



## Human Resources Management Through ASN Management Information System (SIMAS) in Malang City

Novia Andita Putri, Yana Syafriyana Hijri, Muhammad Kamil

Faculty of Social and Political Sciences, University of Muhammadiyah Malang, Malang City, 65144, Indonesia

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### CORRESPONDENCE

Name: Novia Andita Putri  
E-mail: [noviaAndita27@gmail.com](mailto:noviaAndita27@gmail.com)

### A B S T R A C T

This writing aims to determine the management of human resources through the ASN management information system (SIMAS) in Malang City. This is due to the problem of human resources within the bureaucracy that must be addressed because there are several problems such as the number of ASN working or occupying positions that are not in accordance with their fields/competencies, problems are also found with ASN indiscipline. So that this makes the Malang City Civil Service Agency make an innovation in personnel services which initially used the Personnel Management Information System (SIMPEG) to become the ASN Management Information System (SIMAS). So, with the SIMAS, there will be a more effective and efficient ASN governance system regarding the competence, performance, and level of ASN discipline which will be transparently and real team updated in SIMAS. This writing uses qualitative research with stages starting with identifying problems, reviewing the literature, determining goals and objectives, collecting data, interpreting, and making reports. The results of this study indicate that personnel management through SIMAS indicates that the Malang City government has implemented an e-government application on their performance processes whose outputs and outcomes will be felt as positive changes to better ASN performance.

### INTRODUCTION

The industrial revolution 4.0 is a phase where all parties must be able to live hand in hand with technology, including government bureaucracy (Faedlulloh, D., Maarif, S., Meutia, IF, & Yulianti, 2020; Fahzura, 2022). The government bureaucracy occupies an important position in carrying out government duties because it is one of the important instruments that will support and facilitate government tasks. The success of this government task requires a system and implementing apparatus capable of being responsive and creative as well as management in accordance with modern management principles in behavioral attitudes and technical capabilities, including providing effective services to the community. However, the performance of ASN is still considered not optimal in carrying out their duties and functions so that there are still many complaints from the public regarding the performance of ASN (Ashari, 2010). This is a challenge for the bureaucracy in rearranging its human resources, which is in line with Presidential Regulation Number 81 of 2010 Presidential Regulation Number 81 of 2010 concerning the Grand Design of Bureaucratic Reform which is the first step in creating good governance towards a better government. This writing attempts to describe the form of bureaucratic HR governance in Malang City through the ASN Management Information System (SIMAS) application which is analyzed based on four SIMAS application performances, namely providing main ASN data, the basis for developing ASN merit, providing ASN history data, and developing talent. ASN management. The application of the SIMAS application in the city of Malang is one of the efforts to optimize E-government in providing services, especially those related to staffing services in the city of Malang.

According to the Word Bank, E-government is defined as "government-owned or operated systems of information and

communications technologies (ICTs) that transform relations with citizens, the private sector and/or other government agencies so as to promote citizen empowerment, improve service delivery, strengthen accountability, increase transparency, or improve government efficiency (The Word Bank, 2002) (Noveriyanto, Nisa, Bahtiar, Sahri, & Irwansyah, 2018). Meanwhile, in terms of the benefits of e-government, namely "More open and transparent, reinforcing democratic participation; More service oriented, providing personalized and inclusive services to each citizen; More productive, delivering maximum value for taxpayers' money" (Kubicek, H., 2011) (Kurnia, Rauta, & Siswanto, 2018). The existence of e-government will make government performance more efficient, transparent, open, accountable, and make the public participate more.

E-government is the adoption of the development of the use of technology which is intended to increase the efficiency, effectiveness, transparency, and accountability of government management by using the internet and other digital technologies (Habibullah, 2010). E-government is implemented because it is believed that involving information technology in the government management framework will provide several benefits including (Indrajit, Rudianto, & Zainuddin, 2009):

- Improving the quality of government services to the public and other state communities;
- Improve transparency and accountability processes among government administrators;
- Reducing the costs of communication, transactions, and interactions that occur in the government process;
- Creating a community-based information community that is of higher quality, and so on.

