

ABSTRACT

This research examines the dilemma faced by Civil Servants (ASN) regarding the plan to relocate their jobs to the National Capital of Nusantara, focusing on whether this relocation is voluntary or compulsory. Through this study, we analyze the factors influencing ASN's decision to voluntarily or involuntarily relocate, including their initial motivation to become ASN, their response to the relocation plan, and the reactions and support from their families. The research methods used include surveys, interviews, and qualitative data analysis.

The results show that ASN's decision to relocate is influenced by various factors, including financial considerations, family concerns, and career aspirations. Additionally, the reactions and support from their families also play a significant role in ASN's decision-making process. Policy implications of this research include the importance of providing adequate support and facilities for relocated ASN, as well as considering psychosocial factors in the relocation process. Future research is recommended to deepen understanding of the impact of this relocation, including economic analysis, policy evaluation, and community engagement.

Keywords: *Job Relocation, Work Family Balance, Organizational Support, Civil Servants, National Capital of Nusantara.*

