Enhancing Personnel Management: A Study on the Implementation of SIMPEG in the Batam City Staffing and Human Resources Development Agency

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Abstract

This study examines Batam City's adoption of the Personnel Management Information System (SIMPEG) to digitize employee data for personnel management reform. SIMPEG integrates employee data, data management, work processes, human resources, and information technology for effective and accurate personnel administration. The Batam City Regional Personnel Agency's personnel data digitization is the focus of the research, which seeks to discover SIMPEG system support and barriers. This study uses qualitative analysis to explain how personnel data digitization helps create the SIMPEG application in Batam City. The study examines SIMPEG system elements such state civil servant master data, mapping, statistical analysis, predictive modeling, reporting, and user management. The research examines these elements to evaluate the SIMPEG system's impact on Batam City's personnel management. This research also examines the Batam City Regional Personnel Agency's methods for digitizing personnel data and optimizing SIMPEG use. This study illuminates how digitizing personnel data improves staff management in Batam City. Supporting variables can be used as best practices for other regions and organizations adopting similar systems, while inhibiting factors can assist guide future implementation tactics and prevent mistakes. This research seeks to improve public administration information system usage knowledge. This study aims to improve Batam City's governance by highlighting SIMPEG's successes and challenges.

Keywords:

E-government, Personnel Management, Human Resources Development

Introduction

The present state of information technology is a direct consequence of the swift advancement of information and informatics technology. This has garnered significant interest from a multitude of individuals who value diverse technologies aimed at streamlining work processes. The objective of every governmental administration activity that employs information technology is to achieve good governance. The implementation of effective administrative ideas necessitates the establishment of a framework that is capable of fulfilling the criteria for efficient and appealing administration. In order to ensure the provision of top-notch services, it is recommended to employ information systems to mechanize work and service procedures, which may include systems for managing personnel. The implementation of e-Government policies aims to achieve the development of electronic-based government. The proliferation and utilization of information technology (IT) and the increasing prevalence of the Internet as a gateway to cyberspace have led to significant transformative changes (Jurachman, 2018). The utilization of information technology is undergoing changes in government administration, beyond its traditional applications in communication and entertainment. The implementation of e-Government policies is achieved through the utilization of cutting-edge information technology to dismantle organizational and bureaucratic obstacles.

The Batam City Regional Personnel Agency is a government entity entrusted with the responsibility of executing regional policies related to personnel. The agency's primary objective is to establish and execute a

Personnel Management Information System (SIMPEG). In the context of local government, SIMPEG is an information system that operates on a computer-based platform. Its primary function is to provide support for the personnel administration system, as reported by Samauna in 2022. The Personnel Management Information System (SIMPEG) software application has been developed with the objective of processing incoming data to generate relevant information for employees or agencies that are mutually integrated within the government context (Basayev, 2020). The establishment of SIMPEG is predicated upon the necessity for comprehensive employee data, both at the national and subnational levels. The purpose of this action is to ensure that the current employee data is tailored to the specific requirements of the organization, as well as the needs of employees and other relevant stakeholders. This will enable the provision of precise and reliable data or information for leadership analysis, which is crucial in making informed decisions. The SIMPEG system facilitates the efficient management of data recording, mutation, and reporting. The following reports have been generated: Rank Order List (DUK), Employee History Data Reports, Employee Retirement Reports, Periodic Salary Increase List Reports (KGB), and Number of Employee Recapitulation Reports. In the implementation of SIMPEG, it is imperative to take into account five key factors. These factors include the availability of hardware support, software support, a comprehensive database, a computer network, and human resources equipped with SIMPEG capabilities. The implementation of SIMPEG is impeded by various factors, including policies that have not been measured, operator information that is inaccurate, insufficient legal support, and the potential for information sharing.The deployment of SIMPEG (Personnel System) in Batam City has attracted considerable attention and apprehension among various stakeholders. The primary cause of the aforementioned circumstances can be attributed to the multitude of challenges that have emerged throughout the course of the endeavor. The issue of data incompatibility is a matter of great importance, as it has a significant impact on the effectiveness and accuracy of the system. The present study aims to examine the factors contributing to the inconsistency and lack of integration observed in the data stored within the SIMPEG system. SIMPEG, an acronym for System for Integrated Personnel Management, is a database utilized by organizations to store and manage personnel-related information. The inconsistent nature of the data can be attributed to its diverse origins, stemming from various sources such as different departments, branches, or even external systems. Additionally, the absence of a centralized repository further exacerbates the challenges associated with data integration. This paper will explore the implications of these factors and propose potential solutions to address the issue at hand. The management and updating of data pose intricate challenges, which in turn lead to the generation of inaccurate records and hinder the facilitation of effective decision-making processes. Moreover, the problem of data incompatibility is exacerbated by the reliance on manual methodologies for both data gathering and data manipulation. The employment of this outdated approach not only leads to the expenditure of valuable time and resources, but also increases the probability of errors and discrepancies in the data. The necessity for an enhanced and automated data management protocol becomes apparent in order to address this issue and ensure the accuracy of data.The insufficiency of technological infrastructure utilized in the management of SIMPEG (Sistem Informasi Kepegawaian, or Personnel Information System) within specific governmental entities and organizations is a prominent concern that demands immediate attention. The system's performance is impeded by the existence of technology that is either limited in capability or outdated, leading to sluggish data retrieval and the potential for system interruptions or harm. The establishment of a seamless and reliable SIMPEG (Sistem Informasi Manajemen Pegawai) system, capable of meeting the needs of a dynamic and evolving workforce, necessitates the implementation of contemporary and resilient technological solutions.The SIMPEG application, which is offered by the Ministry of Home Affairs, exhibits a deficiency in its capacity for adaptability and versatility in its utilization. The present recommendation posits that an update to the application is necessary in order to enhance the level of flexibility in SIMPEG management. The introduction of this update necessitates acknowledging the potential for incurring supplementary expenses. Based on the preliminary observation conducted by the researcher, it has been ascertained that the implementation of a personnel management information system at the Personnel Agency has been carried out in accordance with prescribed protocols, with the aim of improving administrative efficiency. Despite the advancements achieved thus far, there persist certain obstacles, specifically pertaining to the incorporation of

