



EFFECTIVENESS OF THE IMPLEMENTATION OF THE WEB-BASED SIMGAJI APPLICATION (SALARY MANAGEMENT INFORMATION SYSTEM) ON ASN SALARY MANAGEMENT IN THE SELUMA DISTRICT GOVERNMENT ENVIRONMENT

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ABSTRACT

The implementation of e-government in Indonesia is an important part in facing the Industrial Revolution 5.0 era. E-government, which is regulated in Presidential Instruction Number 3 of 2003, aims to improve public services by utilizing information technology. In the midst of digital transformation, the role of the Electronic-Based Government System (SPBE) is key in encouraging effective and efficient governance. One of the innovations in public services is the SimGaji application, which was developed to facilitate the management of salaries and allowances for State Civil Apparatus (ASN). However, the limitations of the desktop-based SimGaji system, which can only be accessed via a local client-server, cause excessive workload for salary admins in Seluma Regency. This study aims to evaluate the effectiveness of the web-based New SimGaji application in improving the efficiency of ASN salary management in Seluma Regency. Through this application, it is hoped that the ASN payroll process will be more effective, efficient, and transparent, in line with government digitalization efforts. This research is a qualitative research, in this study data collection techniques were used through interviews, documentation and observation. The results of this study are expected to provide recommendations in updating the ASN salary management system to support digital transformation in the local government environment.

INTRODUCTION

The implementation of e-government in welcoming the era of the industrial revolution 5.0 has a great influence on the joints of life in Indonesia. The transition period towards the era of the industrial revolution 5.0 which continues to develop in accordance with the times, considering that Indonesia is also required to implement industry 5.0 in government components. E-government is an information technology system designed by the

government to improve public services by providing easy access to information to the public. In order for good governance and effective and efficient public services to be achieved, policies and strategies are needed in developing e-government (Wirawan, 2020:2).

This policy and strategy have been regulated in Presidential Instruction Number 3 of 2003 concerning National Policy and Strategy for the Development of e-government in all levels of government. Therefore,



socialization regarding e-government must be carried out consistently, continuously, and intensively to the community, considering that many of them still do not understand what e-government is, how to use it, and the benefits that can be obtained.

Of the extraordinary and diverse challenges faced today, the most important and urgent is how to understand and shape the new technological revolution, which requires major changes in human life. The current industrial revolution 5.0 has fundamentally changed the way we live, work, and interact with others. Millions of people are now connected through mobile devices, which allows for unprecedented increases in processing capacity, storage, and access to knowledge (Heri et al., 2021: 36).

Digitalization has become a major driving force in the transformation of various economic and social sectors. With the application of digital technology, processes and operations become more efficient and responsive. In the government sector, digitalization improves public services by providing fast access to information and facilitating citizen participation in decision-making processes. Overall, digitalization plays a vital role in creating a more connected, intelligent and innovative society, although it also raises new challenges related to data security and digital inequality (Togatorop et al., 2024: 16).

Digital transformation in the government sector can make it easier to get public services. Digital transformation in public services answers the needs of the era that continues to develop by continuing to provide responsive, fast, and easy public services. This is a manifestation of the Development of a Public Service Portal in accordance with

Presidential Regulation No. 95 of 2018 concerning the Electronic-Based Government System (SPBE). Currently, the Ministry of PANRB has implemented information technology transformation in public services (Cahyani & Putra, 2024: 2).

Electronic-Based Government System (SPBE) is the implementation of government that uses information and communication technology to provide services. This system aims to realize effective and efficient governance so that public services become better quality. The management and administration of electronic-based government is very important to increase the integration and efficiency of electronic-based government systems, as well as provide opportunities for the government to develop innovation through the implementation of E-Government. This paradigm encourages changes in public services and realizes the concept of E-Government, which is the key according to Presidential Instruction No. 3 of 2003 which mandates the development of national digitalization (Febrianti et al., 2023: 248).

The State Civil Apparatus (ASN) in Indonesia is the main pillar in the implementation of government and public services. ASN consists of Civil Servants (PNS) and Government Employees with Work Agreements (PPPK) who have the duties and responsibilities to implement government policies, manage state administration, and provide professional and quality services to the public. The State Civil Apparatus (ASN) plays an important role as a driving force in an organization. (Loi & Buulolo, 2021: 176).

In an effort to reform the bureaucracy, the government continues to encourage the improvement of ASN competence and welfare to ensure that they can contribute effectively in



realizing national development goals and improving people's welfare. ASN is also expected to be able to adapt to technological developments and changes in social dynamics, so that they are able to provide more efficient services. A paradigm shift in competency development can support the creation of Smart ASN to achieve world-class governance. State Civil Apparatus Reform is one of the government's efforts to build a bureaucracy in accordance with the Grand Design of Bureaucratic Reform. (Dekki Ikrar Mahardhika et al., 2021: 3).

