

Staffing Application System In The Development And Supervision Of Employees Based On Information Technology (It) In Order To *Good Government* At Regional Office In The Ministry Of Justice And Human Rights Of Central Java (Case Study At Regional Office of the Ministry of Justice and Human Rights of Central Java)

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Abstract. Based on the study it can be concluded that the implementation of and development of application performance appraisal of civil servants is an assessment of the performance is done at the time of the achievement of targets Employee Work is done in a measured by comparing the actual work with the target set by the organization for each employee, so as to achievement of specified targets at the end of the year. Assessment of Civil Servants implementation work in the Regional Office of the Ministry of Justice and Human Rights of Central Java is done through evaluation methods.

Barriers that occur in the Regional Office Law and Human Rights Ministry of Central Java in providing performance benefits as stipulated in the Regulation of the Minister of Law and Human Rights No. 22 of 2014 of which the form has not been found job analysis conducted by management office, employees are not willing / able to develop competency yourself , absence of a good methodology in identifying a job, the boss's behavior is supposed to give an example / role model in encouraging and competencies of subordinates, each employer is aware of the importance of creativity, initiative and a sense of each employee into good consideration in determining the types of work. Efforts are being made by increasing the strong desire of every employee in order to work in accordance with the assessments and improving the competence of oneself, in charging SKP by each employee be done routinely every day to get the direct supervision by the employer concerned, giving performance benefits granted optimally to each employee to the maximum, and the determination of the best boss by the Regional Office of the Ministry of Law and Human Rights, Central Java, so the boss can be an example, determine the class position, and provide the maximum performance benefits in accordance with the capabilities of each employee. Giving performance benefits given up to every employee to the maximum, and the determination of the boss of the best by the Regional Office of the Ministry of Law and Human Rights, Central Java, so the boss can be an example, determine the class position, and provide performance benefits to the maximum in accordance with the capabilities of each employee. Giving performance benefits given up to every employee to the maximum, and the determination of the boss of the best by the Regional Office of the Ministry of Law and Human Rights, Central Java, so the boss can be an example, determine the class position, and provide performance benefits to the maximum in accordance with the capabilities of each employee.

Keywords: *Staffing Application System; Information Technology (IT); Good Government.*

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1. Introduction

Civil Servants (PNS) as a key element of human resources of the state apparatus have a role in determining the success of governance and development. The figure of the civil servants who are capable of playing those roles are civil servants with competence that is indicated on the discipline that high, good performance and the attitudes and behavior that are full of loyalty and obedience to the state, morally and mentally good, professional, aware of its responsibility as a public servant and able to be the glue of national unity. Officer Basic Law, namely Act No. 8 of 1974 has been amended by Act No. 43 of 1999 on Civil Servants, and further regulated by Government Regulation No. 53 of 2010 Concerning Civil Servant Discipline is a legal basis to ensure public servants and can be made the basis for the preparation of the state apparatus that is good and true. Formation of Civil Servants characteristics could not be separated from their system of government management. Management etymologically derived from the word meaning *Manus Agere* hand and that means doing, whereas in English Manage means taking care of and in Latin. Management system needed in regulating the Civil Servant is putting the right people in the best position, so that it can carry out government duties to the fullest.

In order to get a good human resource and quality, it must be applied to the analysis of human resources performance. Analysis of the performance itself is a systematic way to gather the information about the content jobs and power requirements, and the context in which work is performed. The job analysis typically involves gathering information would be characteristic of a job that distinguishes it from other jobs. The information can help in distinguishing among other work activity and behavior, interactions with other, standards of performance, influence over finance and budgeting, machinery and equipment used and the conditions of employment.

Implementation of any government duties performed by every civil servant should be appropriate because each Civil Servant plays an important role. It is implemented in accordance with the legal basis of legislation, namely Act No. 5 of 2014 on Civil Servant Apparatus⁴, As for the evaluation of the performance of employees is now regulated in Government Regulation No. 46 of 2011 on Job Performance Assessment of Civil Servants, wherein the performance appraisal of Civil Servants is done in two (2) elements⁵:

- The Target of Employee Work or often called by SKP, work plans and targets are achieved by a Civil Servant;
- Work Behavior, is the behavior, attitudes or actions taken by civil servants or not doing something that should be done in accordance with the legislation.

Both the assessment criteria were combined into a single unit to be able to determine the performance of each employee who went on to become one of the components in employee rights namely providing performance benefits.

The development of the world is entering the industrial revolution 4.0, where all things are connected through information technology. Internal services to employees of the Civil done through the employment application system known as *SIMPEG* and

⁴Act No. 5 of 2014 on Civil Servant Apparatus.

⁵Article 4 of Government Regulation No. 46 of 2011

developed in each of the ministries, including the Ministry of Justice and Human Rights. From this the authors will discuss the application of Civil Servant System in the Context of Development and Supervision Officer Information Technology (It) In Order To Achieve Good Government in the Regional Office of the Ministry of Justice and Human Rights of Central Java.

