ABSTRACT

IMPLEMENTATION OF E-KINERJA AT THE CIVIL SERVICE AND HUMAN RESOURCE DEVELOPMENT AGENCY IN THE SOUTH SORONG REGENCY GOVERNMENT

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This study aims to analyze the implementation of the e-Kinerja system at the Civil Service and Human Resource Development Agency (BKPSDM) of South Sorong Regency. e-Kinerja is a national policy developed to improve the accountability, productivity, and transparency of the performance of civil servants (ASN) through digital-based performance reporting. In this study, the analysis of policy implementation uses Franklin and Ripley's (1990) theory, which includes three main indicators : compliance level, implementation routine, and the impact of the policy.

This study uses qualitative methods with data collection techniques through structured interviews. This study involves the Head of the Agency, Heads of Divisions, Heads of Sub-Divisions of Personnel, E-Kinerja Administrators and staff at BKPSDM, as well as e-Kinerja users within the South Sorong Regency Government.

The implementation of e-Kinerja at the BKPSDM of South Sorong Regency shows that the use of this system by civil servants still has several weaknesses, such as frequent formalities in filling out forms, technical disruptions, and a lack of in-depth understanding of the system. Although the system has a clear structure with three annual phases—planning, monthly reporting, and final evaluation—the consistency and quality of data entry heavily depend on the individual commitment of civil servants and support from their immediate supervisors. Nevertheless, the implementation of e-Kinerja has had a positive impact on improving accountability and transparency in performance, as well as helping civil servants understand their work targets. Thus, the expected results of this study can provide a clear picture of the implementation of e-Kinerja at the BKPSDM of the Sorong Selatan Regency Government and its impact and effectiveness on employee and organizational performance. The results of this study can be used as a basis for evaluating and improving the implementation of e-Kinerja in government agencies.

Keywords : Implementation, E-Kinerja, Performance Improvement, Accountability, Effectiveness

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