

The Role of SKP Application In Improving Employee Performance

Aldi Febrian Jaya¹

Alfandi Fadillah²

Siti Khumayah³

Khaerudin Imawan⁴

Universitas Swadaya Gunung Jati Cirebon, Indonesia^{1,2,3,4}

Email: aldifebri489@gmail.com, alfandifadillah08@gmail.com, Siti.Khumayah@ugj.ac.id, khaerudin.imawan@ugj.ac.id

*Correspondence: aldifebri489@gmail.com

ABSTRACT: Civil Servants (PNS) are in front of all government activities to meet the needs of the community and become the driving force of government processes in Indonesia. The government's human resources agency (BKPSDM) in Majalengka Regency has started carrying out their work procedures online as everyone can now access the Internet. processes and obstacles and how to overcome these obstacles This study uses qualitative research with descriptive methods, the selection of this method is in accordance with the opinions of Miles and Huberman Punch (1992), namely data reduction, data presentation and conclusions. Data was collected from various sources through interviews. Observations were also made at the place of Employee Performance Target (SKP). Based on the results of the study, it can be concluded that the SKP assessment at the Human Resources Personnel and Development Agency (BKPSDM) of Majalengka Regency performance standards assessed and evaluated by the sirancage system are considered quite effective. This is because for filling out SKP related to online attendance with the sirancage application itself, this ASN management independently has the ability to describe and identify ASNs that function effectively and not. ASN itself uses SKP components and work behavior.

Keywords: Performance Appraisal, SKP, State Civil Apparatus

INTRODUCTION

With the progress of the times as we experience today, many government agencies use computers in carrying out their operational duties in compiling reports on their activities. In facing the dynamics of the times and the complexity of community demands, assessment must always make continuous improvements in various aspects. This includes strengthening in

terms of management and services, as well as innovations that allow it to survive and exist in the midst of intense competition between companies, institutions, or organizations. The government strives to improve employee performance readiness so that it can become a strong, independent, and outstanding performance sector. Many public sector organizations have adopted the implementation of

electronic government (e-Government) in an effort to improve efficiency, transparency, and quality of public services. In the era of globalization, human resources (HR) become one of the most important assets for every company in achieving competitive advantage. To be able to compete effectively, organizations need to develop their human resources well. Resource development is not only important for achieving national goals and objectives but also enables international-scale organizations. (Rahman & Bahar, 2017) (Dian et al., 2022) (Indarti, 2016) (Shobaruddin, 2019) (Susano et al., 2023).

The development of volume transportation from time to time continues to grow rapidly. Human activities are accompanied by movement and displacement of places, so to move far enough requires a transportation (Maharani et al., 2022). Improving the performance of public organizations is a top priority for public administration. Along with the government's core function that focuses on service to the community, it is important for the government to continue to strive to improve the quality of employee performance provided by government agencies. Organizations need a culture where access to information and knowledge is within easy reach, so as to encourage knowledge sharing practices that support the learning process. Today, technology, information and communication (ICT) is developing rapidly, allowing humans to easily access various information in different aspects of their lives. Strengthening communication strategies for the development of tourism villages needs

to make optimal use of various latest technological advances. One of the latest technological innovations that is developing very rapidly and can be accessed relatively easily by rural communities is Information and Communication Technology (ICT) or often known as digital technologies (Subejo et al., 2021).

Today's technological advancements, information and communication are also used by the government to improve government performance that is more efficient, effective, accountable, and transparent. The government then launched a new initiative called Electronic Government, which is regulated in Presidential Instruction Number 3 of 2003 concerning the National Strategy Policy for E-Government Development. (Arfah, 2018) (Primawanti & Ali, 2022) (Government Regulation of the Republic of Indonesia No 3, 2003)

Digital transformation from various parts of the world is the main driving factor in accelerating the dissemination of information. Government officials and stakeholders need to adapt to the rapidly growing use of online technology. Online technology plays a key role in improving the efficiency of various office activities with a focus on effective systems for organizations, including government organizations. The era of globalization requires orders to carry out bureaucratic reforms to achieve better governance. The Bureaucratic Reform Agenda in Indonesia is a basic effort to regulate which is expected to bring changes to the system and structure. (Asri & Tiarani, 2021) (Saleh, 2017) In the context of the Industrial 4.0 era that we live in today, where the fourth industrial

revolution is rooted in the Digital Revolution, we are witnessing the emergence of a new paradigm in which technology seeps into people's lives and even the human body. The era of the Industrial Revolution 4.0 is an unavoidable and absolute phenomenon. Therefore, companies must have a strategy that is able to carry out transformation and innovation in order to deal with it. (Fahrani et al., 2022) (Asbari et al., 2021).

