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Edi Widiyanto, Khikmatul Islah

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Analysis of the effectiveness of the implementation of the e-kinerja system as a tool for monitoring employee's performance in the Technical Implementation Unit of Regional (UPTD) labor inspection in region I Bogor

Edi Widiyanto & Khikmatul Islah*

Institut Ilmu Sosial dan Manajemen STIAMI, Jl. Pangkalan Asem Raya No. 55, Jakarta, Indonesia

*e-mail: islahzone@gmail.com

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ABSTRACT

In frame increase performance apparatus and competence source Power man as well as increase supervision to performance employees at the Technical Implementation Unit of Regional (UPTD) Labor Inspection Region I Bogor, then Provincial Regional Government West Java implements a web-based system called e-kinerja. The effectiveness of the e-kinerja system is very influential in the effectiveness of employees' performance at the UPTD Labor Inspection Region I Bogor. This is to determine the results of performance from an employee, whether increased or decreased. Low-quality performance from employees can be caused by several aspects, among them is that the main task points and functions in existing jobs are not yet optimally executed, and the lack of accuracy time in e-kinerja implementation as well as lack of supervision to performance employee. The purpose of this study is to determine the effectiveness of the e-kinerja system as a tool for supervising performance at the UPTD Labor Inspection Region I Bogor, which refers to the theory of Budiani and uses the following variables: accuracy targets, programs, program socialization, program objectives, and program monitoring. The methods used in this study are descriptive with a qualitative approach using observation, interviews, and documentation as data sources. The research results show that the implementation and application of the e-kinerja system is successful as a tool that plays a role in supervising employees' performance at the Labor Inspection UPTD Region I Bogor.

Keywords: effectiveness; e-kinerja; e-performance; performance

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RESEARCH & PUBLISHING



1. INTRODUCTION

Technology information is one of the development technologies that can give convenience in data processing and generating quality, accurate information, and relevant. The consequences of progress in data technology can influence how governments in the modern era advance and act accurately and realistically in fulfilling their duties. The utilization of technology information via the Internet is expected to have a positive impact on supporting the improvement of government performance to the public.

The government, as a public service provider, undertakes the task of fulfilling public service needs and administration. Satisfaction public is one of the factors affecting success something service public. Because government required to provide service to public with as best as possible. If an agency is capable of processing, utilizing, and using human resources effectively and efficiently, it can succeed in achieving its goal.

Agency need know and understand weaknesses and strengths possessed by employees as base in repair weaknesses and strengthening excess employee for increase productivity so that can increase optimization performance employee in frame realize purpose. The need for implemented evaluation of consistent performance that is oriented towards the past and the future comes.

An evaluation is conducted to determine and measure employee performance in accordance with the standards that have been set. [Qamaruddin and Iskandar \(2021\)](#) state that despite the existence of employees who come late to work, there are still employees who do not work on site during working hours, and there are still employees who come to the office but do not fulfill their duties and responsibilities. However, this remains a challenge in the work environment.

More monitoring in supervise performance Apparatus Civil State is very required. The government can increase the motivation of the work of civil service apparatus by utilizing information technology. The implementation of electronic government begins with Presidential Instruction Number 3 of 2003 concerning National Policy and Strategy for the Development of Electronic Government, which states that progress in electronic government is an effort to realize the implementation of government based on electronics. One important element to note in increasing employee performance is maintaining employee discipline in work ([Qamaruddin & Iskandar, 2021](#)).

[Somantri and Hasta \(2017\)](#) defined e-government as an interactive system of communication and coordination between the government and its citizens, the business world, and government agencies, using electronic web-based technology and others. E-government is the innovation utilization of data and letters correspondence as well as its implementation in data management and administration public by authorities public to area ([Somantri & Hasta, 2017](#)). The government began to apply electronic government systems (e-government). The government implemented e-government in various aspects; one form of implementation was the establishment of a system management performance that could provide performance data of civil servants in a transparent, objective, and accountable manner through the e-kinerja system.

