pertumbuhan ekonomi), dan 11 (bandar dan penempatan mampan) dalam matlamat SDG. Sehubungan dengan itu, matlamat kajian ini adalah untuk memastikan dinamik keterbukaan warga ibu kota terhadap perubahan. Terdapat sepuluh pemberi maklumat daripada kerajaan dan sepuluh daripada masyarakat awam Daerah Sepaku, lokasi yang berpotensi untuk ibu kota masa depan. Kaedahnya adalah kualitatif, dan alat untuk mengumpul data ialah temu bual, kumpulan fokus, dan pemerhatian. Dapatan kajian ini menunjukkan bahawa keseluruhan keadaan bersedia untuk menyesuaikan diri secara mental, etika, undang-undang, dan rohani kepada perubahan wilayah adalah kesediaan seseorang untuk berubah sebagai calon kerakyatan ibu kota. Bagi memastikan penduduk Daerah Sepaku bersedia menghadapi peralihan, persediaan ini memerlukan sosialisasi yang jelas sepanjang proses pembangunan.

**Kata kunci:** kesiapan diri, kualitatif, psikologi

### INTRODUCTION

Moving the capital is a contentious topic for the international community and the government. The residents of Kutai Kartanegara and North Penajam Paser, which will serve as the future capital city, have undoubtedly taken all necessary precautions. Numerous analyses on various current issues have resulted from the transfer of the capital from Jakarta to East Kalimantan. Jakarta is used as an example of the state of the island of Java, which has faced congestion, inequalities in regional development, and economic activity as a result of these issues (Suprayitno, 2022; Dewi, Syafitri, & Dewanti, 2020; Herdiana, 2022).

The discussion of moving the Unitary State of the Republic of Indonesia's capital to a new area requires a lot of preparation, including connections with local government policies related to changes in public development policies that then have an impact on social changes and the pros and cons that occur in society regarding moving the capital. Since personal change preparedness is the primary prerequisite for activities, the community's readiness in the potential new capital city region is a significant worry. Individual change readiness is a multifaceted attitude that happens simultaneously and is influenced by the content (what changes), process (how the change is implemented), context (the setting in which the change takes place), and the individual (the characteristics of the individual that need to change) involved in the change. group change (Holt, Armenakis, Feild, & Harris, 2007).

The National Development Planning Agency (Bappenas) predicts that the capital of the archipelago would house between 870,000 and 1.5 million government workers whenever it grows to that size. To accommodate all ASN and their structures with this number, a land area of around 30,000 hectares is required (Bappenas, 2022). A problem that comes along with the dynamics of shifting the capital city is the adaptability of moved populations with the

possibility for social envy and urbanisation with more economic prospects in the new capital city.

The improvement of the sustainability of Kutai Kartanegara and Penajam Panser Utara is highly influenced by the level of personal preparation in coping with the changes that have happened in these regions as locations that are focused on becoming capital cities. If citizens are truly prepared to manage the region, it may be determined by their attitudes and behaviours. If locals are not prepared, it will be evident from the graph of the capital area's management quality, which will show a downward trend. The growth of the region as a pilot area will be significantly impacted by increases and decreases in the graph of the management quality of the capital city area. The amenities provided, accessibility, great distinctiveness, and one aspect that cannot be separated namely, the absence of the threat of natural calamities.

The scenario that led to the alteration in the region where the Capital City of the Archipelago (IKN) now stands calls for all people to be prepared. The degree to which local residents embrace, concur with, and can implement a status change development plan to improve the situation may be seen as a reflection of this collective transformation. According to Holt et al. (2007), readiness to change is the degree to which people are cognitively, psychologically, or physically prepared to take part in group development activities. Accordingly, it would seem that being ready involves more than just being aware of the impending change; it also involves having faith in it, allowing people to participate in their beliefs, attitudes, and intentions as well as the degree of change that can be put into practise.

A summary of the new capital city's preparedness, including its difficulties with the economy, the military, and even the distribution of development, has been presented by a number of earlier studies. The existence of "new life" will unquestionably increase public perception and understanding of the possible hazards faced in accordance with the features of the area. This is so because society, according to Herdiana, Ramadhani, and Djuyandi as well as Saputra, Gabriel, and Halkins in 2021, is an actor that is crucial to the nation's defence and security. The psychological characteristics of those who will live in the new capital city have not been previously studied, hence this research focuses on psychological characteristics from a study viewpoint.

