



Implementation of Personnel Management Information System (SIMPEG) Policy in the Agency Personnel and Human Resources Development of Central Bengkulu Regency

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ABSTRACT

This research aims to examine and analyze the implementation of the Personnel Management Information System policy at the Personnel and Human Resources Development Agency of Central Bengkulu Regency with the research method used is a qualitative method. Researchers use several research aspects to assess this implementation, namely, communication, resources, disposition and bureaucratic structure. In the aspect of communication that occurs within the office environment and between SIMPEG managers, it runs well, even though standard operational management procedures (SOPs) are not yet available. Regarding the resource aspect, system operators are still insufficient and need additional operators. Apart from that, the budget for managing SIMPEG is not yet available and is not supported by facilities. Meanwhile, in the disposition aspect, all SIMPEG employees and managers are mutually committed and consistent in implementing this policy as best as possible. In the aspect of bureaucratic structure, in the management of SIMPEG a management team has been arranged in accordance with the needs for system management. Researchers suggest increasing the number of operators, providing a special budget, supporting facilities and guiding SIMPEG management procedures in order to maximize system management.



INTRODUCTION

Government policy regarding the implementation of e-government emphasizes the use of information technology in both central government and regional government agencies in a more comprehensive and integrated manner (Instruction of the President of the Republic of Indonesia Number 3 of 2003 concerning National Policy and Strategy for E-Government Development.) Subsequently, the issuance of Presidential Regulation Number 95 of 2018 concerning Electronic-Based Government Systems (SPBE) is a transformation from the e-Government era to i - Government (Integrated Government). Regarding personnel management reform in improving civil servant information management (Hartono, 2013) , one way that can be done is to build a Personnel Management Information System (SIMPEG) (Karman, 2017) .

The implementation of SIMPEG at the Personnel and Human Resources Development Agency of Central Bengkulu Regency has been carried out since Fiscal Year 20-21 . However, the implementation of the SIMPEG Policy at the Personnel and Human Resources Development Agency of Central Bengkulu Regency showed several problems . Based on initial observations made by researchers and conducting brief interviews with several leaders related to SIMPEG management, it was found that there were obstacles or problems in terms of human resources, bureaucracy and also infrastructure.

In terms of human resources, there are still weaknesses in terms of operating or managing the Personnel Management Information System. This is because the officers who are operators do not have expertise in the field of Information Technology. Apart from that, the lack of training and assistance for operators means that data

accuracy or updating does not work well. The importance of human resources who are qualified and capable or have expertise in the field of information technology because in managing SIMPEG there is a lot of data that must be managed.

In terms of facilities and infrastructure, the computer equipment used is still not sufficient or capable of running well in operating the Personnel Management Information System application. The data database server is also still limited so that the information data that can be accommodated is also limited and ultimately this has an effect on updating the information data.

Apart from that, in terms of bureaucracy, the lack of good communication in terms of managing the Personnel Management Information System means that the use of the application is not optimal. The policy in using this application aims to make it easier to manage the personnel database. However, the lack of support from leadership also means that the implementation of these policies does not run optimally.

LITERATURE REVIEW

1. Theory Implementation Policy

Policy implementation/implementation is an activity carried out after the ratification of a policy to achieve the objectives of the policy. Riant Nugroho (2012:674) divides the steps for implementing public policy into two options, namely direct policy implementation in the form of a program or through the formulation of derivative policies or derivatives of the public policy.

Edward III in (Nugroho, 2017:747) is of the view that policy implementation is influenced by four variables, namely:

- a) Communication



- b) Resource
- c) Disposition
- d) Bureaucratic Structure

2. System Information

Progress technology very influence behavior man in activities, so Also to development technology information Which used by something organization in achievement A objective. System Information is Wrong One asset strategic on something organization in support from planning, operation until stage evaluation. With an information system, managed data will be more systematic and directed Also make it easier performance in achievement results Which OK. By The general definition of an Information System is a group of elements in a system organizations that integrate with each other using input, processes and output with Meaning Which The same For reach something objective And can used For help taking decision Which right (Whitten et al., 2006:45) .

3. Personnel Management Information System (SIMPEG)

Personnel Management Information System (SIMPEG) is a system Which developed by government, To use support system management rational civil servants and human resource development in apparatus government, realize data staffing Which up to date And integrated, provide information employee country civil Which accurate For planning, development, welfare and employee control needs especially in making report.