Utilization of technology, the benefits obtained with the application of draft e-government, include the following: (1) improving the quality of service provided to stakeholders in its policies; (2) increasing transparency, oversight, and accountability to the government organization in the frame of applying the draft of good corporate governance; (3) applying in a way that significantly reduces the total cost of administration, relations, and interactions issued by the government and stakeholders in its policies for daily activity needs; (4) creating a new public environment that can precisely and quickly answer various problems faced in line with various global changes; and (5) empowering society and other parties as partners of the government in the process of implementing various public policies in a way that is equitable and democratic ([Gore and Tony Blair in Indrajit, 2005](#)). Implementation of e-government in the context of reaching sustainable development is defined as the use of ICT to support public services, government, and interactions between the government and society. The existence of e-government is believed own greater impact big for government as tool servant in taking decision government involving community, development in the field of social and economic, as well as guard sustainability source power natural for the next generation come.

E-kinerja is system information management performance in frame evaluation performance work more employees objective, measurable, accountable, participatory and transparent so that can come true coaching employee based on performance work and systems career Civil Servant (ASN) work (Firdaus, 2018). The e-kinerja system is a program for controlling employee performance by assigning marks based on employee discipline in duties and responsibilities. These marks will determine the rewards or appropriate punishments for employee performance.

Provincial Regional Government West Java has made an effort in apply system management through e-kinerja in frame increase discipline and achievements performance Civil Servants since 2020. Implementation e-kinerja in the Provincial Government West Java is implemented with apply Mobile Performance (K-Mob) and Allowance application Performance Remuneration, where this second application is embodiment system e-kinerja related supervision to absence and burden ASN work.

Implementation of e-kinerja involving ASN to do filling presence as well as burden appropriate and capable work proven with various document official. This activity is conducted so that the government can measure and monitor the burden of ASN work objectively, measurably, and transparently, so that ASN can receive appropriate rewards.

2. RESEARCH METHOD

This study use method qualitative with its own strategy. Research qualitative in essence done in arrangement characteristics and information collected part big nature subjective. Exploration qualitative is an inspection strategy used to observe the conditions of normal grains; it is not a test, in which scientists as the key instrument, the method of collecting information ends with triangulation (joining), the investigation of information is inductive and consequential from the qualitative study line under meaning rather than speculation (Sugiyono in Harbani, 2012). To obtain the desired data, we used technique data collection with observation, interview, and documentation methods. Meanwhile, informants were selected using purposive sampling. Purposive sampling involves selecting samples with known characteristics as determined by the researchers.

In this study, the focus is on the effectiveness of the implementation of the e-kinerja system as a tool for monitoring employee performance in regional technical implementation units of the UPTD Labor Inspection Region I Bogor. Therefore, to determine the effectiveness of the implementer system e-kinerja, this research uses Budiani's (2009) theory, who states that to measure program effectiveness, variables can be used, such as the following:

2.1. Accuracy Target Program

Accuracy Target Program refers to the extent to which program participants with targets that have been determined previously. Accuracy program targets can be described become three indicators, namely: (1) recipient program targets are a group of people who receive benefit from the appropriate program with goals that have been set and (2) empowerment employees, an activity process that involves employee for build potential owned as well as effort develop it.

2.2. Socialization Program

The socialization program is an ability program organizers to implement socialization so that information about program implementation can be delivered to society in general and target program participants in particular. Program socialization has three indicators: (1) participation of employees in activity organization related to program implementation; (2) the ability of employees to convey information, delivery in explaining all matters related to the program clearly and easily so that no miscommunication occurs; and (3) training of employees, an activity for developing potential employees to be able to carry out their responsibilities effectively and efficiently in accordance with program objectives.