Therefore, the purpose of this study is to fully comprehend the dynamics of the residents of the Archipelago Capital City's level of self-preparedness as well as the issues that arise in the applicants for the position.

## METHODOLOGY

### Participants

20 informants who were recruited from among the citizens of the archipelago's capital city participated in this study. Purposive sampling was used to choose the informants, who had the characteristics of Sepaku District government workers, North Penajam Paser Regency residents, and representatives of civil society. Tables 1 and 2 following show the characteristics of the informants:

TABLE 1. Government informants

No	Initial	age	Gender	Position	Domicile
1	A	23	Female	Honorary Staff	kick
2	hospital	38	Male	Executor	kick
3	Q	41	Female	Thl	kick
4	ADH	32	Female	Staff	kick

5	L	33	Female	Government Administrative staff	kick
6	NS	41	Male	BPD	kick
7	TRJ	21	Female	Staff	kick
8	NI	35	Female	THL staff	kick
9	DNNZ	22	Female	Honorary Staff	kick
10	ENS	41	Female	Staff	kick

Information coming from the government is information on the process of moving a whole city to Kecamatan Sepaku, Kabupaten Penajam Paser Utara.

TABLE 2. Informants from the local community

No	Initial	age	Gender	Position	Domicile
1	Y	44	Male	Head of RT	kick
2	SZ	53	Female	Kindergarten teacher	kick
3	AM	47	Male	public figures	kick
4	AF	30	Male	Local community	kick
5	SS	52	Male	Head of RT	kick
6	W	54	Male	public figures	kick
7	AM	41	Female	Local community	kick
8	S	50	Male	public figures	kick
9	I	53	Female	Headmasters	kick
10	R	43	Female	Office staff	kick

In Informants from civil society are the ones who would be affected by shifting the capital city closer to where they currently reside.

In order to comprehend how prepared the government and civil society were for moving the capital city, interviews, focus groups, and observations were made. The following methods were employed in this investigation to get the necessary data:

### *Interview*

In order to understand how the decision to relocate the capital city was made, interviews were conducted to gather data in the form of information relating to:

- Appropriateness, is necessary to explain why the capital city was moved, in order to make modifications.
- Change efficacy, which measures how confident one is in their capacity to adapt to the circumstances of the relocated capital city.
- Management Support: This section examines how management supports moving the capital city.
- Personal benefits, to assess how the advantages for those impacted by the move of the capital city would be attained.

### *Observation*

Direct observation of people, groups, or other relevant events is required to gain an understanding of actions, behaviour, and social interactions that take place in actual environments.

Documentation entails gathering information from written or oral records of capital city relocation, such as reports, case studies, policies, or other items pertaining to self-relocation to the capital city.

Focus group discussions (FGD) are conducted with a number of participants who have appropriate experience or interests in preparedness for self-change towards the capital city. FGDs enable interaction between participants, leading to greater understanding of various viewpoints and enabling the sharing of ideas.

To find meanings, patterns, and findings that emerge from the data collected as well as to develop a thorough understanding of the phenomenon under study, this study employs research steps with qualitative methods and the Miles-Huberman analysis model (Miles, Huberman, Saldana, & Matthew, 2014).

## Results

To analyze the interview data, the researchers used MAXQDA software (Version 2020) to categorize and code responses according to the dimensions of individual readiness for change, as well as other relevant themes related to community readiness in Sepaku District, North Penajam Paser Regency.



### *Appropriateness*

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remains uninformed about the IKN (Nusantara Capital City) development plan and how it will directly affect their area.

“The development approach has reached the community, but it's still insufficient.”  
(F, 0:25:29.0)

“There is a need for more widespread socialization about the legalities and the future life at IKN. Current efforts are not yet sufficient.”  
(F, 0:27:12.0)

Furthermore, the situation has allowed some individuals to exploit these gaps in information and infrastructure, thereby increasing the community's sense of vulnerability.

“Newcomers are welcome, but there are concerns because there should be regulations to protect local citizens. The government has rules, but they need to be enforced.”  
(RS, 0:18:30.3)

“The area is getting more crowded, which brings more traffic and accidents.”  
(T, 0:10:04.8)

These responses show that the community requires clearer communication and preparation to anticipate potential problems.

### *Change efficacy*

Residents of Sepaku District generally expressed a positive attitude toward the presence of the new capital in their region. Some were enthusiastic and saw it as an opportunity to improve their lives, especially economically.

