

## UTILIZATION OF THE PERSONNEL MANAGEMENT INFORMATION SYSTEM (SIMPEG) IN APPARATUS RESOURCE MANAGEMENT WITHIN THE SOUTH KALIMANTAN PROVINCIAL GOVERNMENT

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The development of information technology has an impact on several aspects of government in South Kalimantan Province by looking at ASN management which prioritizes the use of technology to serve the community more transparently, effectively and efficiently, especially in terms of easy access to information in order to realize a concept of good governance. . The gap in this research is seen from the limited use of SIMPEG in apparatus resource management. This research focuses on the South Kalimantan Regional Government, namely SIMPEG (Personnel Management Information System) as an embodiment of E-Government. SIMPEG is carried out centrally and functionally by the Provincial Civil Service Bureau/Regional Personnel Agency. In SIMPEG, it is explained that there has been no update of personnel data to help leaders carry out job mapping. The aim of this research is to examine the use of personnel management information systems in personnel resource management and inhibiting factors in SIMPEG management. Using a qualitative approach and the data is then processed based on interview data, observation and documentation through data reduction, data presentation and verification. The results of the research are that the quality of human resources is not sufficient to manage SIMPEG, the budget is not sufficient for the realization of several devices, the facilities are not ready, such as a special room for servers that does not yet exist. The SOP indicators, data maintenance, evaluation and final report are considered good so that employees are helped to utilize SIMPEG. The main obstacle in using SIMPEG as personnel resource management is that the availability of human resources in managing SIMPEG is not sufficient for application development every year so that there are still old data from each employee that is not up to date.

### 1. INTRODUCTION

Based on Law Number 23 of 2014 concerning Regional Government, "Regional Government is the administration of government affairs by regional governments and regional people's representative councils according to the principle of autonomy and assistance duties with the principle of the widest possible autonomy within the system and principles of the Unitary State of the Republic of Indonesia of 1945." All matters are regulated within the full authority of each regional government in Indonesia. There are restrictions so that the mandate carried out can be controlled by limiting mandatory and optional matters.

The impact of technological advances for self-government is known as e-government with reference to the use of digital technology, namely intranet and internet to build wireless connections between communities. Through the implementation of e-government in increasing government connections with various parties (collaboration). This is stated in Presidential Instruction Number 3 of 2003 concerning National Policy and Strategy for e-government Development. The use of digital technology by the government to carry out electronic-based government in order to realize the provision of public services effectively and efficiently. E-governmnet as a means to participate in decision making into public policy.

Transformation into e-government in the government system to optimize the use of technological advances to minimize bureaucratic organizational boundaries, formulate a



comprehensive network of management systems and a series of work flows in government agencies, especially in accessing information as a whole which has a good impact on the provision of public services. All ministries/institutions and parties involved can make optimal use of government information and services.

The application of e-government in data processing, management and personnel administration in the local government environment is the Personnel Management Information System (SIMPEG) which is organized to process personnel data precisely, comprehensively and accurately. The efforts made aim to create a management information system that is integrated into a computer network to provide output in the form of quality information to assist in making personnel management decisions in the regional government environment. For the specific purpose of providing valid personnel data as an interpretation for leaders in planning formation, procurement, transfer, promotion/demotion and employee career development.

The South Kalimantan Province Regional Civil Service Agency has responsibility for establishing policies related to personnel. Policy making must be accurate, open and accountable based on fast and up to date personnel data and information. In forming an integrated data unit through personnel information, since 2017 it has been preparing a Personnel Management Information System application program, hereinafter abbreviated as SIMPEG, as a forum for processing personnel data and information.