Essentially, e-government has the ultimate goal of meeting the diverse needs of society in order to improve the quality of human life. Based on this, the vision developed must focus on the interests of the community. Although in some cases e-government aims to improve the internal performance of the government, in the end it boils down to providing better, cheaper, or faster services to the public (Indrajit et al., 2009). The use of e-government in local government can improve the performance of local government performance, both in matters/communication relations internally and externally (Ayu Sinta Dewi, L., 2013) (Noveriyanto et al., 2018). E-government itself is the main element in realizing government bureaucratic reform.

One of the points that must be addressed in the context of this bureaucratic reform is regarding human resources in the bureaucracy, including personnel services (Ulumy, 2019). To make this happen, the Malang City Regional Personnel Agency improves the management of bureaucratic HR by creating the Malang City ASN Information System (SIMAS). Human resource governance in government is a step taken in order to achieve the development of ASN performance by fostering moral values and a productive work culture, improving attitudes and behavior of unequal ASNs, following developments in Information Technology, and reflecting Pancasila and religious values. (Ashari, 2010; Levina & Sudarman, 2021).

This step was taken so that ASN in the scope of Malang City could be better monitored regarding data and information about the ASN in Malang City. So, the existence of the ASN Information System (SIMAS) aims to make ASN data more organized periodically and validated for truth. So, in the SIMAS there will be all ASN data and information related to their performance. Thus, it will be seen transparently whether the ASN occupies a position that is in accordance with its expertise/competence as well as the active status of its performance. This is triggered because there are problems within the ASN body.

The first is regarding the number of ASN who work or occupy positions that are not in accordance with their fields/competencies. So that this will be an obstacle and bring up inadequacy in serving the public. It can be seen that in 2020 the Malang City government took mutation actions for 213 ASN and in early 2021 there were 31 ASN mutations (Rizky Kurniawan Pratama, 2021). In addition, the second is regarding the discipline of ASN in Malang City, in April 2021 the Mayor of Malang made an impromptu inspection and found that only 64% of ASN in Malang City Hospital came to work (Malang City Government, 2021). This shows that ASN disciplinary problems still need to be addressed. In addition, it was also found indiscipline of ASN after the Eid holiday which the authors present in the following table:

Table 1. Number of ASN Malang City Absent Post Eid Holiday

Year	2017	2018	2019
Total	11 ASN	42 ASN	8 ASN

Source: managed by the author, 2021

From table 1 above, the number of Malang City ASN who have missed work after the Eid holiday has increased from year to year. 2017 to 2018. But in 2019 ASN absent after Eid holidays experienced a considerable decrease, because only 8 ASN were absent after Eid. The presence of absences carried out by ASN in Malang City shows that the ASN still lacks discipline. So that the Regional Personnel Agency which has the task of managing staffing at the regional level is required to be able to create

personnel services in collaboration with the development of information technology as a form of bureaucratic reform (Rahman, Werenfridus, & Sihidi, 2019). So that this makes the Malang City Civil Service Agency make an innovation in personnel services which initially used the Personnel Management Information System (SIMPEG) to become the ASN Management Information System (SIMAS). So, with the SIMAS, it will be validly recorded and visible in the SIMAS regarding the information on skipping work.

The change from SIMPEG to SIMAS is because in the implementation of the Personnel Management Information System (SIMPEG) in Malang City it is still said to be not optimal. Due to the use of the SIMPEG application, ASN must enter data through the operator in each OPD or agency that makes the data not immediately upgraded, so they have to wait from the operator himself. Because the SIMPEG application is not yet effective in its use and use, the Malang City Civil Service Agency makes an improvement and upgrades the application so that it can be more effective. With data that is not upgraded and not real-time makes personnel management ineffective. This is the background for the Malang City Government to innovate in human resource management by making the ASN Management Information System (SIMAS) application. This ASN Management Information System (SIMAS) application allows ASN to upgrade data independently and does not have to go through the operator at the OPD or the agency. In addition, the ASN Management Information System (SIMAS) in Malang City is able to control and supervise a system that is run with discipline. The importance of the ASN Information System (SIMAS) is because later data on ASN is more manageable so that it is hoped that it will be able to create ASN with integrity, neutral, competent, professional, disciplined, and high-performing (Ulumy, 2019) (Ashari, E., 2010).

