Communication Policy In System Implementation Personnel Management Information (Simpeg) Bandung City

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ABSTRACT

In order to carry out file transfer and environmental development initiatives, it is necessary to establish a database system within the city of Bandung. Another example is the case that was resolved by both the Personnel Agency and Bandung City Human Resource Development (BKPSDM) through the Personnel Management Information Framework (SIMPEG). The same objective of this study is to evaluate the need for interaction in the context of the Bandung Information Management System (Simpeg).The research above uses quantitative research methods with descriptive approaches such as data collection, analysis, and documentary evidence.The results of the study found policiescommunication on the implementation of the Personnel Management Information System policy at the Bandung City Personnel and Human Resources Development Agency based on the information that has been provided, clear goals and consistency have been implemented properly, this encourages the creation of good policy implementation in government agencies.

Keywords : Policy; Communication; SIMPEG

INTRODUCTION

The application of one data in the City of Bandung is based on the Decree of the Mayor of Bandung Number 195 of 2018 regarding data management. In order to carry out file transfer and community development activities, it is necessary to build a database system in the city of Bandung. One of them is the work carried out by the Bandung City Personnel and Human Resource Development Agency (BKPSDM) through the Personnel Management Information System (SIMPEG). According to (Laudon & Laudon, 2011; McLeod & Schell, 2007; Sousa & Oz, 2014), Management Information Scheme is a kind of information system used in organizational settings. In general, many management information systems are used in businesses or organizations with large numbers of staff.

The duties and obligations of the Bandung City BKPSDM are to assist the Mayor of Bandung as the Civil Service Officer for the City of Bandung. Every technique used at BKPSDM Bandung City is to use the SIMPEG source code to simply provide information maintenance. This technique is greatly helped by the game's ability to process input data, which is then digested and conveyed in a high-level way. Utilization of the SIMPEG application area is one type of e-government that needs to be supported by an institutional framework. Coordination between agencies will increase cooperation, will also create good communication between related agencies" (Chen et al., 2019; McNamara, 2012; Molenveld et al., 2020).

In accordance with Regional Regulation No. 3 of 2021 concerning the Form and Composition of the Regional Apparatuses of the City of Bandung, BKPSDM only has their respective duties: issue Management of Civil Servants including rank, annual leave, SIMPEG (Personnel Management Information System) try to type an information management system that is concerned with protecting the city or region certain. System information can be used to automate departmental tasks and functions to create superior departments, including system leadership automation decisions (Hemling et al., 2022; Iv et al., 2011; Mansoori et al., 2013). The above includes combination services by utilizing application software, management systems, and online network access.

This stems from the advancement of a knowledge security system that has been well implemented by the Regional Government of the City of Bandung, which utilizes the moon and is characterized by various infrastructures. In accordance with this purpose, demand, strategic planning, but also online services are offered to the public by various institutions that are able to maintain long-term relationships with organizations, workstations, individuals, and the public in general.. There are eight main factors that influence success or the inability of the project to be implemented. These variables include interactions, team cohesion, organizational capabilities, and organizational structure (Garicano & Wu, 2012; Inan & Bititci, 2015).

Organizational communication as a whole is a difficult and instantaneous method. One can withhold it only for the benefit of others, or pass it on. Moreover, differences in knowledge are very likely to result in differences in explanations. To ensure that the process runs smoothly, individuals who are enthusiastic about doing a task must first understand how they are going to do it. There is no need to interact with both executors to improve task integration. The purpose of this study is to evaluate the need for interaction in the context of the Bandung Information Management System (Simpeg).

METHOD

Exploratory study using descriptive software. According to (Anderson et al., 2018; Brannen, 2017; Mayr et al., 2012; Quick & Hall, 2015), a quantitative approach is the collection and analysis of data used to solve a particular problem. This same legal technique is experimentation, where the scientist acts as a significant tool, data collection is done triangular (combined), data analysis is systematic, and research findings are much more specific than collecting data again to clarify the same nature of an event. Assessment, only as a data collection tool, is a formal method of analyzing and predicting certain events. Interview is a data collection method that requires respondents to respond to a questionnaire as well as provide comments. Documentation is technical data that is not directly addressed to research subjects, but through documents. Documents are material written in the presence of different events or activities (Pagani et al., 2015).

