

Evaluation of the Work Achievement Measurement System of State Civil Servants in the Department of Public Works and Spatial Planning of Gorontalo Province

Umar Sako Baderan¹, Dian Fitriani Karim¹

¹Public Administration Study Program, Faculty of Economics and Social Sciences,
University of Muhammadiyah Gorontalo, Indonesia

Abstract

This study aims to determine the Evaluation of Work Performance Measurement System (SIRANSIJA) State Civil Apparatus in the Public Works and Spatial Planning Office of Gorontalo Province. This research is included in the type of descriptive research with a qualitative research approach. The results showed that the Evaluation of the Work Achievement Measurement System (SIRANSIJA) of the State Civil Apparatus in the Public Works and Spatial Planning Office of Gorontalo Province in general has been going well, however it is still very constrained in terms of networking. Where connectivity is often problematic due to disruption in absentee input, work implementation reports and so on.

Keywords: Evaluation, SIRANSIJA, State Civil Apparatus

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Introduction

In order to achieve organizational goals, it is necessary to enforce employee work discipline effectively. Although the government has issued a policy (PP No. 30/1980) which regulates work discipline, not all of the connotations of employee work discipline reflect compliance and obedience to predetermined norms. This is indicated by the inability of the apparatus to uphold the ethics of civil servants, which leads to practices that violate administrative ethics (administration mall). Observing the developing issue regarding employee work discipline is still far from expectations, the government has conducted an evaluation of employee work discipline. The action taken was amending the disciplinary policy of civil servants through Government Regulation Number 53 of 2010 concerning the discipline of civil servants. It is hoped that the issuance of this policy will bring better changes and improve employee discipline.

Even though work discipline is an important matter, in order to optimize work results/performance of the apparatus, it should be of great concern, because the logical consequences of undisciplined actions will have consequences for work results. Therefore, the handling of employee work discipline must be taken more seriously and provide soft therapy (deterrent effect) so that employees do not commit similar actions.

This Work Performance Measurement System (SIRANSIJA) is based on mental revolution, as an elaboration of the National Medium-Term Development Plan (RPJMN) as outlined in the NAWACITA of President Joko Widodo and Vice President Jusuf Kalla. This system was also the idea of the Governor of Gorontalo, Mr. Rusli Habibie and later became a project to change the Regional Secretary of Gorontalo Province, Prof. Dr. Winarni Monoarfa who attended the PIM I Education and Training (Moonti et al., 2018).

The launching of SIRANSIJA ASN was held at the Graha Place Convention Center Gorontalo Building, (30/9) which was attended by the Coordinating Minister for Human Development

and Culture of the Republic of Indonesia represented by Deputy V for Culture, Sports, and Tourism Mr. Haswan Yunas, Gorontalo Governor Mr. Rusli Habibie, Deputy Governor of Gorontalo Mr. Idris Rahim, Head of BKN RI Mr. Bima Haria Wibisama, Deputy Head of BPKP for Regional Financial Management Supervision, Mr. Dadang Kurnia, Deputy for Prevention of KPK RI on behalf of Handayani, Deputy for Competency and Performance Development of the Ministry of Agriculture, Mr. Otok Kuswandari, Head of Provincial BPKP Representative Gorontalo, Mr. Trihandoyo, as well as Regional Secretaries of Regencies / Cities in Gorontalo Province, Regional Secretaries of Districts / Cities in North Sulawesi Province, Regional Secretaries of Districts / Cities in North Maluku Province and Heads of SKPD throughout Gorontalo Province.

In Governor Regulation Number 50 of 2016, the Gorontalo provincial government is clearly striving for the stages of improving the quality of ASN both in terms of discipline and performance as outlined in SIRANSIJA. This Governor Regulation applies to all institutions within the scope of the Gorontalo provincial government, one of which is the Gorontalo Province Public Works Office.

Based on the results of observations made by researchers at the Gorontalo Province Public Works and Spatial Planning Office, there are many factors and obstacles that arise in the process of implementing SIRANSIJA such as there are still disciplinary violations (individual factors) that affect performance, then there are obstacles such as connection problems. When the input in the system is experiencing interference, there is a lack of speed in accessing the application if less than 10 mbps of access is used, in the connectivity process, the SIRANSIJA application will run optimally when using a fiber optic cable network with a data transfer speed of at least 10 mbps. In addition, the damage to the finger machine (system factor) has an impact on the delay in the work discipline assessment process, besides electronic absences that use fingerprints are easily manipulated / duplicated, this results in a process of work discipline which is seen from the timeliness of being present at the office which is very dubious.