2.3. Program Objectives

Program Objectives refer to the suitability of the results of program implementation with the program objectives that have been set previously. The program's objectives have two indicators: (1) the program's mission comprises the necessary steps and actions to reach program objectives; (2) the vision of the program comprises a description of the results that thinking maker policies that contain a description of the program objectives that have been planned; and (3) strategy in achieving the program comprises clear and measurable plans to realize program objectives with a utility source of power owned.

2.4. Monitoring Program

Monitoring programs are activities carried out after implementation of the Program as a form of attention to program participants. Program monitoring consists of three indicators: (1) change is an adjustment that occurs after the program is implemented so that existence program supervision and monitoring is needed and (2) monitoring and evaluation are two activities integrated in frame program control in order to be able to be made into material reference for further program improvements.

3. RESULTS AND DISCUSSION

The research results were obtained through direct interviews and observations in the field at the UPTD Labor Inspection in Region I, Bogor. The research results were analyzed to answer the questions designed in the sub-chapters of the study.

3.1. Effectiveness Implementation System E-Performance as Tool Supervisor Performance Employees at the Supervision UPTD Manpower Region I Bogor

3.1.1. Accuracy Program Objectives

Sedarmayanti (2014) states that empowerment of source power man is one of the mandatory efforts undertaken to create source power quality human beings, with the ability to utilize, develop, and master knowledge, technology, and the ability to manage.

In its implementation in the field about empowerment that is Employees in the UPTD Labor Inspection Region I Manpower have been active in all activities, starting from the planning, implementation, and monitoring processes. With active employees, duties and responsibilities can be completed effectively.

The accuracy of the program's objectives is the most important factor to achieve effective words in the implementation of a program. The targets achieved were already appropriate, namely all ASN in the environment Provincial Regional Government West Java, especially in the UPTD Labor Inspection I Bogor and has capable empowering employee for inputting work data that becomes not quite enough the answer to the K-Mob application for absence and TRK for the work he does in a way daily.

Research results This explained that e-performance implementation was influential, positive, and effective as a tool for supervisor performance of employees at the UPTD. This means better implementation performance in a way electronics, target recording, and realization work in a way electronics and integrity presence, quantity, and quality work; then, the more increase performance of employees in responsible production of quantity and quality work at the UPTD Labor Inspection I Bogor.

Description variables study explains that each employee can operate performance in good away electronics at the UPTD Labor Inspection Region I Bogor and high integrity in the presence of quantity and quality applied work in the electronic system, as well as capable of recording targets and realizing work in away electronics in accordance with the main points and functions of the task, and then every employee will be motivated by his colleague that his work has formerly applied e-performance usage with good. With a good implementation of e-performance from the employee, every employee will be responsible for answering fully what becomes the task of the main points and their functions; each employee will also increase the quality of his work by providing excellent service to the public.

The same research results performed by Puspita (2018) entitled effectiveness of e-performance program in civil servants Civil Service of the Surabaya City Government concluded that the e-performance program has appropriate with specified program targets previously. Because it has been had Standard Operational Procedures and already socialized throughout Apparatus Civil Servants (ASN) of the Surabaya City Government. Therefore, civil servants Apparatus Civil servants must follow the procedure. With the existence of e-performance from other regional devices, each employee that is the real thing works in accordance with its duties and functions, according to with objective Regional Devices can be seen from the program.

3.1.2. Program Socialization

Socialization begins with the implementation of a system or program. Although it may seem trivial and insignificant, the socialization process is highly influential in the sustainability of a system or program. According to Gunawan (2012), socialization is the process by which a message is delivered to others to provide knowledge or directly change attitudes, opinions, or behaviors.

Socialization of the program in matter, this implementation e-performance system of course just involving all over ASN employees in the environment Provincial Regional Government West Java, because participation from all over employee objective from implementation e-performance system This Can in accordance with objective the beginning that has been set that is to optimize method work and supervision Apparatus State Civil Servants (ASN) in the environment Provincial Regional Government West Java.

