



Analysis of the Use of The Simponi Application on Improving the Performance of State Civil Apparatus

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ABSTRACT

This study aims to determine and analyze 1) the performance of ASN of the Department of Public Works, Construction Development and Spatial Planning of Southeast Sulawesi Province with the use of the Simponi application, 2) Obstacles faced in order to encourage increased ASN performance the application of the Simponi Application. and 3) Efforts that have been made to overcome obstacles faced in order to improve the ASN performance with the application of the Simponi Application. This type of research is a qualitative descriptive study intended to obtain an overview and information related to the description of ASN performance with the use of the Simponi ASN application within the Department of Public Works, Construction Development and Spatial Planning of Southeast Sulawesi Province. This research was conducted at the Office of the Department of Public Works, Construction Development and Spatial Planning of Southeast Sulawesi Province from August - September 2024. The results of the study indicate that 1) the performance of ASN of the Department of Public Works, Construction Development and Spatial Planning of Southeast Sulawesi Province with the use of the Simponi application can be seen from the aspects of quantity, quality, time, cost, service orientation, integrity, commitment, discipline, cooperation and leadership. 2) the obstacles faced in order to encourage the improvement of the ASN performance with the implementation of the Simponi Application are from the aspects of quantity, quality, time, service orientation, integrity, commitment, discipline and leadership and 3) efforts that have been made in overcoming the obstacles faced in order to improve the ASN performance with the implementation of the Simponi Application including the role of leaders, good communication, harmonious working atmosphere, provision of supporting work facilities, work motivation from employees, periodic evaluations.

Keywords: *Discipline, Performance, State Civil Apparatus Symphony Application.*

I. INTRODUCTION

The role of apparatus resources is a very important element in the sustainability of government life and development. In the country, this role is the domain of the state civil apparatus (ASN). The main highlight regarding the creation of good and clean governance makes the role of ASN need to receive quite serious attention. Reform of ASN must be the center of attention because it has a very strategic function. The assessment of state apparatus, especially ASN today, still shows a phenomenon that can be said to be not encouraging. Bureaucratic reform is no longer just a demand but a necessity in improving performance management within central and regional government agencies.

Law Number 5 of 2023 concerning ASN states that the State Civil Apparatus, hereinafter abbreviated as ASN, is a profession for Civil Servants (PNS) and Government Employees with Employment Agreements who work for government agencies (PPPK). ASN (State Civil Apparatus) employees are Civil Servants and Government Employees with Employment Agreements appointed by personnel coaching officials and assigned tasks in a government position or assigned to other state duties and are paid based on laws and regulations.

The Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office as a regional apparatus work unit has the main task of planning, determining, organizing, coordinating, reporting, evaluating and accounting for technical policies for the implementation of local government affairs based on the principle of autonomy and assistance tasks in the field of work creation, construction and spatial planning, and has also implemented the Simponi Application, especially in management management personnel within the scope of the Southeast Sulawesi Provincial Government.

The application of the ASN Symphony is one of the applications held in the electronic-based government

system and is one of the public policies that need to be implemented to the public, especially to all civil servants within the scope of the Southeast Sulawesi Provincial Government which refers to the definition of implementation by Mazmanian and Sebatier (Lestari et al, 2021; Hasibuan, 2019)

The Personnel Management of the State Civil Apparatus (ASN) contains several things. One of the things that is considered important in encouraging ASN performance is to encourage increased discipline. Haryanti (2019) stated that work discipline is an important capital that must be possessed by every ASN because it concerns the provision of local services where ASN as the main source of state human resources has a vital role in determining the success of government administration and development. The ASN Symphony application developed by the Southeast Sulawesi Provincial Government is a violation of the Southeast Sulawesi Governor's Regulation on Employee Discipline. It can be seen from the increase in attendance which is one of the indicators of the discipline of employees (ASN) within the scope of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office which will be described in the following table 1.

Table 1 Percentage of Attendance and LKH of ASN Cipta Karya, Construction Development and Spatial Planning of Southeast Sulawesi Province

No	Year	Number of State Guard Apparatus	% to Attendance	% To LKH	Average percentage
1	2021	94	93	93	93
2	2022	94	97	97	97
3	2023	92	98	98	98

Source: Primary Data (2024)

Regarding the increase in the percentage of employee discipline after the use of the Simponi ASN Application, it is suspected that it is due to a more real-time attendance system and can no longer be manipulated due to the use of technology in measuring attendance hours in the morning and evening apples as the results of an interview with Mrs. Dewi (one of the staff at the ASN Personnel Subdivision of the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office).