In the context of implementing regional autonomy, the background for creating SIMPEG was the creation of a digital data processing system that supports operational tasks and work at the administrative level as well as preparing the availability of information for administrative level decision making. There are several problems related to the use of Personnel Management Information Systems in Apparatus Resource Management in South Kalimantan Province, including:

1. The index value of the Electronic Based Government System for South Kalimantan Province is not yet the best in the region;
2. There are still employees who occupy general functional positions that do not comply with the position map and applicable regulations;
3. There is still a lack of employee ability to operate the Personnel Management Information System (SIMPEG); And
4. There are still features in SIMPEG that have not been integrated with personnel-related services. What is intended in this research is to explore, collect and analyze data regarding the use of the Personnel Management Information System (SIMPEG) in the Management of Apparatus Resources within the government of South Kalimantan Province, as well as the management of the Personnel Management Information System. The aim of this research is: Analyzing the use of personnel management information systems in apparatus resource management in the South Kalimantan Provincial Government. Analyzing inhibiting factors and ways to overcome obstacles in the use of personnel management information systems in apparatus resource management in the South Kalimantan Provincial Government.

## 2. METHODS

### Research design

The stages carried out started from conceptual framework formulation, problem recognition, hypothesis formulation, data collection and data analysis process. In carrying out this research the researcher used a qualitative descriptive research method with an inductive approach. This method describes the conditions in the field/research location systematically in accordance with existing facts (Nazir, 2014: 43). Furthermore, this research was carried out using a qualitative approach. Qualitative research according to Moleong (2016:6). The technique used in postpositivist philosophy is triangulation, that is, inductive/qualitative data analysis."

### Data source

In this research the researcher identified data sources into two types, namely: Primary Data. In



this research the researcher will carry out interviews and observations regarding the Use of Personnel Management Information Systems (SIMPEG) to informants who have been determined. Secondary Data The reason why secondary data is important is that data is more easy to use which has been processed more than anyone else and is presented in literature readings with a research focus, namely employee decision letters, regional apparatus organizational position maps, position analysis and workload analysis, DPA and books related to the use of personnel management information systems (SIMPEG) in South Kalimantan Province.

#### **Informants and How to Determine Them**

Researchers actively determined informants using snowball sampling and purposive sampling techniques. This is done to find informants who have a correlation with the research problem taken so that they can answer the problem formulation in this research. In this research, the researcher determined the sample criteria, namely employees both vertically and horizontally as actors in the Regional Personnel Information Management of South Kalimantan Province.

#### **Data collection technique**

This research involves data collection techniques in the form of interviews, behavioral observations and related documents as well as researchers as instruments to obtain data related to the Utilization of Personnel Management Information Systems (SIMPEG) in the Management of Apparatus Resources in the Environment of South Kalimantan Province. This research uses interview guides, behavioral observations and documents as instruments, so the researcher conducts interviews and records data and makes observations about things that relating to the Utilization of Personnel Management Information Systems (SIMPEG) in the Management of Apparatus Resources in the Environment of South Kalimantan Province

#### **Data analysis technique**

In this research, the data is tested to process the data into information that is easy to understand using triangulation techniques, namely check, re-check and crosscheck of the data that has been obtained, the theory used, research methodology and research instruments, namely the researcher. Inspection technique through triangulation by maximizing input and output for data comparison. Other observers or concrete data sources can carry out triangulation, especially in utilizing sources such as interview results, observations and document archives.

### **3. RESULTS AND DISCUSSION**

#### **Research result**

The research results and discussion explain the analysis of data information obtained by the researcher using a qualitative approach, the researcher as the research instrument. The results obtained through observation, documentation and interviews were adapted to the research conceptual framework with the main components in SIMPEG (Rivai and Sagala, 2005). SIMPEG application as an e-government implementation or regarding the use of information systems in the management of apparatus resources within the South Kalimantan Provincial Government

#### **Input Function**

The South Kalimantan Province Regional Civil Service Agency plays an active role in updating data. The available human resources come from experts to operate the application, namely SIMPEG (Personnel Management Information System) as part of e-government. The input function is a data requirement to process information so as to produce useful data that can be understood by operators and ASNs who work within the South Kalimantan Provincial Government.