**METHOD**

This study uses qualitative research methods, which is an approach that seeks to explore and understand a central phenomenon by carrying out various series or stages (Creswell, JW, & Poth, 2016). The stages of qualitative research methods are as follows:

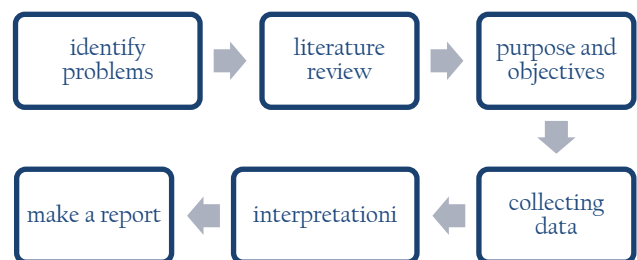


Chart 1. Stages of Creswell's Qualitative Research Method

Source: managed by the author, 2021

The first stage that must be done is to identify problems related to bureaucratic HR governance in Malang City. After finding concrete problems, the second stage of research is literature review. This literature review comes from various theories and concepts related to the governance of government human resources, e-government, and the ASN Management Information System (SIMAS). The literature review is useful to strengthen the author's research study.

The third stage is to determine the aims and objectives of the research. The aims and objectives of this research are to find out how HR management is through the ASN Management Information System (SIMAS) application. The fourth next stage is data collection. Data was collected through observation, interviews with the Malang City Regional Personnel Agency which has an important role in HR management through the application of the ASN Management Information System (SIMAS), documentation in the form of performance reports/related documents, as well as from various BKPSDM websites, and various journals. /Related article. After collecting the data, the fifth stage is interpreting or interpreting the various data obtained and analyzed according to the theory that the author took. The analysis technique used is by reducing the data, namely the process of selecting, paying attention, concentrating, simplifying the data obtained from the field, then presenting the data, and drawing conclusions. This interpretation process is a series of self-reflection to analyze various related data according to the analysis from the author's side (Raco, 2018). Thus, it can be seen how the innovations made by the Regional Personnel Agency in terms of HR management through the ASN Management Information System (SIMAS) application. The last stage is to make a report from the results of the research in the form of this research journal.

**RESULTS AND DISCUSSION**

*Conditions of Employment Services in Malang before SIMAS*

Before SIMAS, staffing services in Malang City used an application called the Personnel Management Information System (SIMPEG). The Personnel Management Information System (SIMPEG) was born on the basis of the Decree of the Minister of Home Affairs Number 17 of 2000 concerning the Personnel Management Information System. At the time the staffing service was still using SIMPEG, it was still not optimal because the admin was hampered by uploading SIMPEG files, so SIMAS was there to complement and fix the weaknesses of SIMPEG.

The innovation of the birth of SIMAS is to improve data and provide more effective and efficient personnel services, in terms of uploading ASN files/data using the admin, so it takes time and cannot be quickly updated in terms of ASN data. In addition, access to the application can only be done when in the office or the network is only in the office area (Regional Work Unit). So, it certainly does not use a flexible system.

Table 2. Conditions of Employment Services in Malang City

	SIMPEG	When Using SIMAS (now)
Availability of Training and Education HR	is not based on position	Training appoints employees; Training and education are adjusted to the position and are more focused.
Competence	The placement of ASN positions that are not based on competence.	The placement of ASN positions is in accordance with the competence

availability of facilities and infrastructure	Needs room for; document storage; Can only be done in the office area	The employee data archive is already digital; Access can be done anywhere and anytime.
System Efficiency and Effectiveness	People meet people; Convoluted staffing procedures; Staffing data is convoluted; Wasteful budget copy of documents	People meet system; Procedures can be checked online; Data at hand; Effective and efficient (once saved in online form)

Source: processed by the author, 2021

When using the SIMPEG system, even though there is already a system created, but in terms of its implementation, it is still not fully online. Because at SIMPEG staffing services, ASN still have to submit their files using paper/photocopies of files. Although not 100% submitting paper like the conventional era before SIMPEG, SIMPEG still uses the lesspaper in terms of personnel services. So, data or personnel files are still repetitive in terms of submitting files when the file is needed, for example in the case of promotions that require an ASN SK, even though there is a SIMPEG system but the ASN must submit a photocopy of the SK when promoted. So, it is still not effective and efficient in terms of implementation.

