

THE EFFECT OF USE OF THE SABILULUNGAN EMPLOYEE PERFORMANCE ASSESSMENT SYSTEM (SASIKAP) ON IMPROVING EMPLOYEE PERFORMANCE: A CASE STUDY AT THE BANDUNG DISTRICT DPRD SECRETARIAT

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ABSTRACT

The problem examined in this study is the lack of optimal achievement of employee performance targets at the Bandung Regency DPRD Secretariat. This encourages agencies to take advantage of technological developments, namely the performance appraisal system which was issued and ratified based on the decision of the Regent of Bandung, namely SASIKAP, in the hope that it can assist in the process of monitoring and documenting employee performance results. This research uses a descriptive quantitative approach with survey methods and data collection techniques using questionnaires with a population of 44 employees. The results of this study indicate that the overall picture of the effectiveness of using SASIKAP is perceived as effective. Meanwhile, the overall level of employee performance is perceived as very effective. The results of the research show that there is a positive and significant influence between the use of SASIKAP on employee performance at the Bandung Regency DPRD Secretariat.

Key words: Employee Performance; Use of SASIKAP

INTRODUCTION

Advances in information technology and globalization have had a significant impact on changes in government systems and human resource management in various sectors, including local government agencies. As time progresses, almost all aspects of human life are now inseparable from the use of technology, whether in the fields of communication, economics, social affairs, education, or governance. Lubis and Nasution (2023) explain that the development of information technology today has become a dominant force that influences all aspects of human life, creating a new reality that changes the way humans work, interact, and make decisions. In line with this, Thompson et al. in Wijana and Rohmadi (2011) emphasize that the use of information technology is the behavior of information system users in carrying out their tasks, which is measured through the intensity, frequency, and number of applications used.

The use of information technology is an important element in improving employee work efficiency in the government environment. In the context of public organizations, information technology is not only used to support administrative activities, but also serves as a key tool in measuring and assessing employee performance objectively. Mangkunegara (2009) defines employee performance as the results of work, both in terms of quality and quantity, achieved by an individual in accordance with the responsibilities assigned to them. Sedarmayanti (2007) adds that performance is a record of the outcomes of an activity during a certain period. Meanwhile, Sunyoto (2015) explains that performance is the result of an individual's work in completing the tasks assigned to them. Based on these various opinions, performance can be understood as a measure of the success of an individual or organization in achieving predetermined goals.

In human resource management practices, performance measurement cannot be separated from a structured appraisal system. Caruth and Humphreys (2008) state that a good performance appraisal system must be formal, objective, measurable, transparent, and have clear review and appeal mechanisms. Robbins (2008) also argues that there are five key indicators in assessing employee performance, namely quality, quantity, timeliness, effectiveness, and independence. These five indicators are important benchmarks in ensuring that employees not only work hard, but also work effectively and efficiently to achieve organizational goals.

The development of a technology-based performance appraisal system is one of the key strategies for improving employee performance. Mangkunegara (2018) emphasizes that planned and system-based human resource development is essential for building a competent workforce that is adaptable to technological changes. This is relevant to the mandate of Law Number 5 of 2014 concerning State Civil Apparatus (ASN), which emphasizes professionalism, accountability, and results-based performance. In this context, the Bandung Regency Government developed the Sabilulungan Employee Performance Assessment System (SASIKAP) as a digital-based ASN performance assessment innovation.

The SASIKAP application was developed based on Bandung Regency Regulation Number 18 of 2019 and PANRB Ministerial Regulation Number 6 of 2022 concerning ASN Employee Performance Management. This system facilitates the daily, monthly, and annual performance appraisal process, which includes work activities, performance validation, attendance, and additional employee income reports. Thus, agency leaders can evaluate and monitor employee performance more quickly, accurately, and measurably. Abdurahman, Muhidin, and Somantri (2017) emphasize that an assessment instrument must have high reliability and validity so that the results can be trusted. Therefore, the implementation of SASIKAP is expected to provide objective and transparent performance measurement results.

The research approach in assessing the effectiveness of SASIKAP usage uses a descriptive quantitative method. According to Sugiyono (2016), quantitative methods are based on the philosophy of positivism, which is used to examine the relationship between variables statistically with the aim of testing formulated hypotheses. Descriptive research is used to describe phenomena that occur without manipulating variables, so that the results can provide a clear picture of the effectiveness of the SASIKAP system implementation on employee performance.