RESULTS AND DISCUSSION

Public Administration has worked together to provide results that have been obtained or use institutions in carrying out government tasks in meeting public needs effectively and efficiently. Understanding government-government relations, policies of responsibility to public needs, and also institutionalizing practice management so that they are accustomed to carrying out an activity effectively (Pastor & Veronesi, 2012). So according to (John, 2013), government policy is everything the current regime does, what they do, and the results that lead to a new way of life (what the government does, why they do it, and what difference does it make).

Meter and Horn (1975) describe social execution as a process that took place in the past. This same previous section increases the possibility of converting an assessment into such an operation and maintenance act in less time, as well as the opportunity to achieve the more substantial and narrower objectives that have been set by general public organizations to achieve the goals set earlier. . it was finished.

Execution and interaction action across institutions. Normalization and goals need not guarantee effective implementation if interactions between groups and activities are also not maintained. Any process should be completed only with the knowledge of the goals defined by the task being performed. Simply put, interactions are complex procedures with significant growth potential. This produces a feeling of joy and glory. Organizational superiors (superior) in order to be able to condition the implementing subordinate organizations to have the ideals that are carried out (Wibawa, 2004).

Implementation will be effective if standards and goals are understood by individuals who are truly dedicated to achieving greatness. Goals and standards communicated with multiple sources of information, goals and standards communicated with multiple sources of information, goals and standards communicated with multiple sources of information, goals and standards communicated Interaction between and between groups is a difficult and difficult procedure. Once a message passes from one institution to another, or from one institution to another, a communicator can enlarge or reduce it, either permanently or temporarily. Moreover, if multiple data sources or multiple data sources provide inconsistent understanding of the situation and the total objective, or even when they conflict with each other, the people doing the work will suffer. So according to Meter and Horn (1975), successful execution is determined both by the clarity of a goal and the breadth of the goal and the breadth of the scope of the goal.

The execution of functions by a person or group, especially the execution of planning in such a way that the reference implementer understands how this should be done, where the goals are to be achieved, and also what notifications should always be attempted to be communicated. (1984, Edwards III). Conversation is simply the act of transferring information from one person to another. Furthermore, policy interaction concentrates on the process of conveying information from policy makers to policy actors (especially through social media) (Widodo, 2017).

Widodo (2017) then adds that data must be provided to the international community so that they understand the aims, objectives, timeframe, and target group of something such as a project. Execution can now be done in a smart way and in line with the goals of the venture. The overall interaction ultimately underlines several important aspects, such as the intended task (transmission), clarity of knowledge (clarity), and consistency of knowledge (consistency). Transformation of measurement to have information conveyed to policy and target and related suppliers. In line with that, this same continuity sees that the information conveyed must be coherent so as not to hinder the performance of the task, team, or individual involved.

Administrative policies aimed at understanding the relationship between governments and increasing policy responsibility towards input/output device requirements and also institutionalizing effective management practices, Dimocka and Dimocki, in addition to Louis W. Koenig (Pasolong, 2017). In addition, if the SKP for the last 2 years is also not fulfilled, this method will stop. The data will be stored in the SIMPEG implementation under the Transfer, Rank and Position Fields. Despite the fact that the 3 different fields are interrelated, all of them appear only in the SIMPEG implementation. Whenever the information is complete, this same assessment process can be started and addressed to BKN.

The Regional Personnel Agency and Human Resources Development Agency for the City of Bandung from influencing more accurate description staffing information to face several obstacles that changes have been implemented. First of all, the use of the SIMPEG application in the context of promotion is indeed not optimal. In certain examples of resounding employee ranks, in or this Personnel Management Information Item does not have many roles, as employee data

that will or has been promoted is listed on the Personnel Management Information Information website which is for reference only. This is really worrying even though the data from the Implementation of the Personnel Management Information Scheme has not been used in the staffing procedures mentioned above.

