

Employment Management Information System (SIMPEG) (Evaluation Study Based on Minister of Home Affairs Regulation Number 125 of 2017 at the Regional Secretariat of East Kutai Regency)

Daryanti

Master of Public Administration, University OF Merdeka Malang

Corresponding Author: E-mail: yanti.antiek@gmail.com

ABSTRACT

The purpose of this study is to describe and analyze the Human Resources Information System Management at the East Kutai District Secretariat based on the Minister of Home Affairs Regulation Number 125 of 2017 concerning Personnel Information Systems and to find out what obstacles are felt. Data analysis was carried out descriptively with a qualitative approach, namely comparing practice with relevant theories and then drawing conclusions. Data collection was carried out by in-depth interviews and analyzed by reducing the data to then draw conclusions. The results of the analysis that the author conducted regarding the management of the Personnel Information System at the East Kutai Regency Secretariat based on the Minister of Home Affairs Regulation Number 125 of 2017 concerning Personnel Information Systems, it can be concluded that SIMPEG management at the East Kutai Regency Secretariat is said to be quite good. Of the five SIMPEG components, they are categorized as good because they are in accordance with the Minister of Home Affairs Regulation Number 125 of 2017. As for the Human Resources component, it is not good because none of the SIMPEG managers have an IT background and none of them have the basics of managing SIMPEG. And there are not many obstacles faced in its implementation so that the evaluation results obtained are quite satisfying.

Keywords: Evaluation; PERMEN 125 Year 2017; SIMPEG

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1. INTRODUCTION

In establishing an orderly and orderly government structure, regional institutions were formed to regulate the running of government in accordance with the scope of work and authority. Government agencies in the district in carrying out personnel registration use the Personnel Management Information System or commonly abbreviated as SIMPEG. The aim of SIMPEG is the creation of a personnel database starting at the District, City, Province and Home Affairs levels that can accommodate, process, store, rediscover and distribute employee data (Kepmendagri Number 17 of 2000). Information technology governance is the management of information technology in accordance with the function of information technology and the need for the use of information technology to achieve predetermined goals. The success of an information system is not only determined by how the system can obtain input and produce information properly, but also how users are willing to accept and use it, so as to achieve organizational goals (Surahcman, 2008).

To find out the performance of information system implementation, evaluation is needed. One of the East Kutai Regency Government Agencies implementing the Personnel Information System is the Regional Secretariat of the East Kutai Regency. Under the management of the General and Personnel Section, SIMPEG is operated with the aim of creating good and correct personnel data management based on the Minister of Home Affairs Regulation Number 125 of 2017 concerning the Personnel Information System. To determine the level of success of SIMPEG management, it is necessary to conduct an evaluation of the management. One of the most important things in evaluating the application of information systems is knowing the success rate of the information system and the relationship between the most important components in the information system.

Based on the background of the existing problems above, the authors are interested in examining the extent to which the management of the Personnel Information System at the East Kutai District Secretariat is based on the Minister of Home Affairs Regulation Number 125 of 2017 concerning Personnel Information Systems, by analyzing applicable policies and work systems that occur in the field.

2. METHODS

This research is an internal formative evaluation study on the management of the Personnel Information System at the East Kutai Regency Secretariat based on the Minister of Home Affairs Regulation Number 125 of 2017 concerning Personnel Information Systems. This research was conducted to improve the performance of SIMPEG management. The research was conducted at the General Affairs and Civil Service Section of the Regional Secretariat of the District. East Kutai has been around for the last 4 months since the completion of this research.

The Personnel Information System (SIMPEG) is a system that will function as a system that will integrate all data about employment. SIMPEG includes activities, such as improving data exchange SOPs, implementing standardization of personnel database coding to facilitate data exchange between units, implementing data reporting from echelon I work units to the Secretariat General, developing new SIMPEG applications, developing assessment center application systems, and finally integrating SIMPEG aims improve services for providing accurate and fast HR information, as well as support the HR business process. Research respondents are SIMPEG operators and also civil servants who work at the Regional Secretariat Kab. East Kutai as many as 60 people. The research instrument used a Likert scale questionnaire and interview sheets that had validated the content and construct through expert judgment and empirical tests. The data analysis used in this research is descriptive statistics. The analysis results are presented in the form of tables showing the number of respondents, the mean value, the standard deviation, the minimum value and the maximum value. This descriptive calculation uses the SPSS 24.0 program.