Based on the theoretical and regulatory studies described above, the following research hypotheses can be formulated:

H₀: There is no effect between the use of the Sabilulungan Employee Performance Appraisal System (SASIKAP) and employee performance.

H₁: There is a positive and significant effect between the use of the Sabilulungan Employee Performance Appraisal System (SASIKAP) and employee performance.

Therefore, the implementation of SASIKAP at the Bandung Regency DPRD Secretariat is expected to be an innovative solution in strengthening technology-based performance evaluation systems, increasing transparency, and encouraging the creation of a more effective, efficient, and accountable work culture within the local government.

METHOD

This study is a descriptive quantitative study. Sugiyono (2019, p. 23) states: "A quantitative approach can be defined as a research method based on the philosophy of positivism, used to study a specific population or sample, with sampling techniques generally conducted randomly, data collection using research instruments, and quantitative/statistical data analysis with the aim of testing predetermined hypotheses".

Meanwhile, according to Sugiyono (2016, p. 11), descriptive research is research conducted to determine the value of independent variables, either one variable or more, without making comparisons or connecting them to other variables that are researched and analyzed to produce conclusions.

Descriptive research has several methods, one of which is a survey. A survey is a research method that collects data from respondents using questionnaires to draw statistically meaningful conclusions. The population in this study was the entire sample, namely 44 civil servants at the Bandung Regency DPRD Secretariat who use SASIKAP.

There are two types of variables in this study, namely independent variables and dependent variables. According to Sugiyono (2016, p. 68), independent variables are variables that influence or cause changes or the emergence of dependent variables. Meanwhile, dependent variables are variables that are influenced or affected by independent variables. In this study, there are two variables to be examined, namely the Sabilulungan Employee Performance Assessment System (SASIKAP) as the independent variable and Employee Performance as the dependent variable.

From these variables, the indicators and research instruments used in the study can be determined. The next step is to collect data using questionnaires. The data obtained is then tested for validity and reliability. The analysis technique used is simple regression analysis using SPSS (Statistic Product and Service Solutions) version 27.0.

RESULTS AND DISCUSSION

1. Validity and Reliability Test Results

Validity testing was conducted to determine the validity level of a research instrument. The formula used in the SPSS software was the Pearson Product Moment formula with a significance value of 0.05 and a total of 30 respondents who were employees at the Bandung Regency DPRD Secretariat. The following are the validity test results in this study:

Table 1. Validity Test Results

Item	r _{hitung}	r _{tabel}	validitas	Item	r _{hitung}	r _{tabel}	validitas
X1	0.404	0.361	Valid	Y1	0.673	0.361	Valid
X2	0.404	0.361	Valid	Y2	0.673	0.361	Valid
X3	0.404	0.361	Valid	Y3	0.604	0.361	Valid
X4	0.445	0.361	Valid	Y4	0.673	0.361	Valid
X5	0.517	0.361	Valid	Y5	0.381	0.361	Valid
X6	0.487	0.361	Valid	Y6	0.673	0.361	Valid
X7	0.578	0.361	Valid	Y7	0.673	0.361	Valid
X8	0.384	0.361	Valid	Y8	0.555	0.361	Valid
X9	0.567	0.361	Valid	Y9	0.397	0.361	Valid
X10	0.373	0.361	Valid	Y10	0.673	0.361	Valid
X11	0.643	0.361	Valid	Y11	0.384	0.361	Valid
X12	0.404	0.361	Valid	Y12	0.423	0.361	Valid
X13	0.527	0.361	Valid	Y13	0.673	0.361	Valid
X14	0.526	0.361	Valid	Y14	0.438	0.361	Valid
X15	0.545	0.361	Valid	Y15	0.598	0.361	Valid
X16	0.404	0.361	Valid	Y16	0.673	0.361	Valid
X17	0.385	0.361	Valid	Y17	0.673	0.361	Valid
X18	0.404	0.361	Valid				
X19	0.404	0.361	Valid				
X20	0.454	0.361	Valid				
X21	0.702	0.361	Valid				
X22	0.702	0.361	Valid				