The Personnel Management Information System (SIMPEG) in Article 1 of Central Bengkulu Regent Regulation Number 3 of 2023 is a computer-based system that produces, stores, manages, sends and receives online

personnel data and information that is accurate, *accountable* and timely as an effort to implement personnel management.

RESEARCH METHODE

1. Type Study

This research using a qualitative descriptive approach. Qualitative, descriptive research is a problem formulation that guides research to explore or photograph the social situation that will be studied thoroughly, broadly and in depth. According to Bogdan and Taylor quoted by Lexy.J. Moleong, a qualitative approach is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior.1 Qualitative research focuses on social phenomena, giving voice to the feelings and perceptions of the participants under study (Meleong, 2007: 4).

2. Research Aspect

Table 1 Research Aspect

No	Aspect	Indicator
1.	Communication _	a. Standard Operating Procedures in implementing SIMPEG and Target objectives Which achieved is communicated to para executor ; b. Consistency policy
2	Resources (resources)	a. Number of staff and implementors; b. Understanding information related to how to implement policies; c. information regarding compliance data from implementors regarding



		established government rules and regulations; d. Supporting facilities (facilities and infrastructure)
3	Disposition (disposition or attitudes)	Willingness and commitment to implement policies.
4.	Bureaucratic structure (bureaucratic structure)	Mechanism and bureaucratic structure of SIMPEG implementation.

RESULTS AND DISCUSSION

1. Communication in SIMPEG Policy Implementation

The implementation of the Personnel Information System (SIMPEG) at the Central Bengkulu Regency Personnel and Human Resources Development Agency is still not optimal. This is because there are still shortcomings in its implementation, one of which is in terms of communication. Communication in this case is not just communication by talking to co-workers discussing something outside of work. However, communication in implementing SIMPEG is about coordination carried out in a directed manner so as to achieve the objectives of implementing the Employee Management Information System policy at the Personnel and Human Resources Development Agency (BKPSDM) of Central Bengkulu Regency.

However, good communication in implementing SIMPEG policies does not just focus on good coordination between leaders and employees, but also requires guidelines for employees, especially operators, in carrying out their duties to manage SIMPEG applications

optimally. Standard Operating Procedures (SOP) are important things to prepare when implementing a new policy. Especially if the policy is related to services or public services, as is the case with SIMPEG, the existence of SOPs is the most important part in implementing the policy.

At the Central Bengkulu Regency Personnel and Human Resources Development Agency (BKPSDM) in implementing the SIMPEG policy, based on information obtained by the author, there is no Standard Operating Procedure (SOP) for managing the SIMPEG application. Not only that, the duties and functions of SIMPEG application managers were recently published as stated in Central Bengkulu Regency Regent Regulation No. Year 2023.

2. Resource

Resources are another important thing in implementing policies, according to George C. Edward III (in Agustino, 2008: 151-152). Resource indicators consist of several elements, namely:

a. Staff

At the Central Regency Personnel and Human Resources Development Agency, for employees who are operators of the SIMPEG application, there are several employees who are given the task of being operators. However, these operators are not in one special room, but are in their respective sub-fields according to the duties and functions of each field in BKPSDM Central Bengkulu Regency. The employees who are given the task of being operators basically do not have a basic educational background related to information technology. However, they are considered or assessed as being capable enough to manage the SIMPEG application and are also able to operate a computer well. Because managing the SIMPEG application will focus on



the use of computers in the input process and data management.

b. Information

For training carried out by BKPSDM itself, it has never been held before. However, at every meeting or internal meeting held, the leadership always gives directions to each employee to always carry out their work in accordance with their respective main duties and functions. Apart from that, employees are always reminded not to take actions that violate the rules and laws. Especially in managing personnel data, leaders always emphasize providing or entering data that is truly *valid* and that existing data is not manipulated. All of this is done by the leadership in order to create optimal, effective and efficient management of the SIMPEG application.

c. Authority

The leadership of the Central Bengkulu Regency Personnel and Human Resources Development Agency always carries out the authority they have as well as possible. In this sense, the leadership at BKPSDM is able to differentiate between communication methods regarding work and communication regarding daily life. When communicating about work, the communication language used is firm, formal language. This is to show seriousness in carrying out the task or work given.

d. Facility

The Central Bengkulu Regency Personnel and Human Resources Development Agency in implementing the use of the SIMPEG application, since its initial implementation in 2019, has not been available or has not been provided with special computer equipment to be used in operating the application. SIMPEG operators only use laptops which are usually used to do other routine work. Of course, the specifications of the laptop used do not match

the requirements for using the SIMPEG application.