The stages in the evaluation of the Personnel Information System at the East Kutai Regency Secretariat based on the Minister of Home Affairs Regulation Number 125 of 2017 concerning the Personnel Information System are presented in a frame of mind in the following Figure 1.

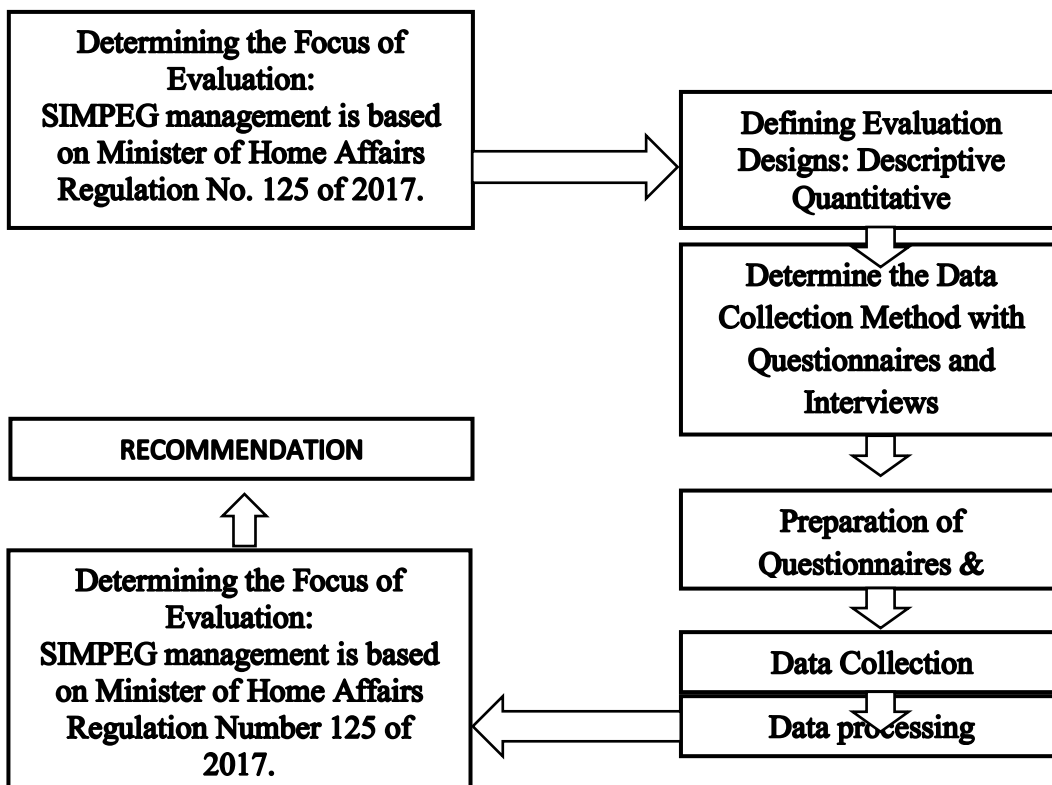


Figure 1. Research Framework

3. RESULTS AND DISCUSSION

In the SIMPEG development stage at the East Kutai Regency Secretariat, there are components that are interconnected with one another which are used to process information into a necessity for the organization. These components greatly affect the activities of an information system in carrying out input, processing, output, storage, and supervision that transform data resources into information products. The components of these components are: a. Hardware (hardware) b. Software (software) c. Database d. Network (netware) e. Human Resources (brainware) In implementing and developing SIMPEG, these components are interrelated to create SIMPEG goals, namely to facilitate the management and use of employee data in the decision-making process. In this research, the researcher will describe how these components are used to support the implementation and development of SIMPEG.

Input

According to Rivai and Sagala (2005) in their book "Human Resource Management for Companies" states that there are three main functional components in every Personnel Management Information System (SIMPEG). The most important component is input, which is entering employee information into SIMPEG. The input of SIMPEG is similar to a manual system. Employee information, HR policies and procedures, and other staffing related information should be entered from the documents into the personnel management information system. In addition, input / input is also supported by other factors, including the quality of the human resources for implementing SIMPEGs, the SIMPEG implementation budget, supporting facilities, and the SOP / Guidelines for the implementation of SIMPEG.