#### **Quality of HR**

The human resources available at BKD South Kalimantan Province are 80 civil servants with different educational backgrounds. The main priority for HR competencies required is those who are proficient in mastering the use of IT (Technology and Information). The identified quality of human resources is non-ASN employees or experts provided by third parties. As the South Kalimantan Province BKD is a goal-oriented organization, especially in the government sector, as conveyed by Trewatha and Newport (Winardi, 2007). Experts who work at BKD South Kalimantan Province as data transferers from analog in the form of writing made by applicants or employees within the South

Kalimantan Provincial Government into digital form which can be saved by scanning until it becomes a digital format such as Portable Document Format.

Based on the problems related to the availability of the quality of human resources needed, the solution offered is to open formations and recruit apparatus resources and provide training activities for the existing apparatus. Through these two options, this solution aims to increase capabilities that are able to exploit well the resources owned and within the organization, as well as one's potential to carry out an activity or series of activities. (Amir, 2011). The capability referred to is having the ability and understanding in detail so that you really master and are adaptive in official duties, namely managing the SIMPEG application.

### **SIMPEG Implementation Budget**

Every organizational activity always requires a budget, including from SIMPEG as part of the South Kalimantan Province BKD in carrying out its function, namely supporting personnel activities as a regional authority. The budget is not just about available money, but rather the appropriate allocation to realize common goals (Misdayanti & Kartaspoetra, 1993). The budget used again to make SIMPEG can be used by all ASN in the BKD of South Kalimantan Province, maintaining the continuity of the application, maintaining the system consisting of hardware and software, and providing human resources that are in accordance with competence in managing SIMPEG (brainware). The budget for the new SIMPEG was prepared in 2022 which will be realized in 2023 amounting to IDR 240,000,000.00 considering that the previous budget did not exist. The budget from 2019 to 2021 is focused on handling Covid-19.

Based on the results of research interviews conducted by researchers, it can be seen that during 2019-2021 there was no budget for SIMPEG management at the South Kalimantan Province BKD because the existing budget was focused on handling Covid. In a budget system, it is an important factor that determines whether a system can be implemented or not, where the budget is a quantitative plan in monetary and non-monetary form that is used to translate organizational goals and strategies into operations. Compliance in budget allocation as a basis for management that is in line with the planning function (Suparmoko, 2000)

### **Supporting facilities**

Basically, there are supporting facilities as something that facilitates or simplifies activities in terms of realizing SIMPEG (Wahyuningrum, 2004; 4). Supporting facilities should be adjusted to standards that suit work needs. Facilities that do not meet the criteria of need are at risk of becoming an obstacle to activities designed to realize the organization's goals. The implementation of SIMPEG in BKD South Kalimantan Province, in terms of availability and conditions, is still considered to be less supportive of e-governance personnel service standards.

To develop the SIMPEG application, it uses a database system using MariaDB as an alternative version of MySQL, reviewed as an open source that is free to obtain and can be developed by anyone. The database system is a mechanism for processing complex data that is ready to be selected, modified or changed by the operator so that it can be understood by the client user. Supported by the PHP programming language to develop web-based applications in both static and dynamic form. In the cross-server review, Linux is used to connect to the web, supported by the use of Apache.

Based on interviews and researcher observations regarding existing supporting facilities to support SIMPEG in BKD South Kalimantan Province, there is hardware such as computers, internet connections (WiFi), and MCR as electricity supply in the event of a power outage. The available software uses Linux as the operating system, the MariaDB database system, the PHP programming language, and the web service uses Apache. The space for the server itself is not adequate considering that the sub-district head's work space is still used which has to adjust the temperature to cool the server which is not recommended to the temperature that should be for employees. Facilities are anything that can facilitate and expedite the implementation of a business (Wahyuningrum, 2004). The results of the interview above can be interpreted as supporting facilities in the form of servers that do not have a special room, making the implementation of employee activities less smooth.