*ASN Management Information System (SIMAS)*

ASN Management Information System (SIMAS) is a series of information and data about ASN employees that is compiled systematically, comprehensively, and integrated with technology-based. The ASN Management Information System (SIMAS) is a strategic policy made by the Malang City Civil Service Agency in carrying out updates in terms of improving the performance of state civil servants in Malang City. The innovative strategy implemented by the Regional Personnel Agency is a general policy that is manifested in the online ASN Management Information System (SIMAS) application. The main objective is to provide a platform that can facilitate the challenges of information technology development by increasing the performance and competence of the State Civil Apparatus in the government bureaucracy. So that with the SIMAS it will be easy to obtain accurate, reliable and integrated data, as a basic requirement in developing an ASN personnel information system that supports rational management of ASN as a resource for the state apparatus.

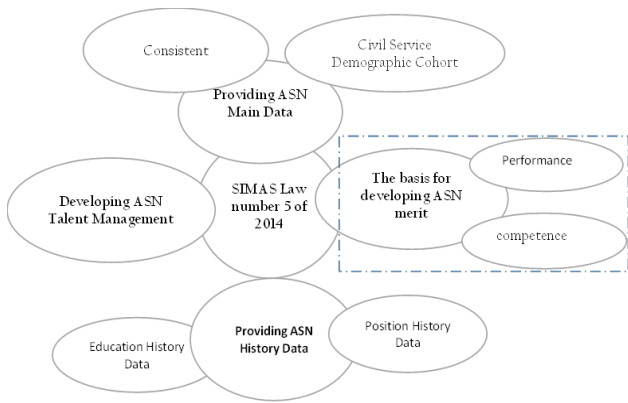


Chart 2. ASN Management Information System Application Performance (SIMAS)

Source: Malang City Regional Personnel Agency, 2017a

According to Law Number 5 of 2014, the basis for developing ASN merit that will be able to manage the integrated data so that it will display performance and competence ASN. Performance is intended to show that the ASN has performed any performance and competence in what field. This is useful so that the ASN occupies a position according to its competence. Each agency is required to have a career management information system which is an integrated part of the ASN information system. Thus, career development, competency development, career patterns, promotions and transfers are carried out by applying the merit system principle to improve the competence, performance and professionalism of civil servants. In the merit system, there is a team for assessing the performance of civil servants in government agencies formed by the officials concerned (PyB).

Performance appraisal in the merit system will ensure the objectivity of ASN coaching based on the achievement system and career system. Based on performance planning at the individual level and at the unit or organizational level by paying attention to targets, achievements, results, benefits achieved, and ASN behavior. The assessment is carried out in an objective, measurable, accountable, participatory, and transparent manner. The development of the ASN merit system includes:

- a. Career development: carried out based on qualifications, competencies, performance appraisals, and the needs of Government Agencies by considering integrity and morality.
- b. Competency development: competency development for every civil servant is carried out at least 80 (eighty) hours of lessons in 1 (one) year.
- c. Career patterns: PNS career patterns consist of agency career patterns, namely the national career pattern drawn up and determined by the Minister and the national career pattern, i.e. Each Government Agency compiles an agency career pattern specifically according to needs based on the national career pattern.
- d. Promotion: participate in, and pass the open selection, taking into account the needs of the organization.
- e. Mutations: ASN transfers are carried out with due observance of the principle of prohibition of conflicts of interest for a minimum of 2 (two) years and a maximum of 5 (five) years.

**SIMAS Implementation Process**

SIMAS was created in order to obtain accurate, reliable and integrated data, as a basis for developing ASN personnel information systems that support rational ASN management as a resource for the state apparatus. In running the SIMAS application, it is divided into administrator, facilitator user, and personal user. administrator is the Regional Personnel Agency (BKPSDM) as the manager of SIMAS. Meanwhile, the user facilitator is held by ASN employees who are appointed as SIMAS managers in each Regional Apparatus and/or work unit. And a personal user is each ASN who can run the SIMAS application personally in uploading all his personal files to simplify the task of the facilitator in updating data.