The State Civil Apparatus (ASN) salary system in Indonesia is designed to ensure that government employees receive salaries and allowances that are in accordance with their rank, class, length of service and position. ASN salaries consist of several components, including basic salary, performance allowance, family allowance, and other allowances that can vary depending on location, position, and individual performance. Adjustments and increases in ASN salaries are also often considered by the government to reflect changes in the economy and the country's strategic needs, so that ASN remain motivated to provide the best service to the community. In addition, this salary system is also equipped with a transparent performance evaluation and incentive mechanism to ensure that the awards given are in line with the contributions made by ASN in carrying out their duties (Desyadi et al., 2023: 278).

The rules regarding the salaries of State Civil Apparatus (ASN) in Indonesia are regulated in several government regulations and laws that determine the components and amount of salary received by ASN. The basic salary of ASN is regulated based on the group and length of service stated in Government

Regulation No. 15 of 2019 concerning the Eighteenth Amendment to Government Regulation No. 7 of 1977 concerning the Regulation of Civil Servant Salaries. In addition to the basic salary, ASN also receives various allowances, including performance allowances, family allowances, rice allowances, and position allowances, which are regulated in various other technical regulations. The amount of performance allowances, for example, can differ from one agency to another, adjusted to the workload and performance achievements of each agency. In addition, Law No. 5 of 2014 concerning State Civil Apparatus and its implementing regulations provide a comprehensive legal framework for the management of ASN human resources, including in terms of determining salaries and allowances. These regulations aim to ensure fairness, welfare, and high motivation for ASN in carrying out government duties and public services.

One of the Electronic-Based Government Systems (SPBE) found in the Seluma district government is the use of the SimGaji Application. This application is a digital innovation designed to simplify the process of managing salaries and allowances for ASN (State Civil Apparatus) in Indonesia. Developed by PT Taspen (Persero), this application aims to increase efficiency and transparency in the financial administration of civil servants. Through SimGaji, users can easily access information related to monthly salaries, allowances, and various other benefits in real-time. In addition, this application also offers features such as automatic income tax calculations, detailed salary reporting, and financial consulting services. With the presence of this application, the Government hopes to provide better and more responsive services to



its members, as well as support the government digitalization program initiated by the Indonesian government (Indarsari et al., 2023).

However, in 2023 and previous years, the SimGaji application was only desktop-based by utilizing a limited client server and could only be accessed in certain places using the IP Server. This weakness is what limits the salary admin in carrying out salary processing work. The next weakness of SimGaji Desktop is that the entire salary process, such as the periodic salary increase process, salary increase, ASN salary transfer process, salary termination process, and others related to the salary process can only be carried out by the Main Admin at the Seluma Regency Regional Finance Agency Office. This makes the work overloaded or beyond the capacity of the Salary Admin because it has to process thousands of ASN salary and allowance data in Seluma Regency.

Therefore, this study aims to see the effectiveness of the New SimGaji Web-Base application on ASN Salary management in the Seluma Regency Environment. The author wants an update to the system and mechanism for processing ASN salaries and allowances in the Seluma Regency Government. With this application, it will certainly make work more effective and efficient.

MATERIALS AND METHODS

This type of research is qualitative, Qualitative research is research that aims to understand social or human phenomena through descriptive data, such as interviews and observations. This approach focuses on understanding the context, perspective, and meaning given by individuals or groups. Qualitative research seeks to analyze the problems that occur (Suwandi et al., 2008: 36).

This study aims to examine the effectiveness of the implementation of the web-based SIMGAJI ASN (ASN Salary Management Information System) application in the Seluma Regency government environment. According to Moloeng (2006: 8), qualitative research is rooted in a holistic scientific background and relies on humans as research instruments. Qualitative research seeks to describe and analyze the effectiveness of the implementation of the web-based SIMGAJI ASN (ASN Salary Management Information System) application in the Seluma Regency government environment.

The focus of the research is on the effectiveness of the implementation of the web-based SIMGAJI ASN (ASN Salary Management Information System) application in the Seluma Regency government environment.

Data collection in this study uses techniques that are in accordance with qualitative research methods, where the main instrument is the researcher himself. The researcher will directly collect the data needed or involve intermediaries to maintain the authenticity of the data. The data obtained will be greatly influenced by the condition of the subject when data collection. The techniques used are interviews, documentation and observation.

Analysis of data obtained from research on the effectiveness of the implementation of the web-based SIMGAJI ASN (ASN Salary Management Information System) application in the Seluma Regency government environment was carried out using an interactive model developed by Miles & Huberman (1984: 132) in (Abdussamad & Rapanna, 2021: 176). This data analysis model includes four interacting components, namely data collection, data reduction, data



presentation, and drawing conclusions and verification.