Source: Data processed using SPSS 27.0

Table 2. Reliability Test Results

No	Variable	Alpha Cronbach	Description
1	Sabilulungan Sistem Penilaian Kinerja Pegawai (SASIKAP) (X)	0.827	Reliebel
2	Employee Performance (Y)	0.802	Reliebel

Source: Data processed using SPSS 27.0

An item is considered valid if $r_{\text{count}} \geq r_{\text{table}}$. With a sample size of $n=30$ respondents, the degree of freedom (df) = 28 and $r_{\text{table}} = 0.361$ at $\alpha=0.05$. Therefore, an item is considered valid if $r_{\text{count}} > 0.361$. In this study, all questions representing the employee performance appraisal system variable and the employee performance variable were declared valid with $r_{\text{count}} > 0.361$.

2. Hypothesis Test

Table 3. Simple Regression Analysis Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
		1	(Constant)	18.441		
	SASIKAP Users	.586	.063	.819	9.265	.000

a. Dependent Variable: Employee Performance

Source: Data processed using SPSS 27.0

t_{count} score = 9,265

t_{table} score = $(\alpha/2; n-k-1) = (0,05/2; 44-1-1) = (0,025; 42) = 2,018$

Based on Table 3, the t-test calculation results for the Sabilulungan Employee Performance Assessment System (SASIKAP) variable obtained a value of 9.265, meaning that $9.265 \geq 2.018$ or $t_{\text{count}} \geq t_{\text{table}}$. Therefore, H_0 is rejected and H_1 is accepted, so it can be concluded that "There is a positive and significant effect of the SASIKAP on employee performance."

Based on Table 3, the results of the simple regression equation in the Unstandardized Coefficients (B) column are $\hat{Y} = 18.441 + 0.586X$. The positive value (0.586) indicates a one-way relationship between the independent and dependent variables, which means that every increase or decrease in one variable will be followed by an increase or decrease in the other variable by (0.586). Thus, the more effective the implementation of SASIKAP, the more effective the employee performance level will be.

Table 4. Correlation Coefficient Results

Correlations			
		SASIKAP Users	Employee Performance
SASIKAP Users	Pearson Correlation	1	.819**
	Sig. (2-tailed)		.000
	N	44	44
Employee Performance	Pearson Correlation	.819**	1
	Sig. (2-tailed)	.000	
	N	44	44

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Data processed using SPSS 27.0

From the results of the calculation using SPSS, a correlation value (r) of (0.819) was obtained. The criteria for interpreting the coefficient are as follows:

Table 5. Interpretation of Correlation Coefficients

The magnitude of the r value	Level of Relationship
0,00 - 0,199	Very Weak
0,20 - 0,399	Weak
0,40 - 0,599	Moderately
0,60 - 1,799	Strong
0,80 - 1,000	Very Strong

Source: Sugiyono (2019)

Based on the interpretation of Table 5, it shows that the relationship between variable X and variable Y is very strong, because the correlation coefficient (r) of 0.819 is in the range of 0.80–1.000, which means it has a very strong influence. Therefore, it can be concluded that the level of influence of the Sabululungan Employee Performance Assessment System (SASIKAP) on employee performance is very strong.

Table 6. Results of the Determination Coefficient

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819 ^a	.671	.664	3.900

a. Predictors: (Constant), SASIKAP Users

Source: Data processed using SPSS 27.0

Table 6 shows that the coefficient of determination (R Square/r²) is 0.671, or 67.1% when expressed as a percentage. Thus, SASIKAP contributes 67.1% to employee performance. Meanwhile, 32.9% is influenced by other factors not examined in this study

CONCLUSION

The main objective of this study is to determine the effect of using the Sabilulungan Employee Performance Assessment System (SASIKAP) on improving employee performance at the Bandung Regency DPRD Secretariat. This shows that the use of the Sabilulungan Employee Performance Assessment System (SASIKAP) has a positive and significant effect on employee performance at the Bandung Regency DPRD Secretariat. The relationship between these variables is unidirectional, indicating that any increase or decrease in one variable will be followed by an increase or decrease in the other variable. Based on the results of the coefficient of determination test, a value of 67.1% was obtained. Thus, the contribution of SASIKAP to employee performance is 67.1%. Meanwhile, 32.9% is influenced by other factors not examined in this study.

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