Hafizhah Nurul Katresna, Etika Khairina,
and Lubna Salsabila

particular personnel data into the Personnel Management Information System. The primary aim of this qualitative research endeavor is to acquire a comprehensive comprehension of the employment of digitization in the management of personnel data via the SIMPEG application in Batam City. Furthermore, the effectiveness of SIMPEG is dependent on the competence and availability of skilled human resources responsible for its management and operation. Insufficient technical knowledge and skills among personnel can lead to operational inefficiencies and the prolonged resolution of issues, resulting in frustration among users and stakeholders. To effectively tackle the aforementioned challenge, it is crucial to allocate resources towards the implementation of continuous training and professional development programs for the individuals tasked with system management. The provision of indispensable expertise to individuals will yield an amplification of SIMPEG's comprehensive performance and a refinement of the caliber of service provided to employees.

Literature Review

According to Misrul Amri and Dina Fara Waidah (2023), the Personnel Management Information System (SIMPEG) is a web-based staffing application that is accessible and manageable by employees through an online interface.As per the provisions of Decree No. 1 of 2000 issued by the Minister of Home Affairs, the Personnel Management Information System (SIMPEG) is a comprehensive entity that comprises processing equipment, including procedure collectors, personnel processors, and software, as well as storage devices such as data centers and data banks, and communication devices that operate in tandem to furnish job-related information.According to Jurachman's (2018) study, Simamora posits that the personnel management information system is a systematic approach utilized by organizations to acquire, archive, sustain, eliminate, and authenticate data pertinent to human resources, personnel operations, and organizational unit attributes.

The present document outlines the objectives and advantages of the SIMPEG system. The objectives outlined within the purview of the Government's Authority are as follows:
1. To encourage the development of human resource management and a rational management system for government employees.
2. Acknowledge forward-thinking and coordinated faculty information.
3. Provide accurate information to civil servants for the purposes of planning, development, welfare and management.
4. Facilitating operations related to personnel, especially in terms of reporting.
   The benefits of SIMPEG are:
1. It will be simple and fast to track employee data.
2. Generating reports is simpler and easier.
3. Knowing which employees will receive periodic salary increases and promotions.
4. Facilitating tasks related to staffing.
5. Obtain information about employee conditions quickly and accurately (Employment Profile).
6. Can plan employee placement (mutation) based on education and expertise.
7. Planning for employee needs (A Balance of Employee Needs).

As per the provisions of Article 3 (paragraph 3) of the Decree of the Minister of Home Affairs Number 17 of 2000, the management of the personnel management information system by agencies or the government is further regulated. It has been stipulated that the Regency/City SIMPEG is to be located in the respective Regency/City and is to be managed by the Regency/City Personnel Agency.The prioritization of improving personnel management within government is imperative for various reasons. The efficacy and efficiency of governmental operations are significantly contingent upon the competence and performance of its personnel. The effective implementation of government policies and programs, resulting in improved outcomes for citizens, is contingent upon a proficient and well-managed workforce. Personnel management is a critical factor in the recruitment and retention of skilled individuals in the public sector. The implementation of efficient recruitment, selection, and retention tactics by the government can facilitate the attraction of proficient professionals who possess the requisite knowledge, skills, and