In Law Number 5 of 2014 concerning the State Civil Apparatus, which in its explanation states that the career development of the State Civil Apparatus is carried out based on qualifications, competencies, work assessments, and the needs of government agencies, which is carried out by considering integrity and morality. A key word of the substance of the State Civil Apparatus Law is "performance". This must be the common thread of the entire function in the management of human resources of the apparatus after the enactment of the State Civil Apparatus Law.

Rivai (2019) said that performance is the willingness of a person or group of people to carry out an activity and improve it according to their responsibilities with expected results. Human resources are a very vital organizational asset; therefore, their roles and functions cannot be replaced by other resources. No matter how modern the technology is used, or how much funds are prepared, without professional human resources everything becomes meaningless (Rivai, 2019).

II. LITERATURE REVIEW

2.1 Human Resource Management

In an organization or company, the role of human resource management is very important. We can know this because without human resources, an organization cannot run. Human resource management is the process of utilizing humans as a human workforce, so that their physical and psychological potential functions optimally for the achievement of organizational goals (Kaswan, 2019). Wirawan (Hasina and Satyadharma, 2023) stated that there are two terms used to name HR management, namely personnel management / administration and HR management. Initially, the term used in Human Resource management was personnel management/administration. This term is used in the sense of management activities related to organizational staffing, wages, employment contracts and other tasks related to personnel. The goal of human resource management, according to Seto et al (2023), is to have quality human resources at all times in the sense of meeting competency requirements to be utilized in an effort to realize the vision and achieve its goals.

2.2 Concepts related to ASN Discipline and Performance

The definition of ASN is contained in article 1 number 1 of Law No. 5 of 2014 which states that ASN is a profession for civil servants and PPPK who work in government agencies. The general picture shows that discipline is a pillar that supports the success of organizational goals, both public sector (government) and private sector organizations. For this reason, every organization must implement a disciplinary policy for employees in these organizations.

Sastrohardiryo and Syuhada (2022) mention work discipline as an attitude of respect, appreciation, obedience and obedience to applicable regulations, both written and unwritten and honorable to carry them out and not avoid receiving sanctions if they violate the duties and authority given to them. Mangkunegara (2019) defines employee performance as the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities that have been given to him. Sinambela (2019) states that individual performance is the ability of individuals to perform in accordance with certain skills.

An objective assessment of ASN performance is important to be carried out in order to provide work morale for ASN. Performance-based ASN coaching is carried out by creating excellence based on employee work goals.

2.3 Simponi Application of State Guard Apparatus

According to Zaliluddin, Budiman and Rully (2020), *e-government* is the use of information technology by government agencies such as *Wide Area Networks* (WAN) internet, mobile computing, which can be used to build relationships with the community, the business world and other government agencies. The ASN Information System Application (Simponi ASN) is one of the applications in E-government issued by the Southeast Sulawesi Provincial Government since 2015.

The Southeast Sulawesi BKD (Pratama, 2022) stated that some of the expected goals of the implementation of the Simponi ASN application within the scope of the Southeast Sulawesi Provincial Government are as follows:

- Increasing accountability, transparency, consistency and accuracy of data and information management to realize good governance.
- The realization of the integration of the ASN data and information management system within the Southeast Sulawesi Provincial Government.
- Providing convenience in data search processing for ASN.
- Fast, precise, accurate and real-time delivery of ASN data.
- Improving the quality of information, policy and public services is easy, precise and transparent.
- Establish procedures, systems, facilities and authorities of the Regional Apparatus / BKD and/or BKN in following up on the submission of data and information to the community.
- Realizing order and legal certainty in the implementation of communication and information between the community and the Regional Government based on information and communication technology.
- The availability of employee data in the form of personnel data, attendance history of coming and going, history of leave or external duties, daily work reports, employee income allowance reports and SKP.

The Simponi ASN application consists of three features, namely the attendance feature, the Daily Work Report (LKH) feature and the Employee Performance Target (SKP) feature, but only two features can be input in this application, namely the attendance feature and the LKH feature, while the SKP feature has not been synchronized and input in the Simponi application.