Of course, some of the problems identified previously described the need for evaluation studies as a measuring tool in the writing of this article. Regarding the concept of evaluation itself, evaluation is part of the study of public administration, especially in the field of public policy. Evaluation according to Arifin, (2009) is a process not a result (product). The results obtained from evaluation activities are the quality of something, both concerning the value or meaning, while the activity to arrive at the value and meaning is evaluation. Discussing evaluation means studying how the process of giving consideration to the quality of something is. The quality description in question is a logical consequence of the evaluation process carried out. The process is of course carried out systematically and continuously, in a planned sense, in accordance with procedures and principles and is carried out continuously.

Meanwhile, evaluation according to Widoyoko & Eko (2009) is a systematic and continuous process for collecting, describing, interpreting and presenting information about a program so that it can be used as a basis for making decisions, formulating policies and developing subsequent programs.

The definition of evaluation according to Witherington in (Arifin, 2009) is the process of finding something that has value or not. The same thing was also stated by Wand and Brown in (Arifin, 2009) that evaluation means a process in determining the value of something. Both of these opinions emphasize the importance of value in evaluation. In fact, in evaluation it is not only related to value but also meaning or meaning. As stated by Guba and Lincoln in (Arifin, 2009) that evaluation is a process to describe the meaning or meaning of the value of something. Evaluation can also be interpreted as a process when people consider something or

a symptom by using certain standards, which are benchmarks that contain the meaning of good-bad, inadequate-inadequate, from the two groups it can be divided again according to needs. For example, a good group can be divided into very good, good and sufficient, while the bad can be divided into very bad and bad.

Some research related to this research theme has been carried out by several previous researchers, such as that conducted by Moonti et al. (2018) Implementation of Measurement of Work Performance of State Civil Servants (ASN) at the Gorontalo Province Agriculture Office. The results showed that, first, the implementation of the Work Performance Measurement System (SIRANSIJA) in the Gorontalo Province Agriculture Office, the discipline of the State Civil Apparatus was effective in optimizing attendance but from a performance perspective it was still ineffective. Second, found influencing factors, namely Supporting Factors: Fingerprint Requirement and Features that Control the Performance of Inhibiting Factors: Error System, Broken Finger Machine, Distance of Task and Office Location, Power Outages, Overlapping Tupoksi. Research recommendations to the State Civil Servants at the Gorontalo Provincial Office to perfect the SIRANSIJA system for a more comfortable use.

Another research was carried out by Sari et al. (2014), with the title Research Discipline Analysis of Civil Servants in the Education and Training Agency of Central Java Province. Based on the results of the research, it shows that the work discipline of civil servants in the Board of Education and Training of Central Java Province is not yet good. This can be seen from there are still employees who are not on time and do not comply with the regulations at work. Employee work discipline cannot be separated from supporting and inhibiting factors. Supporting factors for employee work discipline from motivation and leadership. Meanwhile, the factor that hinders employee work discipline is motivation due to unclear rewards for employees. The inhibiting factor of leadership is the absence of strict punishments for employees who violate discipline.

The novelty of the research conducted by the author has differences in terms of focus and locus as well as the theoretical approach used. The purpose of this research article is to find out how to evaluate the work performance measurement system (SIRANSIJA) of the State Civil Service in the Public Works and Spatial Planning Office of Gorontalo Province.

Methods

This research was conducted by selecting the research location at the Gorontalo Province Public Works and Spatial Planning Office. The consideration of determining the location is also based on that the location is in accordance with the characteristics of the focus of the problem being studied and can be reached by the researcher in carrying out the research process for collecting the required data according to the problem. This study uses a qualitative approach with descriptive type of research, this research is based on the consideration that the data obtained will be more complete, in-depth and reliable and can be found events in the social context. The data sources in this study were primary and secondary data. Primary data were obtained from sources of informants / key informants, which in this study were as many as 10 people, among others: Head of Spatial Planning 1 person; Head of Sub Division of General Affairs and Personnel 1 person; 1 person Head of Cipta Karya Administration; 1 person Head of Construction Services Section; Head of Road and Arrangement Section 1 person; and 5 employees. Furthermore, secondary data is obtained from searching documents related to research needs such as journal articles, proceeding articles, books, documents of applicable laws and regulations. The data collection techniques carried out were interviews, observation

and documentation in the field. Data analysis was carried out by qualitative descriptive analysis with several stages, namely data reduction, data display and data verification

Results and Discussion

The establishment of the Gorontalo Province Public Works and Spatial Planning Office is in accordance with the Gorontalo Governor Decree Number 20 of 2007 concerning the Implementation of Regional Regulation Number 06 of 2007 concerning the Establishment of the Organization and Work Procedure of the Gorontalo Province Public Works Office. The Public Works Service is an implementing and supporting element in the field of Public Works that has the task of carrying out part of the Governmental and development tasks in the fields of Public Works, Settlements and Regional Infrastructure that are delegated (decentralized) and delegated (deconcentrated) to the Gorontalo Province Region, in accordance with the provisions of legislation applicable.