In addition, it is related to the ability of the Regional Personnel Agency and Human Resource Development in achieving the objectives of the Personnel Management Information Scheme as a federal institution. Inputting staffing data Inputting staffing data Inputting staffing data In all the dissemination of information from the Regional Personnel and Human Resources Development Agency for the Bandung City government, there are actually a lot of factors that must be considered and applied to collect reliable, precise and accurate information. The greater the knowledge and ability of the population working with the information system, the greater the possibility that SIMPEG will not run smoothly. As a consequence, employees must be able to adapt to technological advances, as stated by Muzakki, et al (2016), which confirms that the use of information technology will increase the productive capacity of caregivers. As a result of increased worker productivity, SIMPEG will be able to operate more effectively.

From the above phenomenon, the web-based staffing SIMPEG data is shown in the image below:

Table 1
Periodic Salary Increase Service (KGB)

Type	Total	Percentage (%)
Proposed Periodic Salary Increases for 2021 that are Approved and TTD	6380	97,0
Number of Incomplete Files	176	2,6
The number of files does not meet the requirements	24	0,4
Total proposed periodic salary increases	6580	100

Source: BKPSDM Bandung City, 2021

The table and figure above can be explained as follows (a) Proposals for Periodic Salary Increases (KGB) are carried out independently by civil servants within the Bandung City Government using the SIMPEG application (b) KGB whose increases have been approved will go directly to the DMS (Document Management System) in each civil servant, thereby reducing transactional risk in managing the KGB.

Table 2
Report on the Promotion Process for 2021

No	Promotion Period	Number of Proposals	Resolved Proposals	Percentage (%)
1	Oktober 2020	1033	940	91
2	Apr-21	1579	1575	99
3	Oktober 2021	898	894	99,55

Source: BKPSDM Bandung City, 2021

The following is an explanation of the table above (1) Proposals for Promotion of Civil Servants in the Bandung City Government Environment have used the SIMPEG Application thereby

reducing transactional risks in managing promotions (2) Rank Decrees issued automatically change the amount of civil servant salaries.

Implementation of an effective SIMPEG policy in the communication process by the Bandung City BKPSDM in carrying out its duties Interaction during the implementation of the Personnel Management Information Scheme (SIMPEG) can include interaction or information collection, in addition to coherent data collection. Better communication processes will help institutions improve their results.

A strong communication strategy can indeed lead to effective and successful implementation. Sometimes there are problems in communication caused by many employees who have to stop in the middle of the road. Based on this, 3 factors have been identified, increased communication (transmission) will result in increased execution, increased communication will result in better execution, and better continuity will result in increased execution. If indeed the interaction is increased, this will help with the completion of side tasks. Researchers discuss communication by paying attention to transmission, goals that are adjusted to the results of the study.

Communication in the implementation of the SIMPEG policy at BKPSDM forIn more detail, the researcher will explain as follows:

Transmission

Transmission is indeed the transfer of data from one group to another. The technique used to disseminate information here is the technique used by equipment to disseminate information about the operating hours of entertainment in the early hours of the morning to company owners and the wider community. This data must be distributed quickly to achieve optimal business results.

Dissemination of information about the same SIMPEG policy is carried out in various aspects, such as phonetic translation and blog entries. The Leader and Secretary of the Bandung City BKPSDM added this information to all fields in the Bandung City BKPSDM. The purpose of the Bandung City BKPSDM data process is to educate every worker who works only at the Bandung City BKPSDM about the Personnel Management Information Scheme (SIMPEG). It is therefore important to provide clear, concise and meaningful information so that the individual who obtains it can clearly understand and utilize the work.

Except for lengthy planning, the SIMPEG implementation data at BKPSDM Bandung has been distributed clearly so that stakeholders can understand what is intended to take place during the implementation of the Personnel Management Information Scheme.