The implementation of government implemented by the government really requires the role of human resources which is the domain of ASN. ASN Human Resources is important in supporting the demands of bureaucratic reform that have been buzzed by the government. In this regard, encouraging all aspects of improving ASN performance is a priority in the development of the current electronic-based government system (e-government). It is hoped that the E-government system will be able to support the management of technology-based personnel information properly so that it has implications for improving the performance of ASN.

One of the applications that is a follow-up to the e-government presented by the Southeast Sulawesi Provincial Government is the Simponi ASN application which has been launched since 2015. As an android-based application, it is hoped that its implementation will provide an increase in competence and performance to each ASN. The Southeast Sulawesi Provincial Office of Cipta Karya, Construction Development and Spatial Planning has also implemented the Simponi Application, especially in the management of personnel management within the scope of the Southeast Sulawesi Provincial Government.

This research will identify and analyze the performance of each ASN at the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office with the use of the Simponi ASN application, the obstacles faced in improving the performance of each ASN and the efforts that have been made so far in order to overcome these obstacles.

III. RESEARCH METHODS

3.1 Research Design

The type of research used in this writing is qualitative descriptive research intended to obtain an overview and information related to the description of ASN performance with the use of the ASN Simponi application within the scope of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office.

3.2 Location and Time of Research

This research has been carried out at the Office of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office from August – September 2024. The reason for choosing this location is based on the consideration of ease in searching for data and information as well as the identification and description of ASN performance with the use of the ASN Simponi application in the framework of Human Resource management.

3.3 Data Type

The data needed in this study is qualitative data where the definition of qualitative data is data presented in the form of words (writing), images (audio) or videos that have meaning. The data was obtained from interviews, observations, shootings, recordings and others.

IV. RESULT AND DISSCUSSION

4.1 Results

4.1.1 The performance of ASN of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office with the use of the Simponi application.

The Simponi application itself is an application launched by the Southeast Sulawesi Provincial BKD for personnel needs within the Southeast Sulawesi Provincial Government which is expected to be able to encourage increased discipline and have implications for improving the performance of employees.

Secretary of the Cipta Karya Construction and Spatial Planning Office (Albert Rokky Palulungan, ST) stated as follows The Simponi application launched by the Southeast Sulawesi Provincial BKD has an important role in improving the performance of the state civil apparatus (ASN). With an integrated system, this application facilitates ASN data management, supervision, and performance evaluation. And that's also what we feel in our office (Southeast Sulawesi Provincial Office of Cipta Karya, Construction Development and Spatial Planning) (Interview dated September 17, 2024)

The same thing was corroborated by the key informant of the research, the Head of the Cipta Karya Construction and Spatial Planning Office (Dr.Ir. Martin Effendi Patulak, M.Sc) in the following interview. Broadly speaking, Simponi was developed by the Southeast Sulawesi Provincial BKD to measure and monitor the performance of ASN within the scope of the Southeast Sulawesi Provincial Government, whose data is not only a personnel database but also the basis for receiving ASN performance allowances. In the context of the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office, of course the same as other agencies, the Simponi application will be very useful for us as leaders to monitor the performance of employees in our office. (Interview dated September 17, 2024)

From the statements of the research informants above, it is emphasized that the Simponi application launched by BKD Sulawesi is an application that encourages ease in managing ASN data, supervision and performance evaluation carried out by their respective superiors.

The Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office as a regional apparatus work unit has the main task of planning, determining, organizing, coordinating, reporting, evaluating and accounting for technical policies for the implementation of local government affairs based on the principle of autonomy and assistance tasks in the field of work creation, construction development and spatial planning. The Southeast Sulawesi Provincial Office of Cipta Karya, Construction Development and Spatial Planning has also implemented the Simponi Application, especially in the management of personnel management within the scope of the Southeast Sulawesi Provincial Government.

The findings of the study found that the implementation of the Simponi Application has an impact on improving the performance of employees (ASN) which refers to Government Regulation No. 30 of 2019 concerning Civil Servant Work Performance Assessment which will be described as follows:

