Analisis pelaksanaan sistem informasi manajemen kepegawaian (SIMPEG) pada Biro Kepegawaian Departemen Dalam Negeri

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Abstrak

Human resources is an important asset in an organization, inclusive of governance institution. Human resources management in organization is an systems with complex. Therefore, the organization required an integrated systems which can accommodate the officer data better. Personel Management Information System (SIMPEG) represent an integrated computerized system can be used in human resource management. The basic problem of this research is 'how the implementation of Personel Management Information System at Personel Bureau of Domestic Departement and its implementation barriers'. This research arranged to analyze how the implementation of Personel Management Information System at Personel Bureau of Domestic Departement. The approach used in this research is qualitative approach. Primary data were gathered through in depth interview using guidance. Secondary data were gathered through literature study.

Based on research conducted, in the implementation, Personel Management Information System (SIMPEG) has able to provide and manage information about all personel at Domestic Department as decision support systems. SIMPEG related to 5 things: hardware, software, brainware, netware, and dataware that connected and influenced each other. Barriers in application happened because 3 things: limit of budgets, internal accessibilities limitations, and low quality of human resources.

Result from this research are result of information from SIMPEG have good, but its applying not yet optimal, because use result of SIMPEG information still be depended from itself user. There are four suggestion based on research summary: (1) more attention to budget from government, (2) repair of network problem at internal of Domestic Departement and Local Government.