Employee performance appraisal has an important role so that employees can carry out their duties optimally. The communication process starts from recording input information or input, then the information is stored and processed so as to produce decisions or output. For the process of planning, organizing and supervising, with the rapid development of technology, the process of implementing government in lanayan and activities is required to use the system electronically or online. One of the activities is to assess employee performance, employee performance is needed so that employees can carry out the tasks that have been given as much and as well as possible. (Rahmadita et al., 2022). However, competency improvement must still be carried out, because if not, it will have an impact on services to the community, work carelessly, inefficiently and the results are not in accordance with the applicable SOPs (Siswoyo et al., 2019).

Performance appraisals play an important role in identifying employee strengths and weaknesses, so that the government can take steps to improve overall performance. This is helpful in determining how to improve organizational management, hire better employees, and create compensation

plans. A good work measurement system in the sector aims to achieve fairness, transparency, and effectiveness of organizations that make decisions about employee rewards and punishments in the public sector, focusing on organizational goals, fairness, and employee development. (Marlian & Sari, 2020).

Employees are the most important asset for an organization, not only as a tool to achieve goals but also as human resources that must be developed and provide optimal performance, both government and private organizations to achieve their goals are very dependent on the ability and dedication of human resources in the organization. Government agencies are expected to show a higher level of professionalism in providing services to the community, each organization wants its employees to carry out tasks according to plan effectively, efficiently, productively, and professionally. The success of achieving these expectations depends heavily on the planning, performance, and effectiveness of employees in carrying out their duties. (Rachmawati, 2020) (Dahlansyah et al., 2021).

In the face of a complex and competitive business environment, the success of an employee in achieving his goals depends not only on the strategy or rules that have been set but also on the flexibility in adjusting the strategy according to the changes that occur. With SKP, work plans and performance indicators must be truly achievable and measurable by employees. The objectives of the organization must be known from the SKP assessment system for one year. SKP information system, which allows more efficient filling and assessment of SKP and can be accessed

anytime and anywhere, makes it easier to fill and verify SKP by employees and superiors. BKPSDM Majalengka Regency can use the assessment of employee performance units (SKP). Through this system, employees can receive feedback on their performance more quickly and on time. This might improve employee performance and motivation and improve discipline and performance supervision. The use of the Performance Unit Appraisal (SKP) system can be an effective tool in making more informed and strategic decisions related to employee assignment, training and development. (Estiasih, 2021) (Karmilasari & Pahlevi, 2021) (Karim & Hermawanto, 2016) (Majalengka, 2021)

The Performance appraisal policy, which is still relatively new, has not yet been fully implemented. This leads to civil servants who still do not understand in using IT, who must fill in and collect data and strong evidence about what they do. The results of this assessment will influence the leadership's decision to take steps and also corrective actions to improve employee performance, through the provision of training and development programs, and provide incentives as a form of encouragement to improve performance in the workplace. Because of the importance of understanding the benefits of performance improvement and developing practical capabilities in utilizing related information systems, it is necessary to invest in employee training and development. Employee performance appraisal in carrying out duties does not always produce work for employees, therefore it is necessary between the tasks assigned and the ability of employees to achieve organizational goals. The purpose of this

assessment is to identify how the performance system affects employee motivation and its impact on employee performance. (Hartati et al., 2022) (Almubaroq et al., 2023) (Purwanto & Perkasa, 2021) (Subekti, 2021).

This is in line with the statement made by the Head of the Majalengka District Personnel and Resource Development Agency that the implementation of the new program will inevitably cause resistance, although employees dedicated to their duties and responsibilities will be happy with its implementation.

Following up on this, the author is interested in analyzing how the role of the Sirancage application in improving employee performance, how the effectiveness of performance appraisal through the Sirancage application.

Majalengka Regency, how is the process of assessing employee performance units through the Majalengka Sirancage Application. What factors become obstacles in employee performance appraisal, then what efforts need to be applied to overcome obstacles to employee performance unit assessment in order to achieve the realization of employee performance unit assessment effectively and efficiently.