Quality of human resources

As previously stated, if seen from the indicators of the quality of human resources, the SIMPEG implementers at the East Kutai District Secretariat have the educational background of employees who are considered sufficiently qualified to become SIMPEG operators. This is in accordance with the explanation from the Head of Subdivision of Personnel in this study, along with a quote from the explanation :

"On average, the operators here have good skills in using the SIMPEG application, because the menus in SIMPEG are easy to understand and understand. But for programmers, I think we need to add a civilian with an IT background. I see the competence here is enough to just operate SIMPEG. Because we are only operators, now operators can be done by all at least SMA, because the commands are very easy and use Indonesian. " (Interview result on Monday, February 22, 2016. At 10.30 WIB. Located in the office of the Head of Subdivision. Personnel).

Based on the results of the interview as well as the author's review in the field, it was found that currently the General and Personnel Division as the manager of SIMPEG does not have any apparatus, either Head of Division, Head of Subdivision and staff with educational backgrounds in the field of IT (information technology), so that the utilization Human resources, especially in terms of SIMPEG management, are not well implemented. In connection with this problem, of course it is necessary to increase the productivity of the existing apparatus resources through training activities. So that through the intended training, it is expected that there will be an increase in work discipline, skills and certain adjustments to competencies related to the implementation of official duties. Apart from this, SKPD leaders can also make future policies in order to meet the needs both in terms of numbers and qualifications to fill various SIMPEG management activities in the future.

Process

The process in a system is the transformation of input into output. The process in SIMPEG is how to maintain the data in SIMPEG and also conduct evaluation activities on the implementation of SIMPEG, both from the system and from the implementing human resources. This process determines the success of the output of SIMPEG, because through this process it can be ascertained whether the results of the implementation or processing of data in SIMPEG become information that can be used by policy makers in the context of decision making in the field of employment.

Output

The most obvious function of a SIMPEG is the output it produces (Sudjana 1998). To produce value output for SIMPEG users or users. SIMPEG must process the output, make the necessary calculations, then format the presentation in a way that SIMPEG users can understand and then inform policy makers in the

form of a report. The release of data or information here is moving from the part of the management information system to the part that requires especially policy makers, as users of information or in other words, the search or presentation of data for use by everyone who has the right and needs to access information in an easy and easy way. in no time. The importance of easy tracking and quick retrieval or presentation from storage can be seen from two things, namely to be conveyed to decision makers and as material for further processing. Thus the information will really support an effective and efficient managerial process. This data release can be in the form of a presentation in the form of a report that appears on the monitor screen or a report in the form of a print out, with planned approaches that can provide assistance in order to facilitate management activities.

Management of personnel information systems based on minister of home affairs regulation number 125 of 2017 concerning personnel information systems

To realize good governance, it is necessary to begin with civil service reform, civil service reform that includes institutions, management and civil servants who are public personnel. Reform in the field of employment must start from planning, recruitment and selection, education and training, placement, transfer and promotion, salary and welfare to old age social security, all of which must be integrated into one personnel management system. Building a personnel management system requires accurate and complete civil servant data that can answer challenges. SIMPEG is basically an personnel management information system needed by government agencies to increase information disclosure, facilitate the work of Civil Servants, and is used as an analysis and formulation of policies and their implementation in the field of Civil Servant human resources through a computerized personnel database system.

SIMPEG which is good at a BKD or District / City Personnel Manager can support a rational PNS Management System and provide accurate information related to Apparatus Resource Management. However, the author's observations in the field show that, currently the SIMPEG output at the East Kutai District Secretariat has not been fully used to implement Apparatus Resource Management. Meanwhile, for example in the field of education and training, the information from SIMPEG can be used to determine which civil servants will be sent to attend the training. The information obtained from SIMPEG should also be used to search for data such as the last rank, or the last position used for guarding, so that it can be seen how many CPNS or PNS have not participated in the training to be recommended if there is training procurement. But in reality this is not the case in the field. This is because the current SOP in the Civil Service Unit of the Kutim Regency Secretariat does not contain a flow that requires requesting information or data before making a policy.