### Basic Data

SIMPEG as a system requires basic data to be processed into information so that it is easily understood by client users. The basic data required by SIMPEG BKD South Kalimantan Province has been regulated in the Decree of the Minister of Home Affairs Number 17 of 2000 concerning Personnel Management Information Systems, namely basic employee data, employee history data and employee transfers.

Exposure to information with basic data contained based on basic data in accordance with the Decree of the Minister of Home Affairs Number 17 of 2000 concerning Personnel Management Information Systems. The data completeness aspect starts from data collection. In this case, each employee can input their own data or can contact the admin via WhatsApp of the listed employees or via the ticket feature on the main menu of the SIMPEG application.

The components contained in the personnel database include:

1. Primary Data, consisting of: Employee Identification Number, Full Name, Date of Birth, Place of Birth, Gender, Religion, Blood Type, Marital Status, Residential Address, Telephone, E-mail, Employee Status, Employee Position, BPJS Number, and NPWP .
2. CPNS/PNS History Data, namely: Rank History, Position History, General Education History, Training History, Family History, Membership History, Service Certificate History, Overseas Assignment History, History, Job Executor Assessment List, Employee Disciplinary Punishment History, Ability History Language, Leave History.

Each OPD has a SIMPEG admin whose job is to manage, coordinate and organize personnel administration within the OPD with the aim of updating the latest personnel data. Based on the research results, the basic data in SIMPEG does not yet support SIMPEG's needs, such as job data, so the basic data needed for job formation is not focused. In accordance with what Davis (1999) stated, information is data that has been processed and has real value for making decisions in the future so that the BKD of South Kalimantan Province has not yet fully decided to appoint the right position considering the incompleteness of the basic data it has.

### SIMPEG SOP

In implementing SIMPEG, so that it can be understood and used by all employees within the South Kalimantan Provincial Government, guidelines are needed for using SIMPEG. SIMPEG Standard Operating Procedures (SOP) are written instructions that show the steps on how to use something systematically in SIMPEG.

In seeking the input function for updating SIMPEG data at the BKD of South Kalimantan Province, the first step is to prepare human resources according to the field of SIMPEG operations and increase capabilities through providing training. In implementation, of course a budget must be prepared, for SIMPEG in BKD South Kalimantan Province, Rp. 240,000,000.00 has been prepared after being absent from reviewing the Covid-19 pandemic from 2019 to 2021. A review was carried out on the supporting facilities that were available, including hardware and software such as a computer with a Linux operating system and several other applications to support the Apache-based SIMPEG application. In processing, there are data components that must be contained, namely primary data and CPNS history data as specified in the SOP. The first step is to identify data according to the employee's identity as a user of the SIMPEG application up to the upload stage to take part in training and so on.

### Process

In using the SIMPEG application by users or employees who work within the South Kalimantan Provincial Government (user client), there are implementation stages that will be achieved which are referred to as processes. Maintaining data to maintain stability and application development and carrying out evaluation and monitoring to produce the required information efficiently and effectively. The output is determined by the process of implementing or processing data in SIMPEG which is used by stakeholders as policy makers.

### **Data Maintenance**

Data maintenance as part of active data updating, from addition to subtraction to obtain the most up-to-date information. Active data maintenance is carried out inadvertently in the sense that there is something that must be changed according to the new situation of the employee. Data maintenance has three sub-activities consisting of recording the results of filling in personnel data forms, updating data, and analyzing data processing.

Updating data can be done by ASN employees themselves to log in to their SIMPEG account to update data such as recently attending training, promotion to rank and class, and transfers to other agencies within the scope of the South Kalimantan Provincial Government. In this case, it was recorded that 10,500 people were active in making changes to the overall ASN data in South Kalimantan Province, so that of all the existing ASNs, there were certainly those who did not understand the use of SIMPEG. There are other options if there are employees who do not understand how to use SIMPEG. South Kalimantan Province BKD provides services for manual changes via the WhatsApp admin application or via e-ticket in the SIMPEG feature to forward complaints to the SIMPEG admin.

