

**Table 1** The collection of words in level 1 of competency A

No	Word	Frequency	TF P <sub>m</sub>
1	<i>beri</i> (give)	2	0.2
2	<i>lakukan</i> (do)	3	0.3
3	<i>pimpin</i> (lead)	5	0.5

**Table 2** The description of group data A and B

No	Data Set	Total Record	Description
1	A	52	Data were directly taken by using the interview bot application
2	B	1153	Data were past historical records of conventional BEI competency mapping methods

**Table 3** Example of Snippet of Answers and Competency Level Provided by Assessors

Group Data	Employee	Competency	Snippet of Answers		Competency level
A	1	<i>Kerjasama (Teamwork)</i>	<i>terkait masalah kedisiplinan dengan jam kerja dan tugas pokok, saya selalu mengingatkan rekan kerja untuk menaati masalah kedisiplinan dan tugas pokok sebagai asn</i>	Regarding disciplinary issues with working hours and main tasks, I always remind my colleagues to obey disciplinary issues and main duties as assistant	2
A	2	<i>Orientasi pada Hasil (Result Oriented)</i>	<i>saat penerapan kinerja, saya berusaha membuat uraian kinerja yang melebihi dari target yang ditetapkan. dengan memadukan beberapa regulasi yang menjadi pedoman akhirnya uraian kinerja tersebut dapat dikembangkan sebagaimana yang diharapkan.</i>	When implementing performance, I try to describe the performance that exceeds the set target. By combining several regulations that serve as guidelines, the performance description can be developed as expected.	3
A	3	<i>Komunikasi (Communication)</i>	<i>saya pernah diberi tugas oleh pimpinan saya untuk mengadakan rapat rekonsiliasi terkait kendaraan dinas pemda kabupaten, pada saat itu saya melaksanakan tugas tersebut dengan mengundang seluruh pengurus barang dari seluruh OPD Pemda Kabupaten</i>	I was once given the task by my leader to hold a reconciliation meeting related to the district government official vehicles, at that time I carried out this task by inviting all goods managers from all OPDs of the District Government	4
B	4	<i>Integritas (Integrity)</i>	<i>saya memberikan contoh yang baik didalam lingkungan kerja untuk mematuhi segala aturan-aturan, norma yang berlaku sehingga para pemangku dan bawahan saya seperti menegakkan kedisiplinan baik masuk kantor maupun dengan tugas-tugas yang telah diberikan</i>	I provide a good example in the work environment to comply with all the rules, norms that apply so that my stakeholders and subordinates seem to enforce discipline both when they enter the office and with the tasks that have been given	2
B	5	<i>Orientasi pada Hasil (Result Oriented)</i>	<i>contohnya dalam menetapkan target pendapatan per UPT di lingkup OPD saya, itu biasanya lebih tinggi dari angka yang telah di tetapkan dalam DPA agar supaya dapat memacu kinerja teman-teman di UPT dalam hal pencapaian target.</i>	For example, in setting a target income per UPT in my OPD scope, it is usually higher than the number set in the DPA to spur the performance of friends at UPT in terms of achieving targets.	2
B	6	<i>Pengembangan Diri dan Orang Lain (People Development)</i>	<i>Ketika saya melakukan persiapan kegiatan pemetaan dan evaluasi ASN lingkup kerja hal yang pertama saya arahkan ke staf saya ada mengumpulkan database pegawai yang memenuhi persyaratan untuk menjadi peserta. Permasalahannya saya tidak memberikan tenggat waktu untuk penyelesaian pekerjaan tersebut dan akibatnya data tersebut dalam beberapa bulan belum saya terima</i>	When I prepared the mapping and evaluation activities of the scope of ASN, the first thing I directed to my staff was to collect a database of employees who met the requirements to become participants. I did not give a deadline for the completion of the work, and as a result, I have not received the data for some time because the activity is still scheduled for a few months.	2

**Table 4** Illustration of competency levels provided by interview bot and assessors.

Group Data	Employee	Competency	Assessor Score	Interview Bot Score	Difference	Status
A	1	Kerjasama (Teamwork)	2	2	0	Accurate
A	2	Orientasi pada Hasil (Result Oriented)	3	1	-2	Inaccurate (Under)
A	3	Komunikasi (Communication)	4	4	0	Accurate
B	4	Integritas (Integrity)	2	2	0	Accurate
B	5	Orientasi pada Hasil (Result Oriented)	2	2	0	Accurate
B	6	Pengembangan Diri dan Orang Lain (People Development)	2	4	2	Inaccurate (Over)

**Table 5** Performance Evaluation

No	Data Training	Data Testing	Coverage (C)	Accuracy (A)	Over Judgment	Under Judgment
1	A	A	98.1%	96.1%	3.9%	0.0%
2	A	A&B	39.9%	72.8%	10.4%	16.8%
3	A	B	37.3%	70.0%	11.2%	18.8%
4	B	B	96.0%	79.3%	15.5%	5.1%
5	B	A&B	95.8%	78.1%	16.6%	5.4%
6	B	A	90.4%	48.9%	40.4%	10.6%
7	A&B	A	98.1%	64.7%	27.5%	7.8%
8	A&B	B	96.0%	79.0%	16.3%	4.7%
9	A&B	A&B	96.1%	78.4%	16.8%	4.8%