This can be seen from the employees who were sent to attend Pim Level 4 training for the last 2 years were not selected based on the tenure of an employee. Employees with a longer working period should be made a priority for the field of education and training in determining which employees will be sent to attend pim level 4 training, where data can be obtained through SIMPEG. Furthermore, the information from SIMPEG should be able to be used by the Mutation Division for the purposes of filing data and the implementation of promotion, transfer, and placement of employees in a structural position, both as information material in carrying out tasks and in making decisions. But in fact, the policies taken related to the processing of promotion, transfer and placement of employees in a structural position have not shown that the SIMPEG output in the form of personnel information in the General and Personnel Division in terms of human resource management in the Secretariat of East Kutai Regency has utilized optimally.

For promotion, for example, where SIMPEG should be able to provide facilities for downloading data on civil servants who will be promoted in the April and October period, so that organizational units can prepare files in advance. With SIMPEG the note of consideration for promotion will be completed on time in accordance with the period of promotion of the relevant PNS rank. In addition, information from SIMPEG should also be used to determine the placement of employees in a structural position. Where, for example, in the nomination of the Head of Division or Division, SIMPEG can immediately bring up the names of candidates who have met the requirements, complete with all their employment data so that complete information can be immediately provided to the Baperjakat Team for consideration. However, in reality, there are still cases of inaccurate placement of employees in a structural position.

4. CONCLUSION

From several discussions and a series of analysis results that the author has conducted regarding the management of the Personnel Information System at the East Kutai Regency Secretariat based on the Minister of Home Affairs Regulation Number 125 of 2017 concerning the Personnel Information System, it can be concluded as follows: (1) After discussing the research results in the previous chapter by looking at

the SIMPEG components of hardware, software, databases, computer network systems and human resources, the conclusion is that the SIMPEG management at the East Kutai Regency Secretariat is said to be quite good. Of the five SIMPEG components, they are categorized as good because they are in accordance with the Minister of Home Affairs Regulation Number 125 of 2017. As for the Human Resources component, it is not good because none of the SIMPEG managers have an IT background and none of them have the basics of managing SIMPEG. (2) By looking at three aspects, namely input, process, and output, the conclusion is that SIMPEG management at the East Kutai District Secretariat is not good. Of the eight indicators measured, only four indicators were categorized as good implementation, namely indicators of SOP / guidelines, data maintenance, evaluation / monitoring, and the final report on SIMPEG data. The other four indicators, namely the quality of human resources, SIMPEG implementation budget, supporting facilities, and basic / initial data are categorized as not good because there are still deficiencies in their implementation. These deficiencies include the absence of SIMPEG management staff with IT educational backgrounds and the low budget allocated for SIMPEG management. (3) In terms of Utilization of the Personnel Management Information System (SIMPEG) in human resource management at the Secretariat of East Kutai Regency, it is still very minimal and not optimal because there is no SOP from each field in personnel to request data to the Documentation Division through the SIMPEG application and Limited access to applications causes various obstacles that arise problems such as: the number of employees in the scope of the East Kutai Regency Secretariat who occupy positions that are not in accordance with their educational background, there are employees who are late in promotion, there are employees who do not meet the requirements for promotion so that it has an impact on promotion, etc.

Based on the description of the conclusions above, the following suggestions can be recommended:

(1) In order for the use of the Personnel Management Information System in human resource management at the East Kutai District Secretariat to run optimally, it is best to revise the SOP for the personnel section. Where with the realization of the SOP which contains requests for data from SIMPEG to the Documentation and Employee Archives, it can help each field in the decision-making process for their respective activities. (2) It is necessary to conduct outreach which functions as a means of providing training, knowledge, about technology-based personnel data management. This socialization is important in order to realize the emergence of an understanding that SIMPEG can be utilized in various data needs to support the smooth running of the main tasks and functions of each field. This socialization is also related to the stages of e-government development as a form of the SIMPEG program, at the preparation stage that socialization is an important part in terms of introducing a program that has just been created / created, this socialization can be carried out both internally and externally, within the scope of the District Secretariat. East Kutai and also at other agencies. (3) Need additional human resources as SIMPEG operators. Where the operational problems that occur generally are the ability of human resources, the human resources provided and able to carry out the SIMPEG program are not many, so that it can cause delays in data collection to produce data results. Although the SIMPEG program uses technology as its medium, the human resources who operate it must understand the implementation mechanism of this SIMPEG program.

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