“I'm happy. The people here are motivated to improve their economy. If it's not good in Java, then move to Borneo. Transmigration is good. Some want to preach and share their knowledge too.”  
(SZ, 0:07:26.9)

Others emphasized their personal readiness to adapt to the transformation.

“I accept all the changes and I am ready.”  
(L, 1:36:32.2)

“I am ready for IKN because I've already started to feel its impact.”  
(S, 0:44:49.3)

However, deeper analysis revealed that this readiness is primarily economic. When it comes to educational qualifications and human resource development, the community is still underprepared for the challenges associated with becoming residents of the capital city.

“There is still no clear awareness. People are not yet focused on long-term improvements—many are driven by the desire for quick money.”

(W, 0:53:02.1)

“With the presence of IKN, we must be mentally ready and able to compete. Our education system also needs to be ready because there will be many outsiders.”

(R, 1:02:26.6)

“Teachers must improve their competence to motivate children to study. If they don't study well now, they will not be useful in IKN later.”

(SZ, 0:38:21.1)

Another major concern is the erosion of local identity and culture due to rapid development and the influx of outsiders.

“There is a threat to ancestral sites, such as graveyards, due to river widening projects.”  
(F, 0:19:57.5)

At present, readiness among the people of Sepaku is limited to a passive acceptance of change. Active efforts to improve personal and communal capacities for adaptation remain insufficient. Although some progress has been made, meaningful participation from locals in development efforts is still lacking, pointing to the need for further investment in human capital development.

### ***Management Support***

Respondents acknowledged that the government has provided various forms of support to ease the capital relocation process. These include land acquisition processes and skill development programs for local communities.

“Socialization has included explanations about land measurement, compensation, and procedures.”

(ENS, 0:01:00.0)

“The land buy-sell system is strict. For us, the presence of IKN is economically beneficial, but the government needs to ensure that locals don't end up being outsiders in their own land.”

(S, 0:17:14.7)

The relocation process has increased land transactions, some of which raise legal concerns. This situation underscores the need for tighter government regulation and transparency to protect local landowners.

“In the past year or two, the government has offered vocational training in carpentry, catering, hydroponics, and heavy equipment handling—but only a few have benefited from these programs. More targeted training is still needed.”

(S, 0:22:38.8)

Additionally, the community has identified specific areas where government support is still needed:

- Land use and zoning: Public education on land function and layout is necessary.

- Employment: Information about job vacancies should be more widely disseminated.
- Law enforcement: Stronger enforcement of laws is needed to combat theft, prostitution, and drug abuse.
- Cultural preservation: Support is needed to protect local traditions and identity.
- Education and health: Scholarships for locals and improved healthcare services were also highlighted.

### *Personal benefits*

Many respondents acknowledged tangible improvements resulting from the capital relocation process, including easier access to information, better infrastructure, and economic growth.

“We now receive information more easily, especially on educational matters.”  
(SZ, 0:31:41.5)

“The roads are better, we have PDAM water and reliable electricity. These are facilities we’ve hoped for since 1977.”  
(W, 0:27:22.0)

“Infrastructure has significantly improved, and further development is underway.”  
(SS, 0:20:47.1)

With better access to electricity, clean water, and roads, mobility has improved, and economic activity has intensified.

“The economy has surged since IKN came in.”  
(SS, 0:13:06.0)

“The local economy has changed rapidly—markets, housing, and daily needs have all evolved.”  
(I, 0:30:28.5)

“Many people have started new businesses.”  
(AF, 0:16:29.3)

Entrepreneurship in the form of lodging, laundry services, and restaurants is now booming in the area, driven by increased demand from newcomers and construction workers.



FIGURE 2. Lodging and Laundry Business



FIGURE 3. Shop Business Eat



## DISCUSSION

Individual readiness for change refers to a person's attitude and capacity to respond positively to transformation. It is a multidimensional construct that includes one's understanding of what is changing, how the change will be implemented, the environment in which the change occurs, and the personal characteristics of those involved (Holt et al., 2007). The level of readiness reflects how much individuals or groups accept, support, and are willing to adopt the changes associated with a specific developmental goal—in this case, the relocation of Indonesia's capital city.

Based on the informants' responses, this study identified several key themes, (i) aspects of personal readiness among citizens, (ii) understanding of what readiness entails, (iii) the perceived social impacts of change, and (iv) strategies for adapting to the new status of the region. These themes are illustrated in the dynamics diagram (Figure 4), which outlines how the readiness process unfolds.