Quantity

- a. Quantity is defined as the size or amount of work that can be done by an employee. This study correlates the quantity aspect of employee performance with the application of the Simponi Application and finds that the use of this application is able to encourage the quantity of work done, especially with the LKH feature which is a measure of performance carried out by employees every day which will be approved or rejected by their respective superiors.
- b. Quality. Quality is believed to be a measure of the quality of work that can be done by an employee. This study correlates the quality aspect of employee performance with the application of the Simponi Application and finds that the existence of the Simponi Application is able to encourage the improvement of the quality of the work carried out so that it will have an impact on improving employee performance within the scope of the Southeast Sulawesi Provincial Cipta Karya Construction and Spatial Planning Office. The results of this study are in line with the theory put forward by Sedarmayanti (2019) which states that work quality as an indicator of optimal performance refers to the high requirements of suitability and readiness of employees so that it has an impact on the quality of the work produced. The application of the Simponi application that has been well evaluated, especially the LKH indicator, will provide employees with the right tools to carry out their duties. With good support from leaders and a harmonious work atmosphere, employees can be more focused and efficient in their work, which ultimately has a positive impact on the quality of work results. Therefore, the synergy between work quality, readiness, and suitability of employees is very important in achieving optimal performance
- c. Time. The definition of time is a measure of the length of the process of each work result that can be done by an employee. This study relates the aspect of time to employee performance with the implementation of the Simponi Application and finds that the existence of the Simponi Application is able to make time a measure of improving the performance of employees where employees become more disciplined with the order of morning and afternoon apple times which is expected to have an impact on improving employee performance within the scope of the Southeast Sulawesi Provincial Cipta Karya Construction and Spatial Planning Office.

The results of this study are in line with the theory put forward by Sedarmayanti (2019) who believes that one of the performance indicators is from the element of punctuality where the work that is attempted is completed according to plan so that it does not interfere with other work, which will have an impact on high performance by the employee.

- d. Cost. Cost is the amount of budget used in each work result by an employee. Associated with the features owned by the Simponi Application, it was found that there was no significant additional cost with the existence of the Simponi ASN Application so that it could encourage an improvement in employee performance within the scope of the Southeast Sulawesi Provincial Cipta Karya Construction and Spatial Planning Office
- e. Service Orientation. Service Orientation is the attitude and work behavior of civil servants/ASN in providing

services to those served, namely the community, superiors, colleagues and or other agencies. Associated with the features owned by the Simponi Application, it was found that the Simponi application applied with several features "forced" employees to work according to working hours so that there is a relationship with service-oriented work to the community as one of the indicators of good performance of each employee at the Southeast Sulawesi Provincial Cipta Karya Construction and Spatial Planning Office. In general, the findings of this study are in line with the theory put forward by Hasibuan (2019) who believes that performance is a person's achievement in carrying out the tasks given to him and correlates with the demands to carry out service-oriented work by ASN/PNS at this time.

- f. Integrity. Integrity is the ability of a civil servant/ASN to act in accordance with values, norms and ethics in the organization. Associated with the features owned by the Simponi Application, it was found that the Simponi application applied with several features owned "is expected to affect the integrity value of employees as seen from the willingness to follow the applicable rules, especially related to morning and evening absences which have been ignored when manual attendance is applied.
- g. Commitment. Commitment is the willingness and ability of a civil servant/ASN to be able to balance between attitudes and actions in realizing organizational goals by prioritizing the interests of the service rather than the interests of oneself or the group. Associated with the features owned by the Simponi Application with several features owned will be an indicator that employees are able to commit to work in accordance with the duties and responsibilities given, including in committing to following attendance rules which have been widely ignored and the daily performance reporting has not been optimal when the Simponi ASN application has not been implemented within the scope of the Southeast Sulawesi Provincial Government.
- h. Discipline. Discipline is the ability of a civil servant/ASN to obey obligations and avoid prohibitions specified in laws and regulations and official regulations which if not obeyed or violated, will be sanctioned. Associated with the features owned by the Simponi Application, it will encourage the level of discipline in employees who are at least disciplined to attend on time according to the applicable working hours. With the improvement of discipline, it is certainly believed that it will have an impact on increasing the performance of employees at the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office.
- i. Collaborate. Cooperation is the willingness and ability of a civil servant/ASN to cooperate with colleagues, superiors, subordinates both in their work units and other agencies in completing a task and responsibility that they carry. Associated with the features owned by the Simponi Application with several features that have been owned will encourage cooperation that has been well established between employers and employees with superiors will take place better so that it will encourage an improvement in employee performance at the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office.
- j. Leadership. Leadership is defined as the ability and willingness of employees to motivate and influence subordinates or others related to their field of duty in order to achieve organizational goals. Associated with the features owned by the Simponi Application with several features owned, especially in the LKH feature, will encourage more optimal supervision from leaders over the work of their staff so that the leadership element will be more prominent with the implementation of the Simponi ASN application and become one of the indicators of improving employee performance.