Literature Review

The Role of SKP Application

An application refers to a computer program designed to perform a specific task or provide a specific service on an electronic device such as a computer, smartphone, or tablet. Apps can serve a variety of purposes, from aiding in daily productivity to entertainment and communication.

Purpose and Function: Applications are created to meet various

user needs. Some apps are created to aid in everyday work such as schedule management or document processing, while others are designed for entertainment such as playing games or watching videos.

The electronic application of Employee Work Target (e-SKP) is a development of the e-SKP application that has been made by the Personnel and Human Resources Agency (BKPSDM) related to Technical Provisions for the Implementation of Employee Performance Allowances within the BKPSDM. This application requires monthly work achievements as a basis for payment of performance allowances. The e-SKP application includes the process of preparing the Annual SKP, recording monthly realization achievements, making daily logs, and assessing the work behavior of each employee. The period of filling out the SKP plan and approval by the Assessment Officer is carried out at the beginning of the year, especially in January, which is in weeks 1 to 2. (Human Resources Bureau & Ministry of Education and Culture, 2018)

The monthly realization submission is made at the end of each month, while the monthly realization appraisal by the Appraisal Officer must be made no later than the 4th of the following month. The e-SKP system will automatically save the SKP results in the previous year when changing assessment years. The e-SKP application can be accessed through web browsers such as Internet Explorer, Firefox, and Chrome on the <https://sirancage.majalengkakab.go.id/> page. Employees who can use the e-SKP application are those who are recorded

in the database of the Personnel and Human Resources Agency.

SKP stands for Employee Performance Goals. This SKP is a performance management instrument used in a number of government institutions, especially in Indonesia. The purpose of this SKP is to provide clear direction to employees or employees regarding targets that must be achieved during a certain period, usually within one working year.

Employee Work Target (SKP): Is the performance targets that must be achieved by an employee during a certain period. These goals are usually adjusted to the duties and responsibilities attached to the position or position held. Key Performance Indicators (IKU): Is a measure or metric used to evaluate the achievement of employee work goals. This indicator must be objectively measurable and can be used as a basis for assessing performance. Assessment Weight: Determines the importance or priority of each performance indicator. This weight is used to calculate the overall performance value. Performance Target: Represents the expected number or percentage of achievement of each performance indicator. This target is used as a benchmark to assess the achievement of goals.

SKP is usually prepared in the annual performance management process in government agencies or companies. Each employee will have a SKP tailored to their respective positions and responsibilities. Performance appraisals are then carried out periodically, usually at the end of each work period, to evaluate the achievement of goals and provide

feedback to employees on their performance.

In the regulations that have been passed, then:

Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia Number 6 of 2022 concerning Performance Management of State Civil Apparatus Employees paragraph 1 in points 1 to 15 explains that every civil servant and civil servant is required to carry out a work agreement in which they must complete the performance expectations achieved by each employee once a year. (Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia No 6, 2022)

West Java Governor Regulation Number 182 of 2021 concerning the Performance Management System of the State Civil Apparatus in the Heavy Java Environment Article 1 paragraphs 13 to 18 explains that employee performance targets are performance plans that must be achieved by civil servants and civil servants, performance is achieved through employee performance targets. (West Java Governor Regulation No 182, 2021)

Majalengka Regent Regulation number 74 of 2021 concerning employee performance appraisal guidelines in article 1 paragraphs 20 to 31 explains the process of performance agreements, annual work plans, annual performance targets, employee performance indicators, targets and also realisation. (Majalengka Regent Regulation No 74, 2021)

Employee Performance Appraisal

In accordance with the Government Regulation of the Republic of Indonesia Number 30 of 2019

concerning the performance appraisal of Civil employees, Majalengka Regent Regulation Number 16 of 2023 concerning Employee Performance Appraisal:

In this Government Regulation, the Civil Servant Performance Management System refers to a systematic process involving performance planning, implementation, monitoring, performance appraisal, and performance information systems. Civil servant in this context refers to Indonesian citizens who are qualified and appointed as state civil servants on a permanent basis by civil service supervisory officials. Employee Performance Target (SKP) is a performance plan and target that must be achieved by a civil servant every year Individual Performance Indicators are a measure of work success obtained by each civil servant.