Data analysis and processing as an activity to process the database to make it easy to understand and in accordance with needs. The SIMPEG application uses Apache programming as web-based programming with a Linux operating system that can be used free of charge with a license, making it easier for application developers, namely admins, to process data.

The conclusion of the data maintenance function itself carried out by the South Kalimantan Province BKD is that processing an Apache-based database and providing a reporting feature for changes via WhatsApp to update employee activity records has been carried out in accordance with the maintenance function in managing the quality of stored data (Handoko, 2002).

### **Evaluation and Monitoring**

In evaluation and monitoring as activities that support decision making. Decision making can be done by reviewing employee performance for a year until an application bug is discovered and a fix is found. For decision makers or decision makers, SIMPEG helps in interpreting employee performance. Information provided. Therefore, evaluation and monitoring are the right steps for decision makers in determining policies to review human resources which means ASN within the South Kalimantan Provincial Government as policy implementers as contained in Law Number 5 of 2014 concerning State Civil Apparatus.

In the process dimension, there are findings that show the appearance of the SIMPEG application with web-based Apache programming with the Linux operating system is fairly user-friendly or easy to use even for lay users. The presentation of information is easy to understand and can be printed for SKPD administration purposes both in tabular form and other visual forms. This is in line with the evaluation concept, which is to provide useful information for decision makers, in this case South Kalimantan Provincial BKD officials, to determine appropriate policies from several existing alternatives for reviewing employee performance and placing appropriate position formations with employee competency. (Arikunto, 2004). This process determines the success of the output from SIMPEG, because through this process management success can be ensured employees in accordance with Rivai and Sagala to determine government policy.

### **Outputs**

The presentation of information from the database processed by the SIMPEG application from BKD South Kalimantan Province is a form of output. The output obtained must be immediately reported to policy makers. The reported output has been simplified both in the form of presentations and tables. In print out form it can also be obtained as an attachment for administrative purposes for SKPD that require it by writing first to the BKD secretariat for South Kalimantan Province.

Information is presented by mobilizing data from the database system to the requested part, especially for policy makers or those who have authority (authorized access) in an easy and short time. This is a form of managerial support in the form of a print out or graphic display on the monitor screen. Its essence is as a managerial activity.



### **SIMPEG Data Final Results**

The finalization of SIMPEG activities in BKD South Kalimantan Province is written data processing in the form of reports such as data recapitulation. The results obtained are useful as input for using SIMPEG (user client) BKD South Kalimantan Province data so as to create a conducive environment related to Apparatus Resource Management. The data produced is accurate in accordance with database requests from the files of each ASN employee who is active within the South Kalimantan Provincial Government. The types of reports to finalize information from SIMPEG according to request requirements include:

- 1) Data Sets by Age;
- 2) Data Sets by Gender;
- 3) Data Set by Group;
- 4) Data Set by Echelon Position;
- 5) Data Set by Education Level; And
- 6) Dataset by Age by Gender

*User profile* employees in SIMPEG can be used as a review of employee status information for managerial needs such as analysis of employee needs so that the data is shown to have the relevance of what is needed. The additional features that will be worked on will help to access data for each employee so that they are expected to be able to evaluate their performance and be motivated to improve employee competency in working or serving the community within the South Kalimantan Provincial Government. As a final result, the SIMPEG application is obtained in a state of up-to-date or up-to-date data even though the application system only contains data recapitulation and converts documents into PDF (Portable Document Format). The existing features are expected to support all activities that are necessary in the field of human resources to realize employee roles appropriately for effective and efficient performance in providing services to the community. The information provided by the SIMPEG application does not fully meet the criteria according to McLeod (2001: 145), namely in the complete section, as it is known that there is a lack of completeness of information from the basic data of each employee. Relevant, accurate, precise as other criteria for the final data results at SIMPEG BKD South Kalimantan Province have been fulfilled with applications that show the results of data recapitulation whenever and wherever needed.