Arikunto et al. (2004), say that evaluation is an activity to gather information about the work of something which is then used to determine the right alternative in making a decision. Evaluation is a systematic and continuous process for determining the quality (value and meaning) of something, and comparing the results of implementation with predetermined criteria and standards to see its success based on certain considerations and criteria in the framework of decision making.

This study aims to determine how the Evaluation of the Work Performance Measurement System (SIRANSIJA) of State Civil Servants in the Public Works and Spatial Planning Office of Gorontalo Province. This section describes the analysis of research results from the data obtained both through observation and from interviews conducted with selected informants. The matters discussed are the evaluation of a program or activity with dimensions of 1) Program Implementation, and 2) The level of achievement of program objectives as stated by (Arikunto et al., 2004).

Program Implementation

In program evaluation, see how high the quality or condition of something is as a result of program implementation, after the data collected is compared with certain criteria or standards. Implementation is an action or implementation of a plan that has been prepared carefully and in detail, implementation is usually carried out after the planning is deemed ready (Elias et al., 2003; Muscatello et al., 2003; Loh & Koh, 2004; Damschroder et al., 2009). In simple terms, implementation can mean application.

Implementation is an activity or efforts carried out to carry out all plans and policies that have been formulated and determined, complete with all the needs, the necessary tools, who is implementing it, where the implementation starts and how it should be carried out, a process of a series of action activities. further after the program or policy is established which consists of decision making, strategic and operational steps or policies become a reality in order to achieve the goals of the program originally set (Syukur, 1987)

A program will run well if the quality of the program is in accordance with the criteria. Regarding the quality of the implementation of SIRANSIJA in the Public Works and Spatial Planning Office of Gorontalo Province, it can be said that the quality of the implementation of this program is good where the quality of the output is an increase in discipline among employees and can also make it easier to control ASNs on duty at the Work Service. General and Spatial Planning of Gorontalo Province. Apart from the quality in the implementation of a program in relation to program evaluation, what must be carried out are the stages of the program's implementation. From the results of interviews with informants in this study,

researchers can conclude that the stages in the implementation of SIRANSIJA in the Gorontalo Province Public Works and Spatial Planning Office have followed the procedures and stages in their implementation, where on average the informants said or conveyed that the stages carried out in the implementation were This SIRANSIJA aran is in accordance with the process or system built in this system. At this stage of implementing SIRANSIJA, all employees are given the opportunity to propose or claim what they have done in the previous month or period which will then get rewards for what they have done in accordance with the systems and mechanisms that have been regulated in the implementation of SIRANSIJA. SIRANSIJA activities at the Gorontalo Province Public Works and Spatial Planning Office have gone through socialization activities to all existing employees. At this stage it was also found that this activity could be accepted by all employees as a form of support in the progress of activities related to SIRANSIJA. So that in order to discipline employees in the Public Works and Spatial Planning Office of Gorontalo Province, it is greatly assisted by the existence of this SIRANSIJA. This is proven by the existence of SIRANSIJA, the level of discipline of the existing employees has greatly increased.

Level of Achievement of Program Objectives

In the evaluation of the implementation program wants to know the level of achievement of the objectives of the program, and if the goals have not been achieved as determined, the implementer wants to know where the shortcomings are and why. Evaluation aims to determine the achievement of program objectives that have been implemented. Furthermore, the evaluation results are used as a basis for carrying out follow-up activities or for making subsequent decisions.

The purpose of the evaluation is carried out to achieve various goals in accordance with the object being evaluated. Evaluation objectives are general in nature and some are specific, if evaluation objectives are still general in nature then these objectives are broken down into specific objectives. From the results of interviews conducted with informants, it was found that in the aspect of the level of goal achievement with the existence of SIRANSIJA in the Public Works and Spatial Planning Office of Gorontalo Province in general, it was achieved seen from the existence of this SIRANSIJA which was in accordance with the expectations of the government, in this case the leadership in the Department. Public Works and Spatial Planning of Gorontalo Province. However, from the observations of researchers as well as from the results of interviews conducted with informants there were obstacles or shortcomings in the implementation of the SIRANSIJA application at the Gorontalo Province Public Works and Spatial Planning Office, it can be concluded that this application was severely constrained in terms of network. Where connectivity is often problematic due to disruption in inputting attendance, work implementation reports and so on

Conclusion

Based on the results of research that has been carried out and discussion, it can be concluded that the Evaluation of the Work Performance Measurement System (SIRANSIJA) of State Civil Servants in the Public Works and Spatial Planning Office of Gorontalo Province has generally been running well, however, it is still very constrained in terms of networks. Where connectivity is often problematic due to disruption of attendance input, work implementation reports and so on.

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