

## Analysis of Performance Assessment System Model of Civil Servants in Gorontalo Province Training and Education Agency

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### Abstract

*This study aims to analyze the Model Apart Civil Servant Performance Assessment System (SIRANSIJA) in the Gorontalo Province Education and Training Agency. This research method uses a survey method with data collection techniques are observation, interview and literature study. The data analysis technique was carried out through the process of data reduction, data presentation and conclusion. The results of this study are the results of this study are the Performance Appraisal System for Civil Service State Apparatus (SIRANSIJA) at the Gorontalo Province Education and Training Agency based on the Governor Regulation (PERGUB) No. 50 of 2016 which is then implemented through the SIRANSIJA application with the indicators being Integrity, Work Ethic and Mutual Cooperation. The implementation of this Assessment System is also regulated by principles that are objective, measurable, accountable, participatory, and transparency. The conclusion in this study is that the implementation of SIRANSIJA based on Gorontalo Governor Regulation Number 50 of 2016 in terms of the discipline of the State Civil Apparatus (ASN) has been effective in optimizing attendance, but in terms of ASN performance, it still needs a lot of improvement.*

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### Introduction

The application of Law Number 5 of 2014 concerning State Civil Apparatus (ASN) is a policy that is considered to have a significant impact on institutions, career systems and remuneration because, the law rearranges the recruitment, coaching and career development system which includes a system of career separation and filling high positions. through open promotions. The change in policy is considered an important and major factor in a bureaucratic government administration, in which a State Civil Apparatus (ASN) plays a very important role in it to ensure the selection of professional and competent people, in accordance with job competency standards. So that the Gorontalo provincial government makes various efforts to support this policy including Gorontalo Governor Regulation Number 50 of 2016 where the performance appraisal system must be based on integrity, work ethic and mutual cooperation.

The purpose of this State Civil Servant Job Performance Measurement System is to improve employee performance and career development, so as to provide satisfaction with the performance of the work he does. However, in reality, the system of measuring the work performance of state civil servants within the Gorontalo provincial government is still not in accordance with the stipulated regulations. Some of the problems in implementing the Work Performance Measurement System for State Civil Servants are still based on the workload and strategic location of the agency, not on employee work performance, so there is jealousy among

the State Civil Apparatus. Work Achievement of the State Civil Apparatus in accordance with their respective class of office.

## Methods

This research uses a qualitative approach, a qualitative approach is very relevant to use because it is closely related to the unique nature of social reality and the world of human behavior itself. Through this qualitative research, it is expected to explain the State Civil Apparatus (ASN) Performance Achievement Assessment System Model (SIRANSIJA) in the Gorontalo Province Education and Training Agency. The collection of data and information in this study is to use interview guidelines.

## Results and Discussion

Previously there had been similar research by (Moonti & Karepoan, 2018) raised the title of measuring work performance of the State Civil Apparatus (ASN) at the Gorontalo Province Agriculture Office. The results showed that, first, the implementation of the Work Performance Measurement System (SIRANSIJA) at 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 not effective. Second, found influencing factors, namely Supporting Factors: Fingerprint Requirement and Features that Control 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 improve the SIRANSIJA system for a more comfortable use

Similar research was also carried out by (Satlita et al., 2015) which raised the title regarding Employee Performance Appraisal in the Yogyakarta City Government. The results of this study are that there are two performance assessments in the Yogyakarta City Government, namely the Employee Performance Appraisal (PKP) and the Civil Servant Job Performance Assessment (SKP). Employee performance appraisal is regulated in Yogyakarta Mayor Regulation Number 23 Year 23 Year 2007 concerning Employee Performance Assessment. Meanwhile, the assessment of civil servant work performance is regulated in Government Regulation Number 46 of 2011 concerning Civil Servant Job Performance Assessment. Employee performance appraisal on the Civil Servant Job Performance Assessment includes two, namely Employee Work Goals (SKP) and Work Behavior.

Furthermore, research by (Raupa., 2017) with the title Research Analysis of the Performance of Civil Servants at the Public Works and Spatial Planning Office of Poso Regency. The results showed that the performance of employees in this office were: (1) Having good work performance, but still needed to be improved; (2) Employee placement is not carried out in accordance with their educational background; (3) Have good teamwork, no initiative, less than that; and (4) Work discipline and responsibility still need to be developed.

Unlike some of the results of previous studies, this research focuses more on the IT-based ASN Performance Assessment System Model known as SIRANSIJA. So this research departs from the policy of the Governor of Gorontalo Number 50 of 2016 concerning the Mental Revolution-Based System for Measuring the Work Performance of State Civil Servants in the Government of Gorontalo Province, that the Work Performance Measurement System hereinafter abbreviated as SIRANSIJA is a measurement of the work performance of State Civil Servants within the Gorontalo Provincial Government. The Work Performance Measurement System (SIRANSIJA) as an elaboration of the national mid-term development plan or RPJMN which is contained in the nawacita of the President of the Republic of Indonesia. In Gorontalo

Governor Regulation Number 50 of 2016 the Gorontalo Provincial Government strives for the stages of improving the State Civil Apparatus both in terms of discipline and performance as outlined in the SIRANSIJA application.