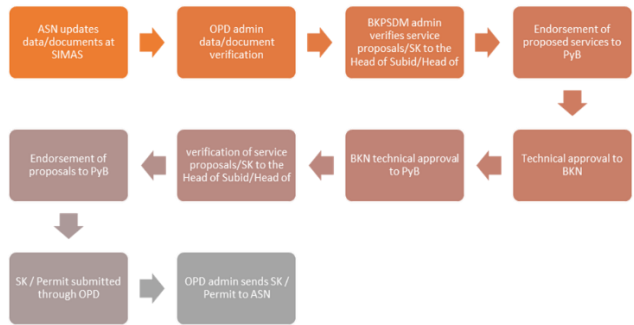


Chart 3. SIMAS Implementation Process

Source: Government of the Republic of Indonesia, 2017

The SIMAS implementation process begins with ASN personally uploading their data or documents on SIMAS which will then be verified by the admin of their respective Regional Apparatus Organizations as shown in Figure 1. Furthermore, their proposed data will be submitted to the respective Heads of Subid/Head of Subdivision and submitted to the relevant Office (PyB). The proposed service/SK ASN will then get technical approval through the National Personnel Agency (BKN) and technically approved by PyB. The proposed service/SK ASN will then be further verified by the respective Head of Subid/Head of Division and ratified by PyB. The ASN SK/Permit that has been legally verified will be submitted through the OPD and the OPD admin will send it to the ASN.

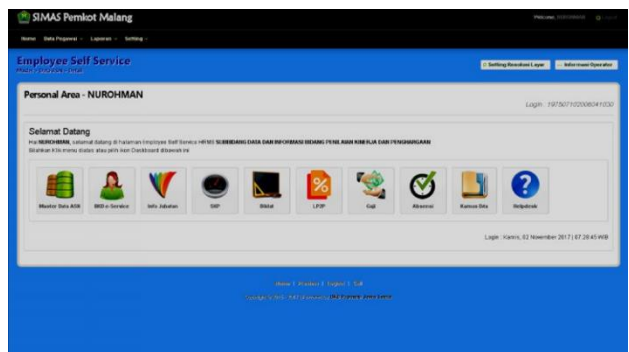
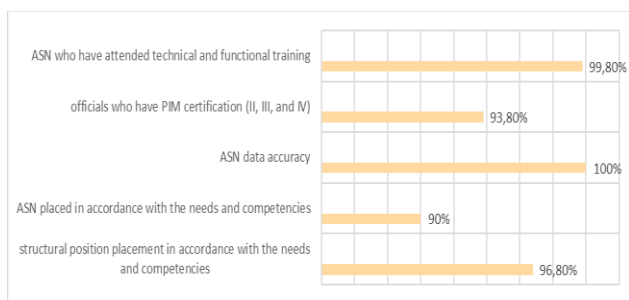


Figure 1. Main Display of SIMAS Application

Source: BKPSDM, 2022

Personnel Management through SIMAS indicates that the Malang City government has implemented an e-government application on their performance processes whose outputs and outcomes will be felt as positive changes to better ASN performance. This is because the performance pattern of the

SIMAS application will minimize the occurrence of placement of an ASN position that is not in accordance with competence and perform transparent and accountable performance, which will also have an impact on better performance outcomes.



Graph 1. Percentage of Achievement of Malang City ASN Merit System.

Source: *Badan Kepegawaian Daerah Kota Malang, 2016, 2017b; BKKBN, 2019*

The SIMAS application is used with the hope of having an output as tracking employee data becomes easy and fast. Basic ASN career pattern. Prediction of ASN in rank and position. Bringing personnel services (services) by way of online. ASN participates in personnel services. ASN participates in maintaining the quality of employee data. Get Quick and accurate Employment Profile information. Planning the deployment (transfer) of employees according to their education and competence. Analysis and planning of employee needs (besetting) is appropriate. Simplify the personnel audit.

#### Availability of Main ASN

Data The main ASN data available in the SIMAS application is aimed at ensuring data consistency, such as regarding the demographic cohort of ASN based on status, class/rank, gender, religion, and number of ASN based on SKPD. Because the data available at SIMAS is real time. ASN data entered in the SIMAS application will later be managed based on the types of documents/data, such as mutation data, discipline decrees, taspen, training, competence. When the ASN gets a mutation letter and the ASN will move between OPDs, then a maximum of 2 x 24 hours the ASN data whose mutation has been entered in SIMAS, because if the data is not real time it will have an impact on other applications. Because the SIMAS application is the main application in personnel services, so if SIMAS is not real time on ASN data upgrades, this will have an impact on the slowness of other personnel services. For example, it will have an impact on attendance applications that have been carried out using the electronic system in ASN.