For beginning implementation of an e-performance system in the environment of the Provincial Regional Government of West Java, namely at the Department of Manpower and Transmigration where the UPTD Labor Inspection Bogor Region I Office exists inside it has conducted socialization and training implementation e-performance systems (K-Mob and TRK) are good and is something series of processes from a program. In its implementation based on the results of interviews and observations at the Supervision UPTD Bogor Region I Employment, it is running well, as all employees have followed through with it so that they are capable of inputting with good through this socialization and training.

Setiawan (2019) conducted research on the effectiveness of the e-filing program as a government effort to increase compliance with MTR through the submission of annual tax returns (SPT) (study at the Tax Service Office) Tax Primary Lamongan. The focus of Setiawan's (2019) research was the effectiveness of the e-filing program at KPP Pratama Lamongan, which included the accuracy of program targets, program socialization, successful program objectives, and monitoring.

The success of the program was seen in one of the programs. The results of this study obtained that the e-filing program at KPP Pratama Lamongan can be realized, although not yet maximum or evenly. This was proven from the implementation of the e-filing program at the Pratama Tax Office, which has been realized and the results have been useful for public taxes at the Pratama Tax Office Lamongan. In the e-filing program, a number of problems were found in the field. This is proven that indeed this program still has a lack, although the number of reporters who use e-filing every year has increased, as indicated by the data obtained at the Pratama Tax Office Lamongan.

3.1.3. Program Objectives

Constitution Number 5 of 2014 concerning Apparatus Civil State and Regulations Government Number 11 of 2017 concerning Civil Servant Management mandates integrated and systematic management. To determine the effectiveness of a program and whether it can achieve its objectives (Budiani, 2009). This can be seen from the indicator of objective. The purpose of the program is to determine the suitability between the results that have been achieved with the program objectives that have been planned. Without determination objectives, Budiani (2009) states that the achievement of the program is promoted. In the indicator, the program's objectives are explained again as two: the purpose of the program itself and your efforts to achieve the program objectives.

Based on the results of the interviews conducted at the UPTD Labor Inspection Region I Bogor, e-performance aimed as a tool to monitor performance, measure, assess, monitor, manage, and develop

employee performance as material for decision-making. Another informant said that e-performance goals were used as a tool to gauge employees' work in a way daily, which would be accumulated as an evaluation target for work performance. Completing e-performance based on targets and realization. If the activities carried out by employees are suitable with the planning of the organization, then e-performance goals are achieved. If not done in accordance with the plan, supervision will be carried out. Employees who have carried out tasks are monitored every day and every month. E-performance filling is used as the basis for determining performance allowance payments.

This research result is similar to a study conducted by [Rukmana et al. \(2020\)](#) on training center management and leadership agriculture, which concluded that e-performance evaluation based on walk-throughs was effective because the evaluation was implemented objectively. This study also found that assessments were conducted only with regard to daily activity inputs to the e-performance system, without confrontation with real performance data. Objective assessments by superiors, in accordance with daily activity reaching realization each month, determined the success of e-performance. Superiors can also monitor & view achievements realization from employees who become his responsibility through e-performance applications.

Subsequently, [Wahyuni \(2020\)](#) conducted research at the OPD of Payakumbuh City, West Sumatra, and concluded that the existence of e-performance and integrity impacted employee performance at the Payakumbuh City OPD. An employee's sense of responsibility for the work that has been mandated to him will increase performance, honest employees in work, be wise in making decisions, and be capable of facing situations, as well as capable employees who can create and innovate in completing the job they are doing will own performance or results.

3.1.4. Program Monitoring

Creating effective programs can be done by seeing the effectiveness of the proposed program [Budiani \(2009\)](#), one of which is monitoring. Monitoring is the activity carried out after the program activities as a form of attention from the program implementers to the program participants. Monitoring is conducted to provide information on whether the program provides a sustainable positive impact on the participants after following the program. These activities are important to identify when in different program implementations with plans that have been set so that the shortcomings can be known and the problems can be searched for solutions. Monitoring is a process of measuring, recording, collecting, processing, and communicating information to help in decision-making for program management ([Calyton and Petry in Soekartawi, 2002](#)).