Meanwhile, for internet network facilities, the Central Bengkulu Regency Personnel and Human Resources Development Agency has not prepared special internet access for using the SIMPEG application. The available internet access is still shared internet access, but only the quality and speed of internet access has been increased. However, the condition that occurs is that the internet access used is still not optimal in supporting the use of the SIMPEG application. Internet access often experiences problems, especially when inputting supporting documents, data *uploads often fail* due to unsupported internet networks.

3. Disposition

In terms of SIMPEG management at the Personnel and Human Resources Development Agency (BKPSDM) of Central Bengkulu Regency, the disposition is related to the willingness and commitment of policy makers to implement the policy for using the SIMPEG application.

- a. Openness to Change
- b. Positive Attitude Towards Technology
- c. Awareness of Benefits
- d. Willingness to Share Feedback
- e. Commitment to Data Security
- f. Fault Tolerance

4. Bureaucratic Structure

Aspects of bureaucratic structure play an important role in the implementation of the Personnel Information System (SIMPEG) at the Central Bengkulu Regency Personnel and Human Resources Development Agency. An effective bureaucratic structure can facilitate or hinder the SIMPEG implementation process.

1. Organizational Hierarchy



2. Firmness of Roles and Responsibilities
3. Inter-Unit Coordination
4. Policies and Procedures
5. Human Resources Management
6. Performance evaluation

5. Implementation of Information System Policy Management _ Staffing _

The implementation of the Employee Management Information System (SIMPEG) at the Personnel and Human Resources Development Agency (BKPSDM) of Central Bengkulu Regency is considered by researchers to be quite good. This can be seen from the performance evaluation data carried out, the level of update of employee data has reached around 70%. Even though it is not yet included in the good category for data problems, it can be said that SIMPEG management is running properly.

The implementation of SIMPEG in BKPSDM Central Bengkulu Regency, in terms of resources, is currently still in the deficient category. This is because the number of operators there are 4 people representing each field of personnel affairs. This number is felt to be insufficient because the existing operators still have other duties, resulting in an overlap in the main duties and additional duties in managing SIMPEG.

The available operators also still experience problems in the data *updating process*, where when one operator wants to input data, but cannot input it because the available data has not been updated by another operator, so the operator must input the initial data first. first and then you can input the next data. This is felt to be less effective in managing the SIMPEG application.

In terms of facilities and infrastructure, currently we are still using existing laptops,

although the specifications are still not standard enough for SIMPEG management. However, so far, SIMPEG management can still run even though in the data input process there are still frequent interruptions both in the internet and laptop capabilities.

6. Supporting Factors for the Implementation of Personnel Management Information System Policies

Implementation of Personnel Information System (SIMPEG) policies in government agencies can be supported by various factors that play an important role in the successful implementation of the system. The following are several supporting factors in implementing the SIMPEG policy at the Central Bengkulu Regency Personnel and Human Resources Development Agency:

1. Leadership Commitment
2. Supportive Policies and Procedures
3. Employee Participation
4. Periodic Evaluation

7. Factors Inhibiting the Implementation of Personnel Management Information System Policies

The implementation of the Personnel Management Information System (SIMPEG) policy at the Central Bengkulu Regency Personnel and Human Resources Development Agency certainly faces obstacles in implementing the SIMPEG implementation. Based on information obtained by researchers, there were several inhibiting factors experienced during the SIMPEG implementation process, namely:

1. Lack of Leadership Support
2. Lack of Resources
3. Technical Challenges
4. Lack of Training
5. Overlapping Duties and Responsibilities



CONCLUSION

1. The implementation of the Personnel Management Information System policy at the Central Bengkulu Regency Personnel and Human Resources Development Agency is included in the fairly good category;
2. In the communication aspect, employees, especially SIMPEG application managers, have communicated well, even though Standard Operating Procedures have not been met;
3. In terms of resources, human resources are included in the inadequate category, while special budgets and supporting infrastructure have not been available to date;
4. In the disposition aspect, all SIMPEG application managers have a spirit of willingness and consistency in implementing SIMPEG application policies;
5. In the aspect of bureaucratic structure, the existing bureaucratic structure, especially in terms of managing the SIMPEG application, is in accordance with existing regulations;
6. Supporting factors in implementing SIMPEG policies are human resources, bureaucratic structure and willingness and consistency in implementing policies.
7. The inhibiting factors in this policy are the lack of human resources, the absence of a special budget, the absence of supporting facilities and the absence of training activities or technical guidance for operators.

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