The output from the implementation of SIMPEG data is the final result of the SIMPEG data itself. The results of the final SIMPEG data are synchronized with the quality criteria of the final data, namely relevant, accurate, complete and precise. The new SIMPEG BKD for South Kalimantan Province meets the relevant criteria of being accurate and precise regarding information from basic employee data within the South Kalimantan Provincial Government. Rivai and Sagala explained that this research is an analytical tool because there are main functional components in the HR Information System that are relevant to the use of the Personnel Management Information System (Simpeg) in Apparatus Resource Management in BKD South Kalimantan Province.

### **Inhibiting Factors in Using SIMPEG in Apparatus Resource Management within the South Kalimantan Provincial Government**

Factors that hinder the use of SIMPEG in the Management of Apparatus Resources within the South Kalimantan Provincial Government in allocating APBD can be identified through direct discussions with the South Kalimantan Province BKD as the party responsible for implementing managerial activities of the State Civil Apparatus in order to improve the quality of performance physical employees within the South Kalimantan Provincial Government. There are two types of inhibiting factors which are categorized into two types, namely direct causal factors and indirect causal factors (Abdul Halim, 2004: 50-51).

#### **Direct Factors**

1. ASN awareness to update data

Based on the research results, it can be concluded that there is still a lack of employee awareness to update data on the SIMPEG application. This should be followed up immediately to

strengthen employee human resources in the use of technology such as SIMPEG in personnel matters within South Kalimantan Province to realize e-government.

## 2. Limited budget

The budget to fulfill basic needs to support the use of SIMPEG is still limited. The new budget will be discussed when 2022 reviews the last 2 years of the budget used to deal with the Covid-19 pandemic. The use of SIMPEG must be realized by reviewing the Decree of the Minister of Home Affairs Number 17 of 2000 and further strengthened by the Regulation of the Governor of South Kalimantan Number 4 of 2018.

### Indirect Factors

Factors that do not have a direct impact on achieving targets but have a fatal impact if left untreated in the long term. Indirect factors that influence the use of SIMPEG by the BKD of South Kalimantan Province return to technical matters and strengthening human resources who operate SIMPEG. Cable arrangements that are not neat and unprotected are vulnerable to damage as a place for employees to pass by and can also be at risk of being damaged by rodents (rodentia). Then the computer specifications used are still far from meeting the latest computing needs, with computer specifications,

1. Processor: Core 2 Quad 3 Ghz
2. Motherboard: ECS A75F-M2
3. Memory: 2GB DDR3
4. Hard disk: Seagate 500GB SATA3

The specifications of the computer used are an older version so that when there are updates the use of programming languages and web servers continues to increase, the version you have requires high specifications. An indirect factor in the use of SIMPEG is the lack of supporting facilities and infrastructure and it is far from the version required to run the SIMPEG application. Starting from the cable arrangement to a special room for placing servers which is not yet optimal according to its function as a server storage area.

As can be seen, the direct factors that hinder the use of SIMPEG are human resources that have not been fulfilled in developing SIMPEG, low awareness of employees within the South Kalimantan Provincial Government in managing the administration of their respective personnel, and a budget that has not been fully available to update the needs for the use of SIMPEG. . Indirect factors lead to the minimal availability of facilities and infrastructure for the use of SIMPEG

### Implications

Implications are findings from scientific research as consequences for the research object continuously. Consequences are everything that arises as a result of the policy formulation process. Interprets that effects are the consequences and consequences resulting from certain policies or actions taken (Islamy, 2003).