Target is the number of work results expected to be achieved by each implementation of the duties of the position. The realization of SKP and work behavior is the result of work obtained partially, in accordance with, or can also exceed the target. Work Behavior includes every level of behavior, attitude, even actions done or not carried out by employees in accordance with laws and regulations. A civil servant performance appraisal officer is a direct superior of a civil servant who is assessed with the lowest provisions of a supervisory officer or other official who is delegated authority. The Civil Service Performance Assessment Team is a team formed by the Authorized Officer to give consideration to the Personnel Development Officer on proposals for appointment, transfer, and dismissal in positions, competency development,

and awarding for civil servants. The performance of civil servants is the result of work achieved by each civil servant in the appropriate organization/unit. (Government of the Republic of Indonesia Regulation No. 30, 2019; Majalengka Regent Regulation No 16, 2023; West Java Governor Regulation No 182, 2021)

Employee Performance Improvement

Employee performance improvement is a process by which employees increase their productivity, efficiency, and contribution to the organization. This can include a variety of strategies and approaches designed to help employees reach their full potential and add value to the company.

Employee performance is influenced by the interaction between ability and motivation. In the context of performance management, it is important to consider that the performance of individual employees contributes to the overall performance of the organization and can affect the success of the organization as a whole. Employee performance is often identified as behavior directly related to the production of goods or the provision of services. Performance is often conceptualized as the achievement of a task, where "duty" includes activities that must be performed by workers

These definitions describe performance as measurable results both qualitatively and quantitatively. The success of organizational performance is influenced by individual as well as group performance, and performance measurement is carried out using instruments based on general performance measures, which then translate into basic behavioral assessments, such as the quantity and

quality of work, interactions, and decisions taken (Mulia, 2021).

The first study of this research was carried out by the title taken, namely "The role of employee performance targets (SKP) and certification of performance" carried out by the Library office from the data obtained discussing how the role of performance and can be said to have run and increased enough with the SKP and employee performance certification (Hazrati, 2017)

The first study of this research was conducted by the entitled "Application of the Employee Work Target Assessment System (SKP) in the Framework of Improving the Performance of Civil Servants (PNS) at the West Java Cultural Value Preservation Center" from the data obtained discussing how the application of the SKP assessment system in improving the performance of civil servants at BPNB West Java received a positive response from employees because it benefits employees and the assessment was more objective, then the theory uses John Miner's four dimensions which are covered based on the provisions of PP No. 46 of 2011. (Hartanto, 2016).

The study was first conducted by the title "Performance Appraisal System Based on Employee Performance Targets (SKP) in the Banjarbaru City Regional Secretariat" from the data can be taken to discuss how performance appraisal in the Banjar City Secretariat, the results of the research can be concluded that SKP-based performance appraisal at the Banjarbaru City Regional Secretariat in 2020 is carried out well and the assessment process runs effectively. The assessment of the Appraisal Officer has been in accordance with the aspects

of SKP-based job performance assessment in PP Number 30 of 2019 concerning Performance Appraisal of Civil Servants. The results of this employee performance assessment can be used as a consideration for determining related civil servant career management policies (Aji, 2022).

Based on previous research, there are differences. The focus of the research that will be carried out by the author first, the same research on employee performance targets (SKP) but the author emphasizes in "The Role of SKP Application in improving Pegawai Performance at BKPSDM Majalengka and examines more deeply how its role, the assessment process, obstacles and how to overcome them, so as to make the discussion of SKP important and always for further study. In this case the author conducts research with the following theory:

Public Policy

Policy analysis includes investigation, description, causes, and policies. On the other hand, public policy is a series of interrelated decisions involving both Action decisions and the absence of Action taken by government officials. This policy certainly has a binding impact and is expected to be obeyed by the entire community. Before this policy is issued, it must go through an approval and enforcement process by the authorized body or institution.

Laws and regulations, which are made by public policy and focus on the public interest, can be affected by various changes that occur can change. Therefore, from a certain point of view, public policies must be flexible, fixable, and adaptable to growth dynamics. Public policy (Abdoellah & Rusfiana, 2016).

Performance Assessment

There are various models for performance appraisal. Improve performance and achieve expected results together. Performance appraisal is an evaluation process to assess the extent to which a person has succeeded in carrying out based on previously expected standards. This process is carried out periodically, usually every year or even every few months according to certain situations (Hayat, 2023).