Monitoring of e-performance programs can be carried out by each employee and the head of each UPTD. Changes during the implementation of this e-performance program prevent employees from committing fraud when they are absent and eliminate the queue because the roll call is conducted on the cellphones of each employee and leader can reprimand employees for not reaching the expected performance level and provide rewards based on the database from this K-Mob and TRK application.

This research result is different from the results of a study previously conducted by [Wimastuti \(2016\)](#), who researched the Effectiveness Implementation E-Performance System as an Effort Improving Employee Performance Surabaya City Education Office. The results of its research conclude that the effectiveness of the program at the Surabaya City Education Office can it is said not enough effective because from seven indicators determined by researchers Surabaya City Education Office has fulfil four indicator just that is, the first one availability facilities and infrastructure that are felt Already very good matter This proven with availability computer for each employee so that help walking activity employees to be more maximum and not need borrow computer to other services or to fellow officer, the second clarity of the strategy used Already very clear Because in accordance with laws and regulations the mayor is addressed to increase the performance of its employees, the third is thorough this planning matter proven with existence term enough time To realize this program with mature and appropriate consideration with conditions required by employees and the last is clarity desired goals achieved felt Already in accordance with what is desired Because desired goal is make employee performance service this more already very understood by the employees.

There are three stated indicators, none of which fulfil the standard. The third indicator is the process of analyzing and formulating policies, appropriate program development, systems supervision, and control. This happens because the weakness of the source of power of man to implement the program becomes an obstacle so that the employees find it difficult to adapt with the existing program. This is what causes weakness in supervision and control because the system information that has not been mastered all and sometimes existence damage from the system center, so that the analysis and formulation policy process becomes disturbed.

This existence of an e-performance program felt not enough effective because besides system perceived supervision and control still not enough plus with occurrence system error that hinders they input activity data addition so that points that should be enter become stuck because e-performance system that often errors. Therefore, it is clear that the implementation of e-performance in government institutions can be used as a control or performance supervision tool for employees, although other studies have shown that the results of his research indicate that e-performance implementation is not sufficiently effective in increasing employee performance.

3.2. Factors Supporters and Factors Inhibitor Effectiveness Implementation System E-Performance as Tool Supervisor Performance at the UPTD Labor Inspection Region I Bogor

The implementation of e-performance at the UPTD Labor Inspection Bogor Region I is not free from challenges that can support and hinder its implementation.

3.2.1. Factors Supporters

Adequate facilities can be seen in the use of adaptable technology with modernization of the times. Technology, in the form of devices such as computers and the Internet, is used. A stable and relatively fast Internet speed facilitates the process of transferring data between staff and helps with activities conducted online.

E-performance (K-Mob and TRK) as a means of evaluating the civil state. Based on evaluation, this refers to Governor Regulation No. 75 of 2019, which assesses ASN from activities, output, and behavior. In terms of behavior, K-Mob is an application used by ASN in the West Java province to indicate their presence; therefore, one of the criteria for evaluating behavior is absence. Each ASN who carries out activities and reports their performance daily but does not indicate their presence is considered as having no record. The use of the presence system using technology is an innovation that can lead ASN to one of the indicators of the formation of a smart city, namely, smart government.

E-performance is a system web-based on an application and can be displayed up to the level of the highest leadership in a way tiered in accordance with the organizational structure. Assessments and evaluations are conducted electronically in e-performance applications.

In this research, we implemented an e-performance system at the UPTD Supervision Office, Bogor Region I Manpower, and found that it was good. Because the employees have performed e-performance charging activities (K-Mob and TRK) up to this point, and have carried them out well. This was supported by the use of or utilization of technology information via a smartphone (mobile phone), which has its own K-Mob and TRK applications to make it easier for all employees to complete attendance and input daily work results. Support from leadership or superiors in supervising subordinates' performance was also done in real-time, which helped the performance of the organization through this e-performance system.

