ABSTRACT

IMPLEMENTATION OF THE STATE CIVIL APPARATUS INFORMATION SYSTEM IN EMPLOYEE DATA MANAGEMENT AT THE HUMAN RESOURCE DEVELOPMENT AND EMPLOYEE AGENCY OF SOUTH SORONG REGENCY

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*The State Civil Apparatus Information System (SIASN) is a digital solution developed by the government to integrate, verify, and update personnel data on a national scale. This system is managed and supervised by the National Civil Service Agency (BKN), which the central government has directly appointed as the governing institution responsible for managing and developing the system. The implementation of SIASN is regulated under BKN Regulation No. 7 of 2023 concerning SIASN. The implementation of the State Civil Apparatus Information System is expected to improve the quality of civil service management by providing accurate, integrated, and real-time data. Through this system, personnel administrative processes can be carried out more efficiently, transparently, and accountably. This study aims to describe the implementation process of the SIASN system. The researcher intends to provide a detailed explanation of how SIASN is applied in managing employee data at the Personnel and Human Resource Development Agency (*BKPSDM*) of South Sorong Regency. This includes the steps taken, policies developed, and the system's usage in day-to-day operations.*

The study employs a descriptive qualitative approach to explore the implementation of SIASN in managing employee data at BKPSDM South Sorong Regency. Data were collected through interviews, observations, and document analysis. Data analysis followed the Miles and Huberman model, which includes data reduction, data display, and conclusion drawing. Data validity was strengthened through triangulation and confirmation with informants.

Based on thematic analysis and theoretical discussion, the implementation of the SIASN at BKPSDM South Sorong Regency has had a positive impact in terms of work efficiency, data transparency, and the ease of personnel administrative processes. However, the effectiveness of this system remains limited by several challenges, particularly in terms of infrastructure, human resource readiness, and the suboptimal integration of systems between institutions. These findings indicate that the successful implementation of SIASN requires a comprehensive and sustainable approach.

Keywords: State Civil Apparatus Information System (SIASN), Personnel and Human Resource Development Agency (BKPSDM), Descriptive Qualitative, Implementation, Human Resources.

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