Performance appraisal is a systematic study of employee working conditions that is carried out formally which is associated with work standards that have been determined by the company. In addition, performance as a system of measurement, and evaluation, affects attributes related to employee work, behavior and output, and absenteeism levels to determine the level of employee performance at this time. In practice, performance evaluation uses evaluation tools in the form of comments in the form related to a leader's observations of employees about the work itself (such as daily, weekly, monthly, quarterly, semesterly or yearly evaluations) associated with behavior at work. Performance analysis needs to be carried out continuously through the process of communication between employees and leaders. (Kamaroellah & MSi, 2014).

RESEARCH METHOD

This study uses a qualitative approach with a descriptive method, the selection of this method is in accordance with opinions that include data reduction, data presentation, and conclusions. Data collection is carried out by means of interviews and

observations at the Employee Performance Appraisal (SKP) place. The analysis process involves reducing and presenting data, which guides researchers to draw conclusions about the topic under study. This research will be conducted at the office of the Human Resources Personnel and Development Agency (BKPSDM) of Majalengka Regency (Miles et al., 1992).

RESULT AND DISCUSSION

The Role of SKP Application in Improving Employee Performance

Employee Performance System applications, also known as SKP, can greatly help improve employee performance. Here are some of the main roles of SKP in improving employee performance:

Real-Time Performance Monitoring: The SKP application allows real-time monitoring of employee performance. Thus, management can quickly find out whether employees have achieved or have not achieved performance goals. **Objectivity of Assessment:** The use of SKP helps performance appraisals remain objective. It is possible to more accurately measure criteria and indicators, which reduces the likelihood of bias in the evaluation process. **Performance Planning:** SKP application can be used to conduct performance planning in a more structured manner. Performance targets and objectives can be clearly defined, which helps employees focus on achieving goals.

Continuous Feedback: The SKP app enables continuous feedback. Employees can receive information about their performance, understand areas for improvement, and respond with appropriate improvements.

Transparency and Accountability: The performance appraisal process becomes more transparent when SKP is used. Every employee has access to information related to their performance, which increases the responsibility for achieving the goals that have been set. **Employee Development:** The SKP application can be used as a tool to determine employee development needs. Performance data can be used to create training programs that fit the needs of a particular person or group of employees. **Administrative Efficiency:** The SKP application speeds up the administrative process related to performance appraisal. Data collection and processing can be automated, which reduces the likelihood of errors and speeds up the evaluation cycle. **Performance Development:** SKP applications can help improve performance. Management can support and guide employees to improve their skills and achievements through continuous monitoring. The SKP application has many functions, including being an administrative tool and a strategic tool to manage and improve the performance of company employees.

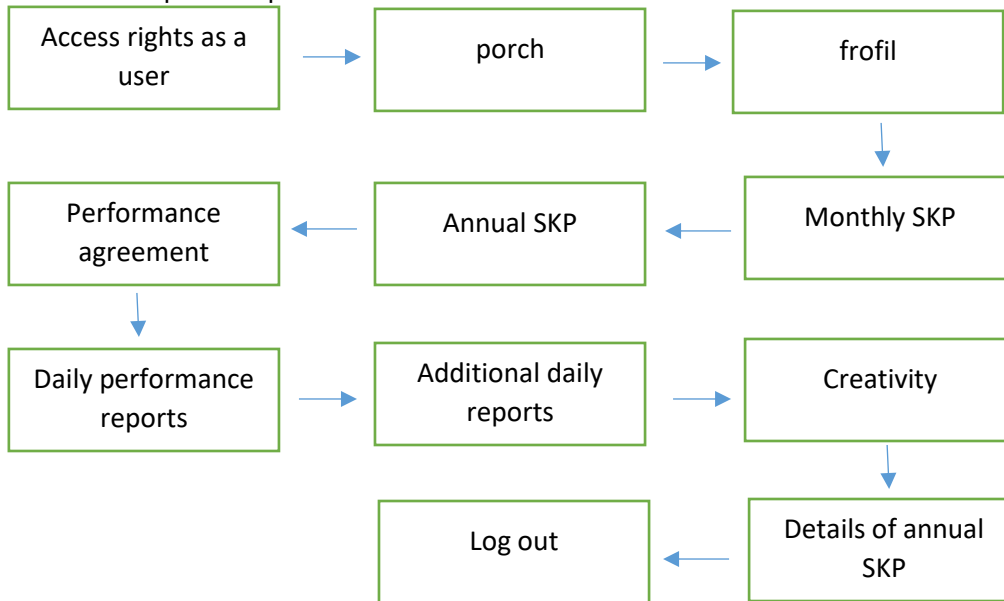
So it is theorized that public policy, laws and regulations, which are made by public policy and focus on the public interest, can be influenced by various changes that occur. Subject to change are policies that have been made such as the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia Number 6 of 2022 concerning Performance Management of Civil Apparatus Employees, West Java Governor Regulation Number 182 of

