

## Research Article

# Effect of Application of E-Kinerja Assessment System in Improving Employee Performance

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**Abstract.**

A quantitative study that aims to determine the effect of the application of the E-Kinerja assessment system in improving employee performance at the Rappocini District Office in Makassar City. The application of the E-Kinerja appraisal system is an independent variable, whereas employee performance is the dependent variable. The study included all the employees at the Rappocini Sub-District Office of Makassar City, amounting to 52 permanent employees and contract workers. The analysis technique used was simple regression. The results of this study were the application of the E-Kinerja assessment system application, namely the ease of using the E-Kinerja application, the achievement of targets and work realization, and attendance integrity had a positive and significant effect on employee performance, namely quality, quantity, implementation of duties and responsibilities at the Makassar City Rappocini Sub-district Office. Therefore, it can be concluded that with the application of the E-Kinerja appraisal system, employee performance has increased.

**Keywords:** E-Kinerja appraisal system application, employee performance

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## 1. Introduction

Humans in the 4.0 era have brought the convenience of various existing technologies, including the ease of getting information, beautiful and affordable facilities and destinations. Era 4.0 affects almost all sectors of human life including policy making in the digital age, almost all social institutions accommodate various problems related to the use of technology. in the global social order.

Digitalization in public services is expected to make it easier for the community to get services (1). In line with this, the changes made by the government are for the community to get the best service, it is the work of the government now to gain the trust of the community.(2,3). To create a system of government clean and authoritative and to realize good, efficient, effective and quality public services, of course, need to be supported by

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the existence of Human Resources (HR) apparatus, especially Civil Servants (PNS) who are professional, responsible, fair, honest and competent in their fields. In other words, civil servants in carrying out their duties must of course be based on professionalism and competence according to the qualifications of their field of knowledge(4,5).

The development of information technology has penetrated into the web-based electronic performance appraisal system for Civil Servants (PNS), namely E-Kinerja, which is applied within the district/city government. This web-based electronic system is a system used by district/city governments to manage, assess and evaluate the performance of civil servants within a certain period of time (Pratama et al., 2020). E-Kinerja is also a tool in calculating the provision of employee performance allowances. Regarding the provision of employee work allowances, prior to the implementation of the E-Kinerja application for employees who work in the same position, allowances for employees who are disciplined to work and employees who are not disciplined in work are given in the same amount.

The Rappocini sub-district office must be able to develop the potential of existing human resources. Especially now with the rapid development of technology. The development of information technology has now begun to penetrate into various areas of life and it is undeniable that information technology can increase the effectiveness and efficiency of an organization or agency's work. Along with the rapid development of information technology which causes an increase in information needs, therefore human resources must be able to adapt to be able to follow the development of existing information technology, especially when working in an organization or government agency.

The problem that occurs in the Rappocini Sub-District Office that can hamper employee performance is the case of corruption. Quoted from [www.news.detik.com](http://www.news.detik.com) The High Prosecutor's Office (Kejati) of South Sulawesi detained the former Head of Rappocini, Hamri Hayya, for his alleged involvement in the corruption of cutting a 30 percent fee for socialization and counseling activities for the Makassar City Government SKPD. State losses in this case amounted to Rp. 20 billion, from the total budget of the Makassar City Government in 2017, which amounted to more than Rp. 70 billion. This is where the role of E-Kinerja. E-Kinerja serves to monitor the activities of employees during working hours, whether the employee is carrying out activities or not. This will be known by the inspection team of employee work reports which are carried out every year, every month, every week and even every day.

Based on the background of the problem described above, the formulation of the problem in this study is: how is the application of the E-Kinerja assessment system

application at the Rappocini District Office of Makassar City?; how is the performance of employees at the Rappocini Sub-district Office of Makassar City after using the E-Kinerja appraisal system application?; Does the application of the E-Kinerja assessment system have an effect on employee performance at the Rappocini sub-district office of Makassar City?