Study previously the same by [Indrawan \(2021\)](#) with title Implementation Electronic Performance (e-Performance) against Motivation Work Employees at the Sub-district Office Klungkung, from results study known that source Power human resources (HR) as agent implementer implementation at the Sub-district Office Klungkung has adequate. The source of power possessed own skills, intense e-performance training, and socialization implemented before the implementation of e-performance at the Sub-district Office Klungkung.

In addition to source power human, source power the budget also plays an important and useful role in the implementation of e-performance. In addition to human resource and budget resources (funds), equipment resources also become success factors for the implementation of policies.

3.2.2. Factors Inhibitor

Based on the research results from interviews and observations regarding the obstacles to the implementation of e-performance systems, one obstacle is employee indiscipline in e-performance, with no one filling in e-performance every day, even if someone fills it in once a month. Another obstacle in its implementation, from the network and application aspects, is that it sometimes goes down because of a dense access to the server. Employees who experience this obstacle can check the internet connection, and if there is no problem connected, they will confirm with the Regional Personnel Agency (BKD) whether maintenance is performed on the application or not.

This implementation e-performance system experience obstacle but no frequent and obstacles sometimes found accessible to difficult application at the time certain due to access congested to the server and the internet, which sometimes slow and application down. In certain matters, the solution can check the internet connection and wait until the website returns to normal.

Study different previously related factor obstacles in Implementation Electronic Performance (e-performance) delivered by [Indrawan \(2021\)](#) with title Implementation Electronic Performance (E-Performance) against Motivation Work Employees at the Sub-district Office Klungkung. From the results, there are a number of factor inhibitors in Implementation Electronic Performance (E-Performance) against Motivation Work Employees.

3.2.2.1. Social Environment

An unsupportive social environment can become a source of problems from the failure of policy implementation. Therefore, efforts to implement policy requirements in a conducive social environment. From the results of interviews and field observations, it was known that the social environment became a factor that inhibited the implementation of e-performance at the Klungkung sub-district office, namely, the negative perception of the public toward employees taking selfies for interest as one of the activities to prove their work.

3.2.2.2. Politics

Regulation Regent Klungkung Number 2 of 2019 as the basis for e-performance implementation is a top-down public policy, where in the formulation of the decision, specifically in determining a list of activities that can be done reported No through a survey process first so that lots of activities that are there are not in the list of activities, but the fact activity is implemented. Thus, political factors can be one of the inhibitors in the implementation of e-performance at the Klungkung subdistrict office.

3.2.2.3. Factor Economy

As A-based system technology information, e-performance can be accessible using A hard device (PC or Laptop) or a smartphone. Generally, manufacturing report in e- performance done using a smartphone, because more practice and easy brought. From the results of the interviews conducted, it can be concluded that factor economy is one of the factor inhibitors in the implementation of e-performance at the Sub-district Office Klungkung because every employee, in a way that is not directly required to own a smartphone equipped with data packages that every moment must ready, often experiences disturbance if they depend only on hotspot/Wi-Fi facilities.

3.3. Efforts Made by the Supervision UPTD Labor Inspection I Bogor in Overcome Factor Inhibitor Effectiveness E-Performance Implementation as Tool Supervisor Performance Employee

Based on study This that implementation e- performance system (K-Mob and TRK), ASN often encounters obstacles negligence in fill in application the because clash with duties and functions work as service civil service. Most civil servants generally focus on service activity work, while they (ASN) also have to meet TRK and K-Mob. This becomes a constraint when no in accordance with the system from

the application said, even though they have also carried out performance in accordance with the criteria from the system.

The delay in filling out TRK and K-Mob applications is still ongoing. There is a grace period, meaning that all applications (TRK and K-Mob) are already customized and need to increase the performance of ASN in the environment of the Provincial Regional Government of West Java. The role of leadership or a superior is required to build discipline in subordinates. As far as this is concerned, a superior takes on the responsibility when employees do not complete report performance daily on the application, depending on each superior.