Hafizhah Nurul Katresna, Etika Khairina,
and Lubna Salsabila

expertise to tackle the intricate issues of public administration. The implementation of equitable and lucid performance assessment and compensation mechanisms can serve as a catalyst for employee motivation, thereby promoting a congenial workplace atmosphere and mitigating attrition rates.The improvement of personnel management is a significant factor in the establishment of a culture of professionalism, integrity, and ethical conduct within the government. The promotion of public trust and confidence in the government's capacity to serve the citizens' best interests is deemed crucial. The implementation of robust ethical standards, strict enforcement of codes of conduct, and provision of ongoing training and development opportunities are recommended measures for ensuring that government employees adhere to the highest levels of ethical conduct and professionalism. Moreover, the implementation of efficient personnel management practices facilitates the development of strategic workforce planning and succession management. Through the identification of future workforce requirements and the development of corresponding strategies, the government can guarantee a seamless transfer of knowledge and leadership from seasoned personnel to the succeeding generation. The implementation of this strategy serves to mitigate potential talent deficiencies, preserve organizational knowledge, and cultivate a resilient labor force capable of adeptly responding to evolving obstacles and societal demands.Personnel management is a contributing factor in the promotion of a diverse and inclusive work environment. The implementation of equal opportunity policies, promotion of diversity, and provision of support systems for underrepresented groups by the government can guarantee that all employees, irrespective of their background, have equal access to opportunities and are empowered to contribute their unique perspectives and talents. The improvement of personnel management within the government is deemed essential to guarantee efficient governance, the attraction and retention of skilled personnel, the promotion of ethical conduct and professionalism, the development of strategic workforce planning, and the cultivation of diversity and inclusivity. In light of these factors, it is concluded that enhancing personnel management is of utmost importance. The prioritization of personnel management by governments can result in the development of a skilled and driven workforce that is committed to the advancement of the public good and the attainment of favorable societal results.

Research Methods

The present study employs a qualitative research methodology with a descriptive orientation, as documented by Sujarweni (2021: 11). The utilization of research guidelines to produce descriptive data in the form of writing or speech and the behavior of the people studied is a characteristic of the qualitative research method. The purpose of qualitative research is to furnish a thorough and comprehensive account of the writings, speeches, or actions exhibited by individuals, societies, and organizations within society. Additionally, this type of research may be conducted on groups of people in certain circumstances, with the aim of obtaining a holistic perspective. As per the findings of Sujarweni's (2021:73) study, the researchers utilized two distinct categories of data sources, namely primary data and secondary data. According to official protocol, primary data refers to information that is obtained directly from the original source, without any intermediaries involved in the process. This data is typically collected through direct communication with the informant. The present study utilizes secondary data, which is sourced from various publications, including books, articles, notes, and journals, as well as previously conducted research. This study focuses on the process of digitizing employee data within the Batam City Regional Personnel Agency. The objective is to examine the factors that facilitate or hinder the implementation of the SIMPEG system. This study employs qualitative analysis to offer a comprehensive understanding of the role of personnel data digitization in the development of the SIMPEG application in Batam City. Additionally, statistical data obtained from the Regional Personnel Office of Batam City is also incorporated into the analysis.

Results and Discussion

Based on the findings, it can be concluded that the infrastructure data utilized for the implementation of e-Government via the Batam City Regional Personnel SIMPEG is deemed adequate and possesses a distinct objective. This objective is to facilitate decision-making processes pertaining to staffing, which is based on the Hafizhah Nurul Katresna, Etika Khairina,
and Lubna Salsabila