## 2. Methods

This research is a quantitative research with a descriptive approach. The research was conducted at the Rappocini Makassar Sub-District Office. In this study the population was 52 employees including 22 permanent employees and 30 contract workers. While the sample in this study used the total sampling method. Total sampling method is a sampling technique where the entire population is sampled. So the sample in this study were 52 employees. To measure the variables of this study, a Likert-scale questionnaire was used which will be filled out by respondents according to the variable indicators. This research method uses simple linear regression analysis, to determine the effect between the variables of the E-Kinerja appraisal system application system on employee performance.

## 3. Results and Discussion

The results of this research used a quantitative approach which is a form of analysis intended for large data grouped into categories in the form of numbers. Data analysis methods using descriptive statistics, data quality tests, and hypothesis tests.

### 3.1. Application of E-Kinerja Assessment System

E-Kinerja is an application or information technology-based system in the form of a website, and E-Kinerja will be used as a tool or way to monitor the State Civil Apparatus (ASN) an integrated system of measuring, assessing, supervising and managing the performance of the State Civil Apparatus. The purpose of implementing E-Kinerja is to improve the performance of the organization and apparatus, as a measure of the work performance of the organization and apparatus, recording the daily work of the apparatus in accordance with the position and workload. Indicators that show that the objectives of implementing E-Kinerja have been achieved, namely employees have carried out which is monitored every month and the filling of E-Kinerja is used as the

basis for determining the payment of employee performance benefits regulated by regulations in the office, if it is not carried out according to planning, supervision is carried out. The variable of the application of the E-Kinerja assessment system consists of 5 statement items. Details of respondents' responses can be explained through table 1:

TABLE 1: Respondents' Responses to the Variables of the Application of the E-Kinerja Assessment System.

Interval	Frekuensi	Percentage	Category
63-75	19	36.54	Excellent
51-62	33	63.46	Good
39-50	0	0.00	Enough
27-38	0	0.00	Not Good Enough
15-26	0	0.00	Bad

Source: Primary Data Processed (2022)

The results showed that the application of the E-Kinerja assessment system application was in the good category, with a frequency of 33 respondents, meaning that 63.46 percent thought that the application of the E-Kinerja assessment system application was good. This is in terms of the ease of use of the E-Kinerja application, the achievement of targets and the realization of work electronically, the integrity of attendance, quantity, and quality of work.

E-kinerja is web-based application system and can be displayed up to the highest level of leadership in stages according to the organizational structure. Assessment and approval of the assessment is carried out electronically on the E-Kinerja application. E-Kinerja assessment can function to identify, observe, measure, record, and see the strengths and weaknesses of employees in doing work. The use of this performance appraisal can improve employee performance. E-Kinerja assessment is really designed in such a way to help companies achieve organizational goals and motivate employee performance. The use of this E-Kinerja assessment is to improve the work performance of employees (6,7).

The process of implementing E-Kinerja cannot be separated from the existence of a training process carried out for each employee, so that all are able to operate the application of the E-Kinerja appraisal system. Based on unstructured interviews with the Head of the Sub-Division of General Affairs and Personnel, special training was also carried out at the Regional Personnel Agency, which was attended by the Head of Sub-Division and Operator. After receiving the socialization, the operator provides further socialization for employees in the sub-district and sub-district.

According to Mukti, et al. (8) the purpose of implementing E-Kinerja is to improve employee discipline (ASN), improve employee performance, and increase employee work motivation. The application of E-Kinerja is expected to record all activities carried out and reported by employees/ASN, measure employee performance, as material for evaluating employee performance and employee coaching materials. E-Kinerja is also an instrument for providing additional income for employees/ASN in accordance with the activities carried out.

### 3.2. Employee Performance

Organizational performance will be largely determined by the employee element because in measuring the performance of an organization, it should be measured in the performance display of its employees. Kinerja is the result of work secara quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him.

TABLE 2: Respondents' Responses to Employee Performance Variables.