The real time ASN data is because in this application it is managed by the Malang City BKPSDM and also all Malang City ASN. The BKPSDM manages the ASN data records, while all Malang City ASNs carry out management in terms of upgrading their respective data. So that BKPSDM and each ASN carry out their respective roles, not only BKPSDM has full control, but each ASN also has control in terms of their respective documents. This is an update or innovation carried out in personnel management, which before SIMAS was implemented, all ASN management was fully carried out by BKPSDM itself. So, with the use of e-government called SIMAS, management is carried out by 2 roles that are interconnected and facilitate the management of ASN personnel.

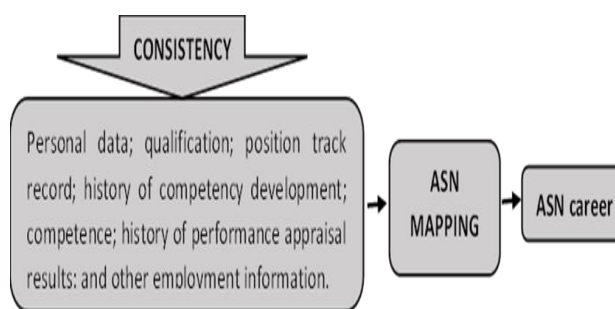


Chart 4. Correlation of Data Consistency with ASN Careers

Source: *(processed by the author, 2021)*

The main ASN data presented in the SIMAS application is one of the personnel services that uses transparent, effective, and efficient principles so that ASN can map based on these data. Because all data or information about ASN will be easily obtained by opening SIMAS. That way, it will be easier for ASN, especially regarding ASN careers. Because there are no more problems found that there are promotions that are not in accordance with the performance and competence of the ASN.

Because the availability of primary ASN data will be very useful for mapping ASN based on the results of the performance assessment of each ASN, as well as the competence of ASN. So, with this mapping, it is hoped that it will be able to provide rewards to ASN who have carried out their performance in accordance with the weight of their performance and annual achievements. Likewise, ASN who violate the rules will be more easily subject to sanctions because there is already a mapping of the ASN. In addition, the ASN mapping will be able to place ASN according to their expertise or competence.

#### Development of the ASN Merit System

The initial condition of resource management prior to SIMAS in Malang City was still found (i) mismatches, where the existing ASN figures were not in sync with the demands of competence in their field of work. Inaccurate placement of employees in positions due to prioritizing (orientation) administrative requirements at rank and DUK, even though rank is not always in line with competence. This is also determined because the procurement/recruitment that is not in accordance with the needs to realize the vision and mission of the organization. (ii) underemployed because there is no target or performance contract that must be carried out by ASN in carrying out their duties. (iii) Unbalanced/even distribution of ASN allocation and distribution regarding the quantity, quality, and distribution of ASN from the territory (region). (iv) The low level of ASN productivity and not optimal ASN services to the community. The objectivity of the performance evaluation system is still questionable, including the lack of detailed job descriptions, measurement of workload, and job competency standards. (v) Weak preparation of career patterns which makes it very difficult to identify training needs. (vi) The ASN database has not met expectations for personnel management, especially in making employee needs planning. (vii) The system of reward and punishment has not been implemented explicitly and clearly among ASN. Various kinds of ASN disciplinary regulations have not been implemented consistently. (viii) The low income and welfare of ASN. The reward system still does not function as a reward system, because the amount of honorarium is determined according to the level of rank equally. Whereas rank is not always

related to the use of competence, task load, responsibility, work culture, and so on. (ix) political hegemony towards the career development of ASN, which is marked by the stipulation of the Governor/Regent/Mayor who incidentally becomes a political official who becomes a staffing officer who has the authority to appoint, transfer, and dismiss ASN in his/her institution, then there is a tendency for political forces to intervene in the area. The existence of confusion between political positions and career positions, the confusion will certainly form government instability. Employee careers are not solely determined by the merit system, but often political considerations are more generally controlled. These conditions result in the absence of clear career planning and security of tenure. As a result, ASN tries to find and approach the political officials. This of course will bring unsafe conditions to establish employee professionalism. Even though the personnel system should be based on a merit system, in reality it has turned into a spoiled system. (x) there is no tour of the area for civil servants to have a career in other areas which will endanger the integrity of the Unitary Republic of Indonesia (Ashari, 2010).