4.1.2 Obstacles faced in order to encourage the improvement of the performance of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office with the implementation of the Simponi Application.

In the application of the Simponi Application at the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office, there are also several obstacles faced in several aspects that refer to Government Regulation No. 46 of 2011 concerning Civil Servant Work Performance Assessment which will be described as follows:

- a. Quantity The results of the study found that the obstacles that hinder employee performance are seen from the aspect of quantity, namely the number of employees is not proportional to the workload in the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office.
- b. Quality. The results of the study found that the obstacles encountered from the quality aspect mainly came from the awareness of ASN itself in optimizing the potential it has to work optimally in accordance with the duties it carries out in the Cipta Karya, Construction Development and Spatial Planning Office of Southeast Sulawesi Province.
- c. Time. The results of the study found that the obstacles encountered from the time aspect are that there are still employees of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office, who have low awareness related to working time.
- d. Cost. The findings of the study believe that there are no obstacles encountered from the cost aspect that can affect the performance of employees of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office.
- e. Service Orientation. The findings of the study conclude that there are still employees of the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office who do not have awareness in providing optimal services to the community.
- f. Integrity. The results of the study found that the obstacles in the aspect of integrity that are able to affect the performance of employees of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and

Spatial Planning Office lie in the employees themselves.

- g. Commitment. The results of the study found that the constraints in terms of commitment that were able to affect the performance of employees of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office lay in the employees themselves.
- h. Discipline. The results of the study found that the obstacles in the discipline aspect that are able to affect the performance of employees of the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office lie in the employees themselves and the lack of law enforcement or sanctions against employees who violate disciplinary rules in the office.
- i. Collaborate. The results of the study found that there were no obstacles in the aspect of cooperation that were able to affect the performance of employees of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office.
- j. Leadership. The results of the study found that the obstacles in the leadership aspect that are able to affect the performance of employees of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office are the suboptimal example of exemplary from superiors and the low sanctions against employees who violate office discipline rules.

Overall, it can be concluded only from the aspect of cost and cooperation which refers to performance indicators in Government No. 30 of 2019 concerning the Assessment of Civil Servant Work Performance, which no significant obstacles and obstacles were found.

4.1.3 Efforts are made to overcome the obstacles faced in order to encourage the improvement of the performance of the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office with the implementation of the Simponi Application.

The obstacles faced in improving employee performance in , must be found several steps and efforts to overcome them. The findings of the research (the results of interviews and observations) found that several efforts have been made to overcome challenges in improving the performance of employees at the Office of Cipta Karya, Construction Development and Spatial Planning of Southeast Sulawesi Province associated with the implementation of the ASN Simponi Application, including:

- a. The role of leaders in driving performance improvement

The findings of this study found that the role of leaders in planning changes, providing support and guidance to staff, especially in monitoring behavior with the implementation of the Simponi application which is expected to have an impact on improving performance. It is also believed that in daily life in the office, of course, leaders must be able to convey the organization's vision clearly so that it becomes a significant clue for the staff to work more optimally. A clear vision helps employees understand the goals and direction of the organization, so they can work more focused and directed. In addition, emotional and professional support from the leader also plays an important role in this adjustment process. When employees feel supported and cared for, they are more likely to adapt to change and make good use of the Simponi application. This will ultimately have a positive impact on overall employee performance, encouraging the achievement of more effective and efficient organizational goals. The results of this study are in line with research conducted by Juliani (2016) who believes that one of the variables that can improve employee performance is the role of leaders as seen from the ability to build effective relationships, plan and implement changes in the organization.

- b. There is good communication

The findings of the study believe that in an effort to improve employee performance, a good communication atmosphere is needed, including communication between superiors and subordinates as well as between employees. A well-planned implementation of the Simponi application will not be optimal without strong communication support. A clear understanding of the work, as enshrined in the Daily Performance Report (LKH), depends heavily on how well the information is delivered. If employees don't understand the expectations or how to use the app, they may have difficulty performing their duties. Furthermore, good communication also allows for more effective verification from superiors. This verification process becomes easier when employees feel comfortable communicating and asking for clarification regarding their work. All of this ultimately contributes to the improvement of overall employee performance and the achievement of desired organizational goals. The findings of this study also corroborate the results of research that has been conducted by Maria, Edison and Wandry (2021) that good communication between fellow employees or superiors and subordinates is one of the aspects that can encourage employee performance improvement.