Interval	Frekuensi	Percentage	Category
63-75	23	44.23	Very High
51-62	29	55.77	High
39-50	0	0.00	Enough
27-38	0	0.00	Less
15-26	0	0.00	Rendah

Source: Primary Data Processed (2022)

The results showed that employee kinerja was in the high category, with a percentage of 55.77 percent. This is in terms of work quality, quantity of work, implementation of duties, and responsibilities. Performance is the result of work that can be achieved by a person or group of people in an organization carried out in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally and not violating the law and in accordance with morals and ethics.

### 3.3. Regression Analysis

The t test is used to partially test the hypothesis in order to show the effect of the independent variables individually on the dependent variable. There are two ways to determine whether the hypothesis is accepted or rejected, namely: Comparing t count

with t table, if t count > t table then the hypothesis is accepted. Meanwhile, another way is to look at the Probabilities Values, if the probability is < 0.05, then the hypothesis is accepted. This means that there is a significant effect of the independent variable on the dependent variable. The results of the t test can be seen in Table 3:

TABLE 3: t-Test Results.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14,428	2,842		5.076	,000
E-Performance Rating System	,438	0.045	,807	9.652	,000

a. Dependent Variable: Employee Performance

Source: SPSS 21 output (2022)

Based on table 3, it can be seen that the e-performance assessment system variable has a t count that is greater than t table (9.652>1.977), with a beta coefficient of 0.435, and a significant level of 0.000 which is smaller than 0.05. So it can be concluded that the e-performance assessment system has a positive and significant effect on employee performance at the Rappocini District Office of Makassar City.

The results of the coefficient of determination test can be seen from the value of r square. The value of r square shows the magnitude of the influence between variables. The magnitude of the effect obtained is 65.1 percent, this is shown in Table 4:

TABLE 4: Coefficient of Determination Test Results.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,807a	,651	,644	1,687

a. Predictors: (Constant), E-Performance Rating System

b. Dependent Variable: Employee Performance

Source: SPSS 21 output (2022)

The results of the coefficient of determination test can be seen from the value of r square. Based on table 5, it can be seen that the value of r square is 0.651, indicating that 65.1% of employee performance variables are influenced by the e-performance assessment system. The remaining 34.9% is influenced by other variables outside of this study. The regression equation is  $\hat{Y} = 14,428 + 1,465 X$ .

The results of the coefficient of determination test indicate that the e-performance assessment system has an influence on employee performance of 65.1%. The results of this study are supported by research Sari et al. (9), Suprianto (10) and Niswaty, et al. (11) which states that the implementation of e-performance is able to improve the performance of employees. With the implementation of better e-performance from

employees, each employee will be fully responsible for what are his main duties and functions, each employee will also improve the quality of his work by providing excellent service to the community and working hard to achieve quantity of work.

Apparatus that does not work optimally will be able to assess its performance so that it has an impact on increasing the career of the apparatus itself because the performance of the apparatus is measured based on the principles: professionalism, cohesiveness, fair and proper, proportional, open and transparent, effective and efficient, accountable, welfare (12,13). With the e-performance applied, the apparatus will be motivated to work to meet the goals of the organization. The organization becomes good because it is supported by the performance of the apparatus in meeting the targets and goals of the organization. Apparatus that does not work optimally in fulfilling the instruments of e-performance, over time will experience being left behind from the apparatus that performs well so that it will hinder promotions and awards given by the organization.

#### 4. Conclusion

Based on the results of the study, there is an effect of the e-performance application assessment system on employee performance at the Rappocini District Office of Makassar City seen from the application aspect of the e-performance assessment system which has been implemented for approximately 2 years and has been running well so that employees are able to achieve targets and realization related to work goals. Employee performance has increased with the application of the e-performance assessment system because it creates an element of justice for employees in providing employee income allowances. So that employees will always try to improve their performance. There is a positive and significant effect between the application of the e-performance assessment system application on the performance of employees at the Rappocini Sub-district Office of Makassar City. So it can be concluded that the better the implementation of the e-performance appraisal system, the employee's performance will increase. The application of the e-performance assessment system application is able to give an effect of 65% on employee performance at the Rappocini District Office of Makassar City, the remaining 35% is influenced by other variables outside of this study.

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