The problems that have arisen so far can be solved by implementing the Simas Application in Malang City. This SIMAS application helps in implementing the technology-based integrated ASN merit system. With the SIMAS application, it can be seen that all positions already have job competency standards, planning for employee needs in accordance with the employee's workload because it has been displayed in SIMAS. In addition, the selection and promotion are carried out openly because they are submitted through the SIMAS application. Regarding ASN who excels will be given an award and regarding ASN who violates will be given sanctions based on an objective and transparent performance assessment that has been automatically included in SIMAS. With the SIMAS application, it helps ASN in implementing the code of ethics and code of behavior of ASN Employees, as well as planning and providing opportunities for competency development according to the results of performance assessments, and providing protection to ASN Employees from acts of abuse of authority. This SIMAS application has an integrated competency-based information system and can be accessed by all Malang City ASN employees so that it will help staff services become more effective and efficient.

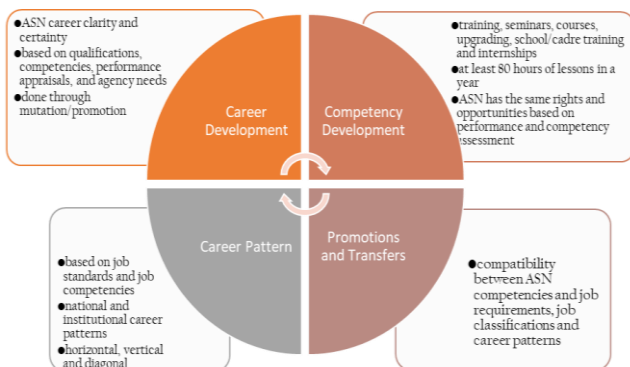


Chart 5. ASN Merit System Development Pattern  
 Source: *Badan Kepegawaian Daerah Kota Malang, 2020*

The development of the ASN merit system will create career development, competency development, career patterns, as well as more structured, transparent promotions and transfers of ASN positions, based on competencies and achievements performance of each ASN. The development of a merit system through SIMAS

will classify ASN based on their full year performance which they have uploaded based on documents/data. So that the promotion process can be carried out based on a system that will automatically appear in SIMAS based on an automatic mechanism procedure. So, promotions are no longer proposed by the OPD but will appear automatically in SIMAS, then BKPSDM will verify to the OPD the names that appear to participate in the promotion.

The Merit System will create (i) a position based on the competency standards of the Position, (ii) the selection and promotion will be carried out openly, (iii) award and impose sanctions based on an objective and transparent performance appraisal, (iv) plan and provide development opportunities competence according to the results of the performance appraisal, (v) planning employee needs according to the workload, (vi) having career management consisting of planning, development, career patterns, and succession planning groups obtained from talent management, (vii) applying a code of ethics and code of conduct behavior of ASN Employees, (viii) providing protection to ASN Employees from acts of abuse of authority, and (ix) competency-based integrated and accessible to all ASN Employees.

ASN performance will be displayed in SIMAS in detail starting from their last education, what training and education ASN has attended during their tenure, then courses or workshops that have been attended by ASN will also be displayed in the SIMAS display. In addition, in the ASN performance displayed at SIMAS, there is an ASN achievement index which is calculated based on PERKA BKN Number 8 of 2019. The achievement index will be seen from the educational history, if the ASN is a graduate, it will get 15 points. Then what position ASN occupies, whether the position is structural, functional or implementing, if the ASN occupies a structural position, it is also seen that the history of leadership training has been at what level related to echelon 1,2,3, or 4. In addition, it is also seen based on disciplinary punishment or not, if the ASN is have ever been subject to disciplinary punishment, and if the ASN whose disciplinary and humdical punishment has been completed, it will not be counted. But if the disciplinary punishment is still in effect and until now 2021 is still in effect this will be a deduction point. If there is no disciplinary punishment, he/she has a score of 5. In addition, it is also seen from the performance target of each ASN in the previous year whether it has been achieved or not.