RESULTS AND DISCUSSION

The research conducted shows that the effectiveness of the SIMGAJI ASN Application at the Seluma Regency Regional Financial Management Agency includes improving salary management that is timely, targeted and effective.

Based on the informant's statement above, the journey of employee salary management in Seluma Regency reflects adaptation to technological developments and more modern human resource management policies. The change from SIMGAJI desktop to SIMGAJI web SIMGAJI web in Seluma Regency shows an effort to improve the efficiency and quality of employee salary management in local government. By utilizing more sophisticated technology and more focused applications, it is hoped that it can support the creation of better and more transparent financial governance at the district/city level in Indonesia. By referring to existing legal references, including Presidential Regulations and Regent Regulations, Seluma Regency strives to ensure that employee salary and allowance management is carried out efficiently and in accordance with applicable standards. Thus, the conclusion of the change from the SIMGAJI web application is a positive step towards modernizing and improving the quality of human resource and financial management in Seluma Regency.

Before 2023, the SimGaji application was only desktop-based using a limited client server and could only be accessed in certain places using the IP Server. However, at the end of 2023 until now, the SimGaji-Web Base

Application is in the finishing stage and is ready to use for the Regional Government.

The advantages of SimGaji-Web are;

a. Application response time based on server specifications by real time, meaning that the salary processing mechanism process is based on the current time and cannot manage ASN salaries based on backward or forward dates.

b. Database Centralization, meaning that the Simgaji Database itself cannot be freely modified by the general public, because the authority to modify and change all or part of the DataBase is only owned by PT. Taspen (Persero) as the developer of this application.

c. SimGaji-Web Flexibility, meaning that by only using the SimGaji browser, it can be accessed anywhere, of course this will make work easier and more effective.

d. Faster SimGaji Edition or Version Update, for example, changes in the nominal salary and allowances of ASN SimGaji immediately adjust to the applicable Government Regulation or Regulation of the Minister of Finance.

e. Integration of SimGaji-Web with 3rd Parties such as the Ministry of Finance of the Republic of Indonesia, Ministry of Home Affairs, Regional Bank Partners, and SIASN.

The effectiveness of the use of the SIMGAJI application can be seen from the following indicators:

1. On Time. The effectiveness of the SIMGAJI application that is on time refers to the system's ability to carry out the payroll and administration process related to ASN salaries accurately and according to the predetermined schedule. The SIMGAJI ASN application can maintain timeliness in the ASN payroll process, which is very important to support the efficiency of public administration and fulfill



ASN rights appropriately and fairly, because their salaries can be received according to the expected schedule, without any delays or errors that can disrupt their personal finances. timeliness is the basis for determining the success of an activity or activity in an organization but can also have an impact in the form of failure on an organizational activity. If you are able to use time appropriately, you will be able to create effectiveness in achieving previously set goals.

2. Right on Target. In the context of the SIMGAJI ASN application, "right on target" refers to the application's ability to achieve the main goals set in ASN payroll management effectively and efficiently. The SIMGAJI ASN application is known to be able to manage ASN payroll more effectively, efficiently, and transparently. This not only supports good administration in managing financial resources, but also increases the satisfaction and welfare of ASN employees as a whole. Based on the results of the study, it is known that the ASN salary payment process for the Konawe Regency Financial and Regional Asset Management Agency is right on target. This can be seen from the absence of shortages or excesses in the employee salary payment process, everything is in accordance with the applicable mechanism because the SIMGAJI application is able to calculate ASN salaries accurately and consistently.

3. Appropriateness. The appropriateness of the SIMGAJI ASN application refers to the extent to which the application can provide benefits in accordance with the main purpose of its use, namely in the management and calculation of ASN (State Civil Apparatus) salaries and allowances. In general, the use of resources in the ASN salary management process using the SIMGAJI

application is appropriate. It does not require large costs to apply it.

CONCLUSION

Based on the results of the research that has been conducted, the management of salaries and payroll using the SIMGAJI web application is on time, on target, and used appropriately in accordance with government regulations that have been set. To overcome factors that affect the effectiveness of the SIMGAJI web application technically and competently in managing salaries, the main admin of SIMGAJI web schedules the process of inputting employee data and salaries and conducts socialization, technical guidance to provide knowledge and understanding to each treasurer of the Service and Sub-district regarding the use of SIMGAJI web in managing State Civil Apparatus salaries. Thus, the use of the SIMGAJI web application at the BKD of Seluma Regency can have a positive impact in increasing operational efficiency, accuracy of salary calculations, transparency, and savings in administrative costs. In addition, SIMGAJI web also supports compliance with regulations and increases overall employee satisfaction in the long term.

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