Clarity of Purpose

A different measure of communication is that the interactions emitted during task performance should be clear but not obvious. Data must be communicated clearly and concisely to avoid misunderstandings between one person and another. Policies are steps to achieve goals to be achieved by people, groups, or government. There may seem to be dangers at work, but you must look for opportunities to achieve your goals and fulfill your fantasies. The above means that work can be separated from the practices and values that exist in society. When a strategy has a relationship with such a relationship. Accordingly, certain tasks must be able to incorporate new concepts and methods into the lives of individuals.

Implementation of the SIMPEG Policy at BKPSDM Bandung City, the main objective of implementing the Personnel Management Information System (SIMPEG) must be prepared clearly and When a job is not finished in a time and clear way, there is a possibility of failure and uncertainty,

which must be prevented.

The Employee Management Information System is an integrated information system that includes employee data collection, data processing, procedures, work procedures, human resources and information technology to produce fast, complete and accurate information. The main objective of creating a Personnel Management Information Scheme is to assist in the creation of a data system that is incorporated into a computer system and is able to obtain credible data to assist in making government employment decisions. The Personnel Management Information Scheme has been implemented at the Personnel and Human Resources Development Agency in Bandung to begin simplifying the personnel administration affairs. Where data regarding patient data will be available through a new, fully integrated platform.

For more details, the following is the purpose of implementing the Personnel Management Information System only at the Personnel and Human Resources Development Agency in Bandung.:
a. Achievement of optimal data collection, information management, and information dissemination.
b. Improving maintenance knowledge systems that are able to maximize maintenance and management.
c. Facilitate extra simpeg providers with-, efficiently, and effectively.

Optimization is the process of selecting the best value from various available functions in a certain sense. It is important to note that the purpose of the Personnel Management Information Scheme (SIMPEG) is to carry out tasks such as information collection, management and dissemination to improve staffing practices. In addition, the Personnel Management Information Framework (SIMPEG) aims to be transparent, which includes improving indicators, implementing government administration in accordance with the personnel system.

Based on the objectives of the Personnel Management Information Framework (SIMPEG) characterized above, the text has been well received. Where the main goal of the Personnel Management Information Framework (SIMPEG) is now is whether the implementation is effective or not.

Consistency

These same and different communication requirements are uniformity. This is very important to remember because any interaction provided during task completion must be clear and consistent to be successful. If indeed the data provided changes constantly and thus it is no longer necessary to meet the same requirements of this organization, this could result in an increase in the number of individuals required to complete the task.

The need for the same approach can increase the appearance of homogeneity. This is very important to remember because any interactions given during task completion must be clear and consistent to achieve success. If indeed the data provided changes constantly and thus no longer has to meet the same requirements as the organization, the number of individuals required to complete the task may increase.

In addition, inconsistencies in efforts to implement Management Information System policies will then derail the planning and implementation procedures for Personnel Management Information Systems policies. Continuity is very important in task completion. Continuity is necessary to increase the same performance of a piece of equipment so that it can keep working at any and all points in time. Work will be completed in accordance with the work process, namely once the delegated work is

completed continuously. Work performed in accordance with this process will result in higher reliability of work as a result of the successful execution of the tasks at hand.

To achieve this goal, the same City of Bandung Personnel and Human Resource Development Agency employs a plan that includes, among many other things, ensuring that Personnel Management Information System policies are implemented securely and consistently. a way to only provide expert and appropriate State Civil Apparatus (ASN).

With a higher level of trust to continue pursuing the same Personnel Management Information within the Personnel and Human Resource Development Agency in Bandung, the implementation of the same project will be a very coherent communication in the Implementation of Personnel Management Information System Policies at the Human Resources Policy and Development Agency Bandung City People will be known that communication in the Implementation of Management Information System Policy.

CONCLUSION

This study shows that the communication policy on the implementation of the Personnel Management Information System policy at the Bandung City Personnel and Human Resource Development Agency has been going well based on the application of three (consistent) indicators. Some of the other metrics started as soon as possible to communicate better. SIMPEG implementation at BKPSDM Bandung City can be maximized.

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