2021 concerning the Performance Management System of the State Civil Apparatus and Majalengka Regent Regulation Number 74 of 2021 concerning Employee Performance Appraisal Guidelines. The role of this application is very important in improving employee performance because it speeds up the administrative

process related to performance appraisal.

Assessment Process

In the process of assessing employee performance units (SKP) at the Personnel and Human Resources Agency (BKPSDM) of Majalengka Regency. The process is



Performance Appraisal process table 1

Based on the process table above, the first thing we do is to enter the link or web <https://sirancage.majalengkakab.go.id/> after that go to the homepage and click on the 2023/ 2024 section After that, enter the homepage and enter the NIP and PNS password that will be used then enter the code that has been provided After successfully logging in, the initial display will enter the homepage, After that, just go directly to the performance agreement, yourself and subordinates, the first thing to do is to fill in the superiors first so that the subordinates can also follow it. Then fill in any performance that will be done for 1 year if it is correct it will be approved by the direct supervisor If it has been approved

then the next step is to click on the target and annual realization, The next step is to fill in the annual target and realization, so what targets are done in doing during the 1 year Then after filling in the annual and approved by the superior, Then just fill in the monthly section, in this month is to divide the 1-year target which is divided into 12 and must be appropriate so that the target can be met Next fill in the daily, in this daily the 1-month target must be completed 30 days so that the performance appraisal is in line with expectations. Because from year, to month, and daily are interrelated between 1 and another.

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JANUARI	FEBRUARI	MARET	APRIL	MAY	JUNI
Orientasi Pelayanan	Orientasi Pelayanan	Orientasi Pelayanan	Orientasi Pelayanan	Orientasi Pelayanan	Orientasi Pelayanan
Integritas	Integritas	Integritas	Integritas	Integritas	Integritas
Komitmen	Komitmen	Komitmen	Komitmen	Komitmen	Komitmen
Disiplin	Disiplin	Disiplin	Disiplin	Disiplin	Disiplin
Kerja Sama	Kerja Sama	Kerja Sama	Kerja Sama	Kerja Sama	Kerja Sama
Kepemimpinan	Kepemimpinan	Kepemimpinan	Kepemimpinan	Kepemimpinan	Kepemimpinan
Nilai Rata-Rata	Nilai Rata-Rata	Nilai Rata-Rata	Nilai Rata-Rata	Nilai Rata-Rata	Nilai Rata-Rata

JULI	AGUSTUS	SEPTEMBER	OKTOBER	NOVEMBER	DESEMBER
Orientasi Pelayanan	Orientasi Pelayanan	Orientasi Pelayanan	Orientasi Pelayanan	Orientasi Pelayanan	Orientasi Pelayanan
Integritas	Integritas	Integritas	Integritas	Integritas	Integritas
Komitmen	Komitmen	Komitmen	Komitmen	Komitmen	Komitmen
Disiplin	Disiplin	Disiplin	Disiplin	Disiplin	Disiplin
Kerja Sama	Kerja Sama	Kerja Sama	Kerja Sama	Kerja Sama	Kerja Sama
Kepemimpinan	Kepemimpinan	Kepemimpinan	Kepemimpinan	Kepemimpinan	Kepemimpinan
Nilai Rata-Rata	Nilai Rata-Rata	Nilai Rata-Rata	Nilai Rata-Rata	Nilai Rata-Rata	Nilai Rata-Rata

RATA-RATA NILAI TAHUNAN	
Orientasi Pelayanan	0.00
Integritas	0.00
Komitmen	0.00
Disiplin	0.00
Kerja Sama	0.00
Kepemimpinan	0.00
Nilai Rata-Rata	0.00

Performance appraisal process image 1

ENDAH RAODHATUL I
JANAH December 2020

Orientation Services :

Integrity :

Commitment :

Discipline :

Cooperation :

Leadership :