After that, the points will be added up automatically and the ASN is included in the category of less, moderate, sufficient, or good. If the ASN in performance gets a "less" total result, then the ASN must have an increase in performance for the next performance by attending education, crash courses, or workshops.

**Providing ASN History**

Data ASN history data is data that will be useful to see between the educational history of the ASN and the position he is currently occupying whether it is in accordance with his background competence or expertise or not. So that with clearly displayed data, ASN will reposition ASN that is not in accordance with their field of competence and maximize ASN performance if it is in accordance with their own competence.

Providing ASN history data on the SIMAS application with a view to managing data and documents electronically through continuous updating of personnel information and even though

there are mutations, the data collection will automatically and the data will adjust according to new placements and the availability of this ASN history data will be mapped based on improvements educational qualifications, education and training that has been followed, positions that have been occupied, as well as other staffing data. So that the data will be formed as ASN profiles in the form of a list of job/position history and ASN curriculum vitae.

This ASN history data is basically a form of integrated personnel service. So, all the information/data available in SIMAS is an information that is mutually sustainable in personnel services. So that personnel data will be systemized properly, effectively, efficiently, and transparently.

### Developing ASN Talent Management

Developing talent management as stated in Law Number 5 of 2014 is stated to be one of the performances of the SIMAS application which aims to develop ASN careers based on competency standards and ASN profiles/data.

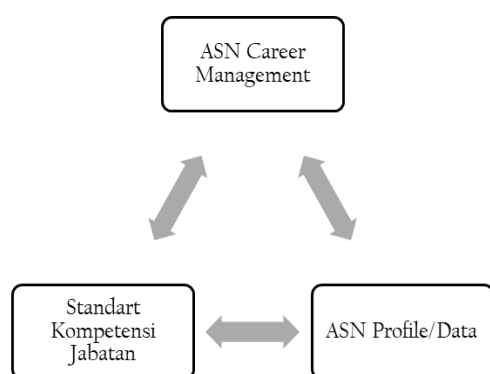


Chart 6. Development of ASN Management Talent

source: BKPSDM, 2021

ASN career management is one of the requirements in using a merit system based on competency standards and ASN profiles/data. Competency standards are minimum managerial competency requirements that must be possessed by ASN in carrying out their duties. While the ASN profile/data is a collection of data that contains information on ASN personal data, regarding ASN formal education qualifications from the highest to the lowest level, track record of ASN positions, information on ASN abilities or competencies in carrying out their duties, information on the history of competency development once attended by ASN starting from training, seminars, upgrading, workshops. In addition, it also contains information on performance appraisals carried out based on performance planning at the individual level and unit/organization level by taking into account the targets, achievements, results, and benefits achieved as well as the behavior of the ASN, as well as regarding the achievements and penalties that have been received by the ASN. The information is aimed at managing ASN careers, so that ASN career development is carried out transparently and based on ASN competence and performance.

It will be automatically linked to their promotion. With the SIMAS application, it will directly minimize the politicization of ASN management. Because the promotion has been systemized automatically in SIMAS based on performance and ASN points and is openly displayed in SIMAS. So that this will narrow the politicization, especially in terms of ASN promotions,

performance patterns, and so on related to ASN career governance. because all things about ASN will be automatically recorded in SIMAS, and the ethics of promotion will also be seen based on the points that have been collected by each ASN that has been systemized or displayed in the account of each SIMASASN.

In addition, the SIMAS application also affects ASN discipline. Because the SIMAS application is also connected to ASN attendance. So, when ASN skips or does not make attendance, it will automatically reduce the ASN assessment points.

### CONCLUSION

The ASN staffing service through SIMAS is a form of improvement in online ASN staffing services which were previously through the SIMPEG application. But in SIMPEG services, which are still not fully run online and real time, because there is still paperwork that can only be run by admins, so it is less flexible and effective. However, with the SIMAS application, personnel services can be carried out in real time in data updates. ASN can update their respective data at any time. Information about ASN is already in SIMAS and will automatically calculate and monitor their performance based on existing data. So that this will improve ASN disciplinary problems, because there are points of reduction if the ASN commits a violation and there are additional points if the ASN performs well. Each ASN will get points for every performance they have done, including the various trainings they have done, their educational history, the workload that has been completed. Because the promotion has been systemized automatically in SIMAS based on performance and ASN points and is openly displayed in SIMAS.

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