The provisions of Gorontalo Governor Regulation Number 50 of 2016. The purpose is as a guideline for the Gorontalo provincial government in measuring work performance for the State Civil Apparatus within the Gorontalo Provincial Government. Objective: to implement a mental revolution for the State Civil Apparatus in order to improve the performance and career development of employees and improve services for the community. Principles, ASN Siransija is carried out based on the principles; Objective. The meaning of objective is an attitude that is more certain and its validity is more reliable and can also involve estimates and assumptions (Davidson, 2001). The objective is also an attitude that should be upheld for someone to address a problem, measurable (Deb, 2014).

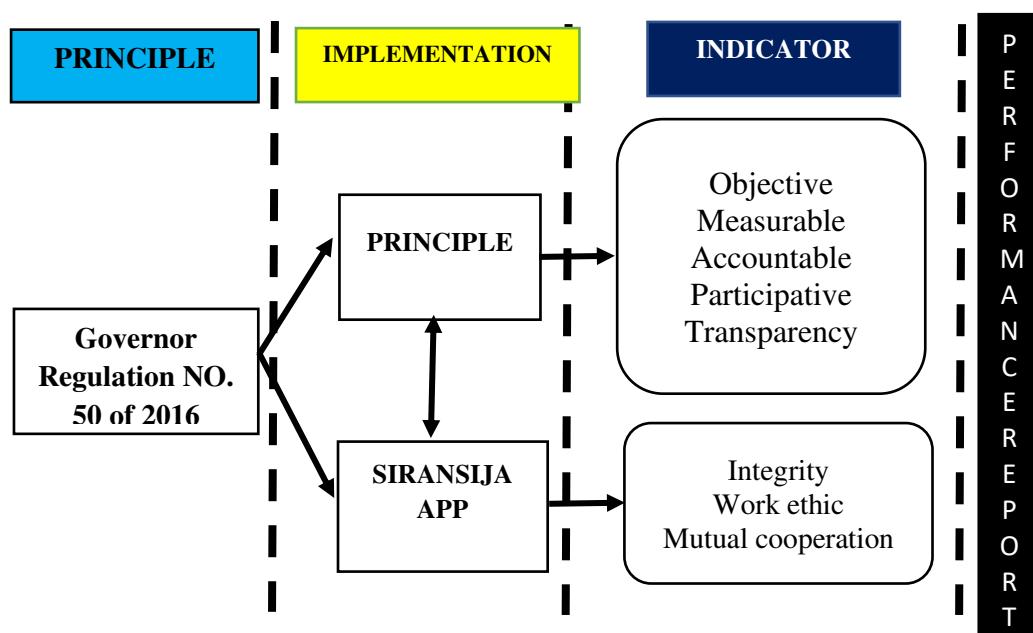
The meaning of measurable is a record of the results obtained from certain job functions or certain activities during a certain period of time based on the duties and principal. Accountable, accountability is one of the pillars of good government which is the responsibility of local governments in making decisions for the public interest, in this case as the responsibility of local governments for public services provided (Schedler, 1999; Przeworski et al, 1999). Participative; participation is the involvement of a person or persons in an activity (Goodwin, 1999). Involvement can be in the form of mental, emotional and physical involvement in using all the abilities they have (taking the initiative) in all activities carried out and supporting the achievement of goals and responsibility for all involvement, Transparent, Transparency is built on the free flow of information. All government processes, institutions and information need to be made accessible to interested parties and the information available must be sufficient to be understood and monitored (Junaedi, 2020).

Measurement of ASN Work Performance on the SIRANSIJA Application includes integrity, is the conformity between what is said and what is done is said, and being honest can be trusted to uphold the principles, moral and ethical truths. According to Gorontalo Governor Regulation Number 50 of 2016 concerning ASN Performance Measurement, the assessment for integrity is measured from the following indicators; Discipline (75%), measurement of work performance based on the discipline component by reducing the number of work results from the number of absences and divided by the total working days. The result is 75% times, LHKPN (State Organizer's Wealth Report) 5% Annual Performance, is a report on the assets of state administration which is recorded in the State Organizer's Wealth Report (LHKPN) form stipulated by the Corruption Eradication Commission. The procedure for filling in the LHKPN refers to the filling provisions issued by the Corruption Eradication Commission, State Civil Apparatus Assets Report (LHKASN) 5% Annual Performance, is a document submitting a list of ASN assets owned, which is controlled as a form of transparency of the State Civil Service Apparatus, Annual SPT 5% Annual Performance, is a letter by the taxpayer used to report the calculation of funds or tax payments, tax funds or non-tax objects and / or assets and liabilities, according to the provisions of tax laws and regulations for one year or part of a tax year, Findings 5% Annual Performance, are the findings of the inspectorate on case examination results.