Save

Performance appraisal process image 2

Aspek Perilaku Kerja	JANUARI				FEBRUARI				MARET			
	Atasan Langsung	Teman Sejawat	Teman Sejawat	Nilai	Atasan Langsung	Teman Sejawat	Teman Sejawat	Nilai	Atasan Langsung	Teman Sejawat	Teman Sejawat	Nilai
Orientasi Pelayanan	93.80	93.80	93.80	93.80	93.80	93.80	101.40	95.32	97.60	101.40	97.60	98.36
Komitmen	93.80	93.80	93.80	93.80	93.80	93.80	101.40	95.32	97.60	101.40	101.40	99.12
Integritas Kerja	97.60	93.80	93.80	96.06	97.60	93.80	101.40	97.60	109.00	101.40	101.40	105.96
Kerjasama	97.60	93.80	93.80	96.06	93.80	93.80	97.60	94.56	101.40	101.40	101.40	101.40
Kepemimpinan	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Nilai Rata-rata				94.94				95.70				101.21
Tanggal Penilaian				2022-03-28				2022-04-13				2022-06-26

Performance appraisal process image 3

Based on the picture above, after everything is filled according to the target, the value that will be given by the superior will come out. If you become a

superior, then make an assessment of subordinates in accordance with the performance of employees. After everything is completed, at the end of

the period there will be an evaluation related to the Employee Performance unit from the beginning of the month to the end of the month and is in accordance or not with the expected realization, if it is appropriate, it will get the expected good bait If everything is done, there will be value results for 1 full year, with grades every month, and then will be accommodated with an average value for 1 year.

Based on theory There are various models for performance appraisal. Improve performance and achieve expected results together. Performance appraisal is an evaluation process to assess the extent to which a person has succeeded in carrying out based on previously expected standards. This process is carried out periodically, usually every year or even every few months according to certain situations. The results of the field analysis of the SKP assessment process at BKPSDM majalengka carry out an evaluation process once a month by means of monthly assessment, with notes that every day fill in daily activities according to their respective jobdesks. In this case, each month has the achievements of what activities are carried out, whether it can be achieved in one month or more. After the monthly evaluation, it will be accommodated every year, in the performance agreement in 1 year it is achieved to the maximum or not, this can be seen by the improvement of employee performance (Hayat, 2023).

Inhibiting Factors

Obstacles through the application can face several obstacles including technical factors. This problem is a problem that often occurs when employees have difficulty accessing applications, especially if technical

problems or inadequate internet access. Lack of readiness and training, in which case employees may not be ready to use new technology or how to use applications for performance appraisals Lack of application flexibility, applications that are less flexible and also cannot be accessed from various devices can also hinder employee participation. Lack of understanding of the benefits of the application, lack of understanding of the benefits of performance appraisal through the application can make employees less motivated to participate actively.

How to overcome obstacles

Conduct training and education, conduct training and education to employees on how to use performance appraisal applications, interfaces, steps and of course also the benefits. Technical support is very important because the technicalities available to employees who experience technical problems provide simple guidance as well as access to the technical support center. Clear communication from performance appraisals through applications and employee benefits from participation, effective communication such as email, meetings, or internal notice boards. Access facilities, access facilities can be easily accessed from various devices can make it easier for employees to fill in tasks that must be done.

CONCLUSION

Based on the results of the study, it can be concluded that the SKP assessment at the Human Resources Personnel and Development Agency (BKPSDM) of Majalengka Regency performance standards assessed and evaluated by the sirancage system are

considered quite effective. This is because for filling out SKP related to online attendance with the sirancage application itself, this ASN management independently has the ability to describe and identify ASNs that function effectively and not. ASN itself uses SKP components and work behavior.

The use of applications in the assessment of performance appraisal units (SKP) called sirancage is one of the innovations in an effort to streamline assessment. The use of the online application shows that the BKPSDM office in the assessment process has adjusted to current technological developments. A process that analyzes performance appraisals fairly and honestly through a very objective design so that it can distinguish active and facitive employees can lead to a sense of fairness and sportsmanship.

Employee performance is closely related to performance appraisal, performance appraisal is needed to determine the results or success rate of the BKPSDM office. The results of the assessment can be used for the purpose of human resource decision making, evaluation and also feedback. The main goal is to improve the performance of individual employees so as to improve overall performance. Therefore, this application makes it easy for each employee to compile and evaluate employee performance based on employee performance targets and then speed up the process in preparing and assessing SKP.

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