SIMPEG processed data that is distributed from various regions and cities to the Ministry of Home Affairs (Depdagri) via a data communication network. The purpose of this network is to obtain data in a prompt, precise, and sustainable manner. The implementation of e-Government through SIMPEG BKD Batam City has resulted in frequent delays in the distribution of employee data from each SKPD in Batam City. As per the author's observation, it has been deemed adequate to incorporate a login page on the SIMPEG display for the purpose of storing and safeguarding employee data that is administered by SIMPEG Batam City. A password is provided on the login page to ensure the security of data. SIMPEG's data protection measures are commendable. The organization ensures regular monthly backups of data and maintains both electronic and physical storage of data. The Batam City BKD is equipped with computers and filing cabinets.The SIMPEG BKD Batam City system is equipped with various features, including employee biodata, staffing services, attendance tracking, activity logging for attendance purposes, support for camera users, and other related features. The process of initiating SIMPEG entails the systematic archiving of pertinent files, followed by a meticulous verification of said files. Subsequently, the inputting of master data, educational history, and other relevant supporting documents is carried out. According to the analysis, input refers to the data that is fed into the information system for the purpose of being transformed into output through processing. The typical practice of input involves the act of entering files in the form of data entry, which may include tasks such as recording and editing. It has been observed that data is inputted into the system by users either through direct entry or by recording information from paper files.The process of transforming physical media such as print, audio, and video into digital formats is commonly referred to as digitization. The process of digitization was initiated with the aim of documenting reports in a computerized format, to facilitate duplication, and to establish diverse digital libraries. The process of digitization necessitates the utilization of computers, scanners, source media operators, and software support. Through the utilization of document scanning software, such as Adobe Acrobat and Omnipage, physical documents have the capability to be transformed into digital formats. Through the utilization of audio processing software, the conversion of audio documents into digital formats can be achieved. The objective of the digitization process is to attain efficiency and optimization in multiple aspects, such as storage space, disaster protection, resolution, and stability of sound and picture. The primary aim is to enhance the overall performance of the system and achieve maximum output.The implementation of SIMPEG is recommended to enhance the effectiveness and efficiency of performance. According to an assessment of the favorable service conditions and personnel resources at Batam City's BKD, it is recommended that the development of the SIMPEG menu be pursued. The assessment of the effectiveness of SIMPEG BKD Batam City is contingent upon the veracity and precision of the data collected in the field and stored in the SIMPEG database. The correlation between the effectiveness of personnel administration and the seamless progression of personnel management within the public sector is indissoluble. The integration of information technology is being encouraged and expedited to enhance staffing services and data processing. This measure aims to facilitate the creation of accurate information systems and up-to-date databases, as noted by Kuspriyomurdono (2011). The regular maintenance of civil servant information. The implementation of additional features or menus with corresponding access rights is recommended. In accordance with a systems approach, a particular system shall establish a relationship with other subsystems present within an organization. The staffing subsystem is a component of the State Administration, a vast governmental entity. As per Amsyah's research in 2001, it has been observed that computerized personnel records are predominantly utilized by large organizations. The SIMPEG software is utilized within a local government system to effectively manage employee data in a comprehensive and integrated manner.

A process for updating personnel data and information has been implemented at SIMPEG in order to maintain the accuracy and currency of the existing records. The process involves balancing the updates to ensure that the quality of the data is optimized. It is imperative that SIMPEG managers from each SKPD of the West Java Provincial Government acknowledge that the majority of staffing decisions made by the authorities are founded upon pre-existing staffing data and information. It has been observed that decision making may be conducted utilizing obsolete or inaccurate data and information.The capacity of policymakers to engage in strategic thinking. The e-Government implementation strategy in Batam City employs the creation of a personnel data management system through

Hafizhah Nurul Katresna, Etika Khairina,
and Lubna Salsabila

SIMPEG. This system is designed to be readily accessible at all times to facilitate decision-making processes related to staffing. The approach taken involves socializing the significance of disseminating personnel data. The adequacy of e-Government implementation in Batam City has been ensured.

Conclusions

The findings and deliberations presented in this report lead to the conclusion that SIMPEG enhances the effectiveness and efficiency of performance. According to an assessment of the favorable service conditions and personnel at Batam City's BKD, it is recommended that the SIMPEG menu be enhanced. The assessment of the efficacy of SIMPEG BKD Batam City is contingent upon the authenticity and precision of the data both in the field and in the SIMPEG database. The Batam City Regional Personnel Agency has effectively coordinated e-Government implementation policies utilizing SIMPEG across various agencies. The adequacy of the apparatus included in the e-Government implementation policy through SIMPEG in Batam City is deemed sufficient for user utilization. The Batam City Regional Personnel Agency's implementation of e-Government policy via SIMPEG solely employs pre-existing technological infrastructure. The Batam City Civil Service Agency's thinking strategy is deemed highly effective. Based on the findings of the study, it is recommended that the relevant agencies (SKPD) be informed or educated on the significance of disseminating personnel data via SIMPEG. This should be done through a focused and purposeful approach, which is supported by the SIMPEG manager's resolute leadership. The ultimate goal of this initiative is to enhance the state of infrastructure data. It is imperative that the implementation of e-Government be founded on a legal basis. Furthermore, it is necessary to establish specific technical regulations for SIMPEG. In order to enhance the speed, efficacy, and efficiency of communication, it is recommended that inter-agency coordination in the implementation of e-Government policies through SIMPEG be augmented with more frequent training in computer network communication. The current status of equipment availability has been assessed, with the aim of identifying potential opportunities for enhancing quality. The report highlights the presence of technological facilities that are readily available and can be updated in line with the latest technological advancements.

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Hafizhah Nurul Katresna, Etika Khairina,
and Lubna Salsabila