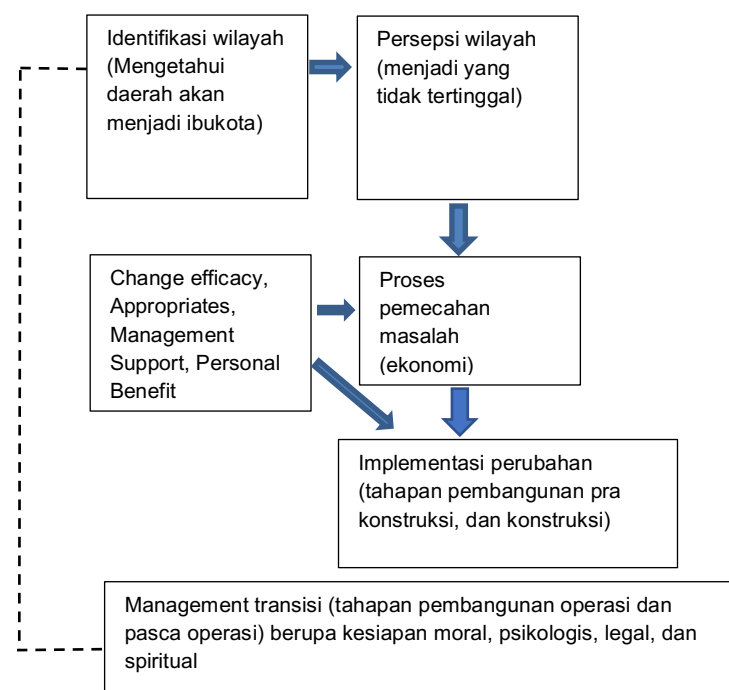


FIGURE 4. Dynamics of Readiness among Future Capital City Residents

This figure presents a conceptual model outlining the phases of transformation that residents undergo as part of the capital relocation:

1. **Territorial Identification**  
Citizens begin by recognizing that their region has been selected as the new national capital. This triggers awareness of change and the responsibilities it entails.
2. **Territorial Perception**  
The perception shifts from being part of a peripheral area to being central and strategic, which in turn influences community pride and expectations.
3. **Problem-Solving Processes**  
Communities begin addressing immediate challenges, particularly economic ones, such as adapting to rising costs and new business opportunities.

#### 4. Change Implementation

This includes the pre-construction and construction phases of development, during which readiness dimensions such as change efficacy, appropriateness, management support, and perceived personal benefits come into play.

#### 5. Transition Management

Finally, psychological, moral, legal, and spiritual readiness becomes essential during the operational and post-operational stages of development.

The chart shows that while some progress has been made in fostering acceptance and preliminary adaptation, there remains a significant gap in structured transition management—especially in preparing communities psychologically, legally, and morally for such a transformative change. There is also insufficient outreach regarding the psychological and social impacts of the project.

In support of this, Koentjoro (2003) outlines five crucial stages in the development process that require careful psychological attention:

- Idea Actualization and Planning: Involves converting visions into actionable plans while managing stakeholder expectations and negotiating challenges.
- Pre-Construction: Establishes the foundational elements of the project.
- Construction: Focuses on infrastructure and workforce readiness.
- Operational Phase: Prepares communities for life during and after the transition.
- Post-Operational Evaluation: Involves continuous monitoring and evaluation of development impacts.

The current findings suggest that the development of the new capital must incorporate these psychological, social, and legal considerations into its overall planning framework to foster sustainable integration and well-being.

## CONCLUSION

Based on the research findings, it can be concluded that the readiness of residents to become citizens of the new capital city (IKN) involves their ability to respond positively—morally, psychologically, legally, and spiritually—to the significant regional changes taking place. This readiness is not only about accepting the idea of change but also about preparing to function effectively within the evolving socio-political and economic environment.

The study illustrates that while there are clear benefits—such as improved infrastructure, economic opportunities, and access to information—there are also notable challenges. These include inadequate public understanding of the development, limited educational and human resource capacity, cultural erosion, and insufficient structured support for transition. As such, personal and communal readiness is still in the early stages, and significant work is needed to foster a comprehensive readiness to embrace the responsibilities and roles of being residents of the national capital.

A successful transformation requires a multi-layered approach that prioritizes awareness, psychological readiness, and the empowerment of local communities through inclusive development planning.

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