Based on research, improving the quality of human resources in accordance with existing competencies is influenced by hardware resource management such as input function theory, namely components that support output, in this case the use of SIMPEG in the BKD of South Kalimantan Province. The consequences for creating device resource management must also be prepared by adding SIMPEG management staff and authorizing ASN staff with the right educational background, namely in the field of application development.

It has been proven that the final result of SIMPEG data must meet several criteria, namely relevant, meaning that the information provided is in accordance with what is needed, accurate, which means it is in accordance with the actual situation, timely, meaning it is available before a crisis problem occurs, and complete, which means the information presented is in accordance with need. South Kalimantan Province BKD must fulfill all criteria in managing SIMPEG final data so that quality reports are produced in decision making related to personnel

### Legalistic Implications

First, based on the Decree of the Minister of Home Affairs Number 17 of 2000 in article 1 which explains SIMPEG as a tool that processes data related to personnel. SIMPEG is involved in





staffing activities to support data needs. This has a negative impact on processing employee data needs if SIMPEG's supporting basics are not met in accordance with minimum service standards. Second, article 3 explains that the functional management of the Provincial SIMPEG is carried out by the Provincial Personnel Bureau. So far, the implementation of SIMPEG in the South Kalimantan Provincial Government is handled by the South Kalimantan Provincial BKD. Third, based on the South Kalimantan Governor's Regulation Number 4 of 2018 in article 8 concerning data updates, data updates can be carried out if every employee mutation occurs according to the current situation (recent date) is reported. South Kalimantan Province BKD is required to update data once a year which is carried out through active evaluation.

### **Practical Implications**

The results of this research are input for stakeholders. Prioritize budget allocations to fulfill several required facilities and infrastructure. The budget is the initial capital for realization so it needs to be improved and included in the South Kalimantan Province RAPBD.

The budget available to support activities utilizing the SIMPEG program is very influential, such as providing formations for employees in the IT sector and procuring facilities and infrastructure such as server cables, server rooms, computers and networks. Based on observations and interviews, the available budget can only be budgeted for 2022 for the following 2023 so that efforts to maximize the use of the SIMPEG program have not been achieved. Lastly, providing training in the IT field can be an option to build employee awareness in increasing the competency of employees who wish to have a career in the IT field, one of which is the SIMPEG application in BKD, South Kalimantan Province.

## **4. CONCLUSION**

From several discussions and analyzes that researchers have conducted regarding the use of the Personnel Management Information System (SIMPEG) in Human Resources Management in the South Kalimantan Provincial Government, it is concluded as follows: Based on the three dimensions of the concept that researchers use, which consist of input, process and output, not yet can be called optimal. The quality of human resources is inadequate considering the lack of employees with educational backgrounds, not technology, the budget is inadequate for the realization of several devices, the facilities are not yet ready, such as a special room for servers that does not yet exist. The SOP indicators, data maintenance, evaluation and final report are considered good so that employees are helped to utilize SIMPEG. The main obstacle to the use of SIMPEG as apparatus resource management is that the availability of human resources in managing SIMPEG is not sufficient for application development every year so it is still There were findings that there was still old data from each employee that was not up to date. The facilities provided have not been fulfilled which has an impact on the performance of SIMPEG administrator employees in carrying out several jobs related to personnel. The efforts made by the BKD of South Kalimantan Province to overcome obstacles to the use of SIMPEG as apparatus resource management are to update the facilities and infrastructure to support the SIMPEG application and update human resources. who manage SIMPEG in accordance with qualifications related to programming in SIMPEG management. The suggestions that can be included in this research are: In realizing the use of the Personnel Management Information System in personnel resource management, it is necessary to revise the budget aimed at meeting basic needs, supporting facilities, such as upgrade the computer (hardware) to the latest version, build 1 (one) unit of special server room with full AC, and arrange server cables neatly. South Kalimantan Province BKD is advised to open a special formation for employees with an educational background in the field of technology information. The aim is to open the formation so that selected employees can be controlled internally to avoid data leaks rather than using a third party.

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