ASN Behavior Pact 5% Performance. No smoking in areas that have been agreed based on Regional Regulation No. 10/2014 on smoking areas; Not consuming alcoholic drinks and complying with the provisions on the circulation of alcoholic drinks based on the provisions of Regional Regulation Number 16 of 2015 concerning Supervision and Control of the circulation of alcoholic drinks. Gambling in any form. Ethics in official dress. State Civil Servants within

the Provincial Government of Gorontalo who violate these provisions as intended will be subject to penalties adjusted to disciplinary penalties. Civil servants who are subject to disciplinary punishment must be accompanied by supporting evidence in the form of a Police Investigation Report (BAP) from their direct supervisor / Satpol PP (Civil service police Unit). Ethos, can be defined as an attitude that is oriented towards the best results, high enthusiasm for competition, optimism and always looking for productive and innovative ways. Work Ethic Indicators consist of Employee Performance Targets (SKP), E-monep 30%, Collective Movement, indicators of mutual assistance are Sports Activities, Korpri/Work Assimly, Religious activities, Meeting Activities.

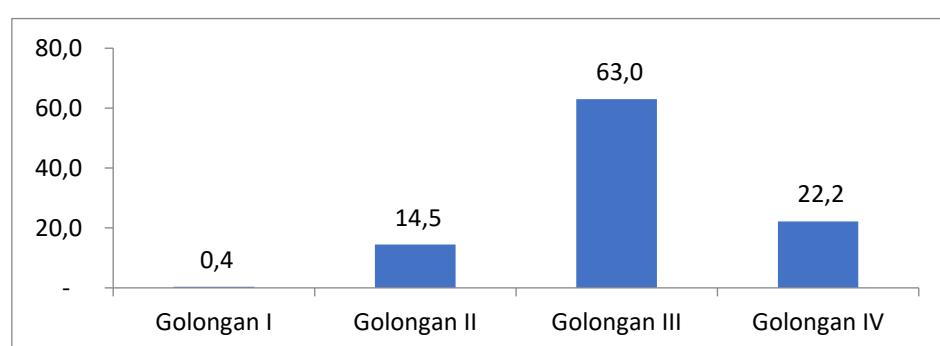
Based on the description above, the researchers made the ASN Performance Achievement Assessment System Model (SIRANSIJA) in the Gorontalo Province Education and Training Board as follows:



**Figure 1.** Model of SIRANSIJA in the Gorontalo Province Training and Education Agency

Furthermore, ASN's Performance Achievement Value through the SIRANSIJA Application, can be seen in the following figure.

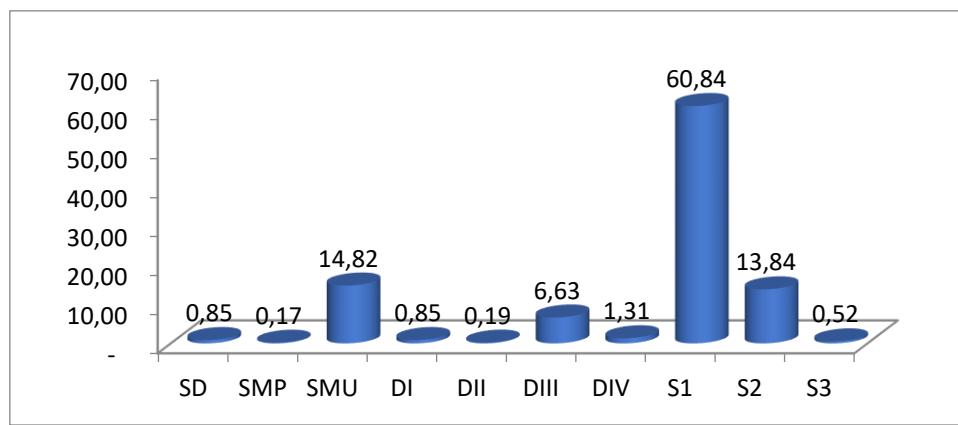
Value of Work Achievement of State Civil Servants (ASN) based on Group



**Figure 2.** Percentage of ASN by Group in Gorontalo Province in 2019

Source: [simpeg.gorontaloprov.go.id](http://simpeg.gorontaloprov.go.id), BKD, 2019

## Value of Work Achievement of State Civil Servants (ASN) Based on Education Level



**Figure 3. Percentage of ASN by Education Level in Gorontalo Province in 2019**

Source: simpeg.gorontaloprov.go.id, BKD, 2019

## Conclusion

Based on the research results, several conclusions were drawn, namely the SIRANSIJA model in Gorontalo Province Dilat Agency is based on PERGUB No. 50 of 2016, which in its implementation must adhere to the principles of being objective, measurable, accountable, participatory and transparency. Through the Siransija application that describes the integrity, work ethic and mutual cooperation of ASN, the ASN performance report card will appear for one year. There are several factors that determine the success of SIRANSIJA implementation at the Gorontalo Province Education and Training Board, namely a) environmental conditions such as software, internet, electricity networks; b) Resources such as ASN and operators; and c) Implementer Capabilities.

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