From this background, the exposure of the problems that arise are as follows:

- How the implementation of the development and supervision of employees through IT-based staffing system at the Regional Office of the Ministry of Justice and Human Rights of Central Java?
- What are the barriers and efforts made by the Regional Office of the Ministry of Justice and Human Rights of Central Java in the development of application systems staffing?
- How best the criteria for the use and development of personnel system for the supervision of Employees based on IT in the Regional Office of the Ministry of Law and Human Rights of Central Java?

Research Methods

The method used in this study is the method of juridical empirical approach (Socio-juridical), Specifications used in this research is descriptive analysis.

Methods of data collection in this research using primary data is by way of observation and Interview. Secondary data with library studies. This research was conducted by qualitative descriptive.

2. Results And Discussion

2.1. Application of Civil Servant System in the Context of Development and Supervision Officer Based On Information Technology (IT) in the Framework to Good Government in the Regional Office of the Ministry of Justice and Human Rights of Central Java

Implementation and Application Development Job Performance Assessment of Civil Servants Based On Technology Information (IT) In Order To Achieve Good Government, Employee performance is often influenced by several personnel management⁶:

- Work culture, it is grown in an employee organization and is based on the interests of each individual has a different motivation in all activities, in addition to the education background and family environment also affects the work culture.
- The supervision system, this is done by the management and should be done without any hesitations contained in law, permissive and not conducive.

The evaluation of the performance of employees is now regulated in Government Regulation No. 46 of 2011 on Job Performance Assessment of Civil Servants, wherein the performance appraisal of Civil Servants is done in two (2) elements⁷:

⁶ Tedi Sudrajat, 2005, *Relefans dan Efektivitas Sumpah/Janji Pengangkatan Terhadap Kinerja Pegawai Negeri Sipil di Kabupaten Banyumas*, p. 165

⁷ Article No. 4 of Regulation No. 46 of 2011

- Target Employee Work or often called by SKP, work plans and targets are achieved by a Civil Servant
- Work Behavior, is the behavior, attitudes or actions taken by civil servants or not doing something that should be done in accordance with the legislation.

Assessment of the performance is done at the time of the achievement of targets Employee Work is done in a measured by comparing the work with the realization of the targets set by the organization for each employee, so it can be determined the target achievement at the end of the year⁸

2.2. Barriers and Efforts Carried Regional Office of the Ministry of Justice and Human Rights of Central Java in Supervision and Reporting Officer

Application and reporting of employees of the Ministry of Law and Human Rights, better known by the name *SIMPEG Kemenkumham* located at address <https://SIMPEGkemenkumham.go.id>. This application is a translation of the Regulation of the Minister of Justice and Human Rights no. 10 of 2016 on Management Information System of the Ministry of Justice and Human Rights. *SIMPEG* application shall be accessed by all employees and prospective civil servants in the ministry of law and Human Rights.

Obstacles that arise during operation of the application are:

- Obstacles encountered:
 - The absence of an employee job analysis and assessment of the development of the employees so often the case of employees who are incompetent to work.
 - Employees did not develop its own competencies through training and development paths made by the organization and outside the organization, this is due to many reasons.
 - The absence of a good methodology for identifying a job for employees / officials, so the placement of an employee at a type of work is not directional and tend to be haphazard.
 - The behavior of a boss who can give an example or role model and generate enthusiasm and passion to work, but it is also every employer must be able to recognize themselves, to discipline themselves, lead by example, instilling nature of autonomy, avoiding attitudes and negative behaviors, and considers the discipline is a reflection of worship , so that each boss can foster each employee is not just fear of the boss, but actually arises from the consciousness of each clerk, besides the boss's behavior also influence the decision of what is used on the employee to assign tasks and responsibilities to employees,
 - Recognizing the fact every human being has the creativity, initiative and sense, so that when determining the type of work should pay attention to all three of the human instrument.
 - Determination of class positions in each unit of work that is based on the decision of the Head of State, to determine the grade allowance granted to each employee based on assessments and performance, is still not as expected,

⁸ Article 8 of Regulation No. 46 of 2011

considering the number of employees who have been doing one work together, and the determination of a specific employee is placed in a certain position class.