Waliulu et al. (2020) found that the implementation of e-performance at the Regional Civil Service Agency of Maluku Province had not been effective in improving the performance of civil servants. This finding was consistent with Makmur's effectiveness theory, which was used as the analytical framework in the study. The research also identified several major obstacles, including limited adaptability among employees, the absence of specific regulatory support, and inadequate facilities and infrastructure. To address these barriers, the study proposed several measures, such as integrating e-performance with e-administration, establishing specific regulations governing e-performance, and updating the system to Android- and iOS-based platforms so that its implementation could become more effective.

4. CONCLUSION AND SUGGESTION

4.1. Conclusion

E-kinerja developed to make it easier for apparatus in input activity or work and to make Report Work Daily (LKH), in addition to the application being capable of becoming one of the supporting instruments for leadership in making decisions related to employees, units, and work units.

The e-kinerja implementation was influential, positive, and effective as a tool for supervisor performance of employees at the UPTD. This means the best implementation performance in a way electronics, target recording and realization work in a way electronics and integrity presence, quantity, and quality work, then the more increase performance employee in responsible produce quantity and quality work at the UPTD Region I Bogor.

Factor supporters in environment unit work among them facility in the form of technology that follows developments over time, comfortable work environment, and providing seminars/ workshops. However, support in the form of participation government, data security, the infrastructure in question in support is part of the legal/basic infrastructure law, human resources infrastructure, and infrastructure technology.

In terms of facilities and infrastructure, human resource factors significantly influence the effectiveness of the e-kinerja system; indiscipline employees in e-kinerja filling in the form of negligence attendance and reports results performance no done every day even someone is filling in one month very or unmet minute targets achieved in filling report results performance, sometimes access to difficult application at times certain due to access congested to the server.

E-kinerja at the UPTD Labor Inspection Region I Bogor requires system processing in a way electronics consisting of from HR components, hardware, and software to develop the system that has been there. In carrying out performance reporting daily for employees who do not fill it in a way daily employee, the get reprimanded in a way orally from the superior.

4.2. Suggestion

Based on the above conclusions, the following suggestions are proposed: (1) the need for supervision that is intense and consistent from superiors to subordinates to promote discipline in daily report performance with a method to see employee performance results daily; (2) the need for employees to be aware of the importance of discipline in filling out daily performance reports, similar to regulations that require ASN to fill out performance reports on e-kinerja applications (K-Mob and TRK) every day to make it easier for superiors to assess and increase employee performance; and (3) performance monitoring of the UPTD Labor Inspection Bogor Region I to remain accountable for performance evaluations using

the e-kinerja system (K-Mob and TRK) so that the results of performance evaluations of work can be used as a means to repair the quality of work of UPTD Supervision employees and performance in Bogor Region I Office in particular and the Manpower and Transmigration Office in general. This needs to be carried out to ensure that the implementation of performance evaluation with the e-kinerja system is in accordance with the expected goals.

Ethical Approval

Not Applicable

Informed Consent Statement

Not Applicable

Authors' Contributions

EW conceptualized the study, designed the research framework, and supervised the overall research process. KI conducted data collection through observation, interviews, and documentation; performed data analysis; and drafted the manuscript. Both authors contributed to the interpretation of the results, reviewed the manuscript, and approved the final version of the article.

Disclosure Statement

No potential conflict of interest was reported by the author(s).

Data Availability Statement

The data presented in this study are available on request from the corresponding author due to privacy reasons.

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Notes on Contributors

Edi Widiyanto

Edi Widiyanto is affiliated with Institut Ilmu Sosial dan Manajemen STIAMI Jakarta.

Khikmatul Islah

Khikmatul Islah is affiliated with Institut Ilmu Sosial dan Manajemen STIAMI Jakarta.

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