- c. There is a harmonious working atmosphere

The findings of the study concluded that there is a harmonious working atmosphere in the Southeast Sulawesi Provincial Office of Cipta Karya, Construction Development and Spatial Planning which of course has an impact on the harmony of collaboration between teams which can encourage cooperation between employees in office projects together which can strengthen interpersonal relationships and improve the performance of the employees themselves. A positive work atmosphere not only creates a pleasant environment, but also contributes to work productivity and efficiency. A good work atmosphere will also create job satisfaction where employees who feel comfortable and happy at work tend to have a higher level of job satisfaction. This satisfaction contributes to employee loyalty to the organization and reduces turnover rates and will directly impact employee performance improvement. The findings of this study are in line with the theory put forward by Sedarmayani (2019) which states that the work atmosphere plays an important role in the implementation of daily employee duties. A pleasant work atmosphere will result in better work productivity. The findings of this study also corroborate the results of research conducted by Maria, Edison and

Wandry (2021) that a conducive work environment and work atmosphere will be able to encourage employee performance improvement.

d. Provision of supporting facilities

The findings of the study conclude that the office has prepared adequate facilities to support the office such as stable internet devices and comfortable workspaces. This will of course provide a mood and work motivation for employees to be optimal in working and have an impact on improving the performance of the employees themselves. The provision of supportive facilities will enable employees to increase productivity, innovate and adapt optimally and create a positive work culture where employees who are satisfied and motivated will contribute more to a positive work culture which is an element that encourages employee performance improvement.

e. The existence of work motivation from the employees themselves

The research believes that the agency and leaders have often increased work motivation in the employees themselves both by providing training and career development opportunities which are expected to increase the work morale and loyalty of employees to the office. This effort is also supported by good communication from the leaders of each sub- unit to continuously encourage employees to understand their meaning and significance as employees and community services so that they work in accordance with SOPs and applicable rules. The findings of this study are in line with the results of research conducted by Maria, Edison and Wandry (2021) which stated that employee work motivation is one of the variables that can improve the performance of employees themselves.

f. Periodic Evaluation

The findings of the study found that the leadership and the Agency always conduct regular and periodic evaluations and assessments both related to the level of attendance and performance of each existing employee so that it will be a valuable input for the leadership in setting realistic targets for improvement in both discipline and employee performance aspects. In addition, periodic evaluations also encourage employees to improve their discipline and commitment, thereby creating a more productive and responsible work culture.

V. CONCLUSION

Based on the results of the research, it can be concluded including:

- The performance of the ASN of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office with the use of the Simponi application can be seen in terms of quantity, quality, time, cost, service orientation, integrity, commitment, discipline, cooperation and leadership.
- The obstacles faced in order to encourage the improvement of the performance of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office with the implementation of the Simponi Application are in terms of quantity, quality, time, service orientation, integrity, commitment, discipline and leadership.
- Efforts have been made in overcoming the obstacles faced in order to improve the performance of the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office with the implementation of the Simponi Application, including the role of leaders, good communication, harmonious work atmosphere, provision of supportive work facilities, work motivation from employees, periodic evaluations.

From the results of the conclusions that have been explained, the suggestions that can be given from the results of this study are as follows

- It is hoped that the leadership of the Southeast Sulawesi Provincial Cipta Karya, Construction Development and Spatial Planning Office will continue to maintain good communication with all employees, maintain a harmonious working atmosphere among all employees, continue to routinely evaluate and supervise and increase employee work motivation which is expected to improve employee performance.
- It is hoped that the Southeast Sulawesi Provincial Cipta Karya, Construction and Spatial Planning Office will continue to socialize the importance of awareness to be disciplined in attending morning and evening absences to all employees as a form of organizational culture and a form of service to the community.
- It is hoped that the Southeast Sulawesi Provincial BKD as the developer of the Simponi Application will continue to make improvements and add features to the weaknesses found related to this application so that the accuracy in measuring attendance becomes more accurate. One of the features that can be added is a face verification application so that users who will perform duties in addition to GPS (location) are also face-based which is expected to be able to reduce the abuse of weaknesses of the ASN Symponi Application.
- For the next researcher, especially those who take on the same problem, they are able to expand the research location in several Regional Apparatus Work Units (SKPD) within the Southeast Sulawesi Provincial Government so that it is expected to be able to enrich the discussion about the implementation of the Simponi Application, especially in the provision of personnel data, encourage attendance discipline and contribute to improving better employee performance.

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