- Efforts are being made to overcome the barriers
 - For the Civil Servant Office of the Ministry of Justice, Central Java
 - That any Civil Servant shall their strong desire to carry out his work in accordance with the basic tasks of each function,
 - All staff have a great desire to improve the competence of its own, both in education and training held organization and in the community,
 - Manufacture assessments and performance appraisals conducted regularly every day by each employee under the direct supervision of the supervisor in question so that can be measured in jobs and manufacturing reports can be timely,
 - Giving Benefit performance is the reward for employees who have been carrying out their duties to the maximum, thus giving performance benefits expected to be one of the factors behind employee to work with the maximum in accordance with job competencies expected by existing organizations.
 - Tops for the Regional Office of the Ministry of Justice and Human Rights of Central Java
 - That every instance of a very important role superiors to subordinates so that always can do in this kind of firmness in the assignment of a particular position;
 - office class determination is not based on their likes and dislikes of the subordinate employee but is actually based on competence and assessment of the implementation of the performance.
 - Supervision is attached to the subordinate as management tasks of leadership in staffing organization both in terms of the implementation of the hours worked, as well as permission to work.
 - Renewals of the system and method of job analysis so as to determine the appropriate type of employee jobs the competence and the type of work each, with the supervision of their colleagues and the public so as to improve the performance of Civil Servants
 - Conducting employee with the advanced management renewal process solutions to every problem in the determination of the type of work and the performance of existing allowances.
 - The reshaping of the procedure must be done in order to close the gaps where there is corruption on the implementation of the tasks and obligations as well as open space for initiative and independence of employees, not only based on orders from superiors in order to improve the service as excellent by all government agencies, especially the excellent service Regional Office of the Ministry of Justice and Human Rights of Central Java.

2.3. Best Criteria For Application of Development Personnel System in the Context of Development and Supervision Officer at the Regional Office of Justice and Human Rights of Central Java

Today each application system should always evolve and undergo maintenance, this is because the need for the use of these applications continues to rise. Development of these resources are needed at the time of each employee conduct education and training. So that these needs can be monitored and get the attention of their respective superiors and become its own mapping by the Human Resources Development Agency for its fulfillment. Besides supervision can be done also by looking at the education and training that is integrated with *SIMPEG.kemerkumham*, so that based on these results is also the official assessor can develop the competence and ability of personnel to provide a broad se space as possible to the Ministry.

The ultimate purpose of supervision and overall employee development is to be able to form Civil Servant more efficient and effective, with the following criteria:

- Strict working on regulations;
- Special task;
- Rigid and simple;
- Implementation of the official;
- Settings from the top down;
- Based on the logic;
- Central;
- Obedient and submissive;
- Not violate the provisions;
- Structured;
- Without discrimination⁹

This principle is considered as the basic principles and the ideal characteristics. The power is exercised by the people behind the counter for granted the basic rules underlying its operation by bureaucrats. However, it is expected clear accountability for each office are handled by the leadership¹⁰.

3. Conclusion

- The implementation and application development of performance appraisal of civil servants is an assessment of the performance is done at the time of the achievement of targets Employee Job desk is done in a measured by comparing the work with the realization of the targets set by the organization for each employee, so it can be determined targets achievement at the end of the year. Assessment of Civil Servants implementation work in the Regional Office of the Ministry of Justice and Human Rights of Central Java is done through evaluation methods.
- Criteria for Performance best to provide Allowances for Civil Servants which is based on Employee Job Performance Assessment (SKP) where the determination is

⁹Inu Kencana Syafii, 2003, *Sistem Administrasi Negara Republik Indonesia (SANRI)*, Jakarta: Bumi Aksara, p. 110

¹⁰Girindi Pringgodigdo & Pasaribu, 1980, *Hukum Administrasi Negara dan Administrasi Daerah*, Jakarta: Faculty of Law University of Indonesia, p.67

done based on the analysis of the work by the research methodology by management of the Regional Office to determine an employee deserved duties on certain types of work, get performance benefits in accordance with the type of work, hours of work and leave are concerned.

- Barriers that occurs in Regional Office of Law and Human Rights Ministry of Central Java in awarding performance benefits as stipulated in the Regulation of the Minister of Justice No. 22 of 2014 of which the form has not been found that job analysis conducted by management office, employees are not willing / able to develop competence themselves, not the presence of a good methodology in identifying a job, the behavior of superiors who should be able to give an example / role model in encouraging and competencies of subordinates, the importance of each boss is aware of the creativity, initiative and a sense of each employee into good consideration in determining the types of work. Efforts are being made by increasing the strong desire of every employee in order to work in accordance with the assessments and improving the competence of oneself, in charging SKP by each employee be done routinely every day to get the direct supervision by the employer concerned, giving performance benefits granted optimally to each employee to the maximum, and the determination of the best boss by the Regional Office of the Ministry of Law and Human rights, Central Java, so the boss can be an example, determine the class position, and provide the maximum performance benefits in accordance with the capabilities of each employee. Giving performance benefits given up to every employee to the maximum, and the determination of the boss of the best by the Regional Office of the Ministry of Law and Human Rights, Central Java, so the boss can be an example, determine the class position, and provide performance benefits to the maximum in accordance with the capabilities of each employee. Giving performance benefits given up to every employee to the maximum, and the determination of the boss of the best by the Regional Office of the Ministry of Law and Human Rights, Central Java, so the boss can be an example, determine the class position, and provide performance benefits to the maximum in accordance with the capabilities of each employee.

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