Implementation of E-HRM in the Ministry of Public Works and Public Housing

Farhana[*], Endah Labdhameirina, Mediaty

Master of Accounting Department, Hasanuddin University, Makassar, Indonesia

Abstract

The Utilization of information technology systems is meant to be supported or encouraged organizations to achieve its organizational goals. This utilization is used not only in business sector, but also in the public sector. In achieving productivity and service efficiency, an integrated system is needed, so that the provision of services, the collection and processing of data can be done in a more efficient, transparent, orderly, fast, easy, integrated and secure manner. In making Policies in order to increase work efficiency and effectiveness in organizations needs to implement a Management Information System as a basis for decision making, management and policies, especially in terms of employee management. The Electronic Personnel Management System at the Ministry of Public Works and Public Housing manages personnel which covers all civil servant management activities, namely a personnel data management application called e-HRM (Electronic Human Resource Management The aim of this research is to determine the role of employees in updating data and the benefits felt by users (employees) when using the e-HRM application at the PUPR Ministry. Qualitative method is used in this research. The results of the research shows that e-HRM is an effort to move manual processes to electronic ones so that personnel processes are fast, precise and up-to-date as well as making the administrative process of civil servants easier, one of which is promotion so that employees are required to always update their personal data so that the promotion process runs smoothly without constraints as well as providing a number of key benefits for organizations, such as increasing efficiency and reducing costs associated with Human Resource Management, facilitating the shift of HR's role to a more strategic level and improving client services, from manual administrative handling of entities to online-based systems.

Keywords: Information technology; Employee Management; e-HRM

INTRODUCTION

Utilization of information technology systems is a means of supporting or encouraging organizations to achieve organizational goals. The use of Information Technology is not only used in business sector organizations, but also in the public sector. In realizing the achievement of service productivity and efficiency, an integrated system is needed, so that service delivery and data collection and processing can be carried out more efficiently, transparently, orderly, quickly, easily, integrated and safely. (Mediaty et al., 2017)

Author in correspondence,
 email: *farhana@pu.go.id*

This development changes government policy in terms of e-Government services regarding government governance with Information Technology which is very important for the government. Policies implemented to improve work efficiency and effectiveness in organizations require the implementation of a Management Information System which can be used for decision making and management as well as policy direction, especially in terms of employee management.

In the 2014 ASN Law, it is stated that the mandate of the ASN Law regarding the Management and Development of ASN Personnel Information Systems (Article 48 letter d) which is addressed to BKN has implications for Ministries/Institutions. The personnel management system in the Ministry of Public Works and Public Housing is regulated in accordance with Minister of PUPR Regulation Number 22/PRT/M/2017 of 2017 concerning the Electronic Personnel Management System in the Ministry of Public Works and Public Housing. This Ministerial Regulation is intended as a guideline for all civil servants and personnel managers in managing personnel which includes all civil servant management activities through e-HRM (Electronic Human Resource Management).

E-HRM has been introduced since 2017 to be used as a personnel data management application within the Ministry of Public Works and Public Housing.

e-HRM users are both civil servants and non-civil servants who have an NRP/ERN (Employee Register Number) who must register first before logging into the system. The eHRM database is the result of migration from the SIMKA database so that it contains employee data, namely personal data, family data and employment history data. Then, data updating is carried out by each employee using the e-HRM system. e-HRM data stores and processes many important employee data as shown in the image below.

Figure 1. Database on e-HRM

From the beginning of development until now, the data processing flow in eHRM has undergone changes. With this change in the data processing flow, users or employees can update data independently. The development of eHRM is not only a change in the process flow, but there is also the development of features and utilize such as data integration with other information systems both in the Internal Unit of the Ministry of PUPR and other Ministries/Government Institutions.

This research aims to determine the role of employees in updating data and the benefits felt by users (employees) when using the e-HRM application at the Ministry of PUPR.

LITERATURE REVIEW

Information Technology

According to Hamzah B. Uno and Nina Lamatenggo (2011) Information

technology is a technology used to process data. Processing includes processing, obtaining, compiling, storing, manipulating data in various ways to produce quality information, namely information that is relevant, accurate and timely. Meanwhile, according to the opinion of another expert, Indriantoro (2000), information technology is the technology used to process data, including processing, obtaining, compiling, storing, manipulating data in various ways to produce quality information, specifically information that is relevant, accurate and timely, which is used for personal, business and government purposes which has potential strategic information for decision making. Computers are the technology of the primary device that processes and processes data into useful information

Abdul Kadir (2014: 15) stated that information technology generally has the following role:

- Information technology replaces the role of humans. In this case, information technology automates a task or process.

- Information technology strengthens the role of humans, particularly by providing information on a task or process.

- Information technology plays a major key role in restructuring human daily live. In this case, technology plays a role in making changes to a set of tasks or processes.

Human Resource Management

Human resources contain two meanings. First, Human Resources (HR) has the meaning of work efforts or services that can be provided in the production process. In this case, HR reflects the quality of effort given by a person within a certain time to produce goods and services. Second, HR concerns humans who are able to work to provide services or work efforts. Being able to work means being able to carry out activities that have economic value, namely these activities produce goods or services to meet community needs (Sumarsono and Sony, 2009)

Electronic-Human Resource Management (e-HRM)

e-e-HRM is a web-based tool that automatically supports human resource processes (Biesalki 1997). e-HRM is a way to implement HRM strategies, policies and practices in organizations consciously and supported by the full direction of basic web-based technology. The ultimate goal of e-HRM according to Huub and Tanya (2004) are:

1. To increase the strategic orientation of HRM.
2. To reduce costs, gain efficiency.
3. To facilities for management and employees.

METHODS

Types of Research

In this research, using the kind of qualitative research that can be understood that the data collected is not numerical. so that the objective of the quality research is to describe the temporary expectations behind the real story that takes place in depth, detail, and accuracy.

Place and Time of the Research

The research took place in the Central PUPR Ministry, South Jakarta with the

time the research was carried out during the month of April-May 2022.

Data Types and Sources

The type of data collected by researchers is qualitative data. According to Sugiyono (2019) Qualitative research methods are research used to investigate, describe, explain, discover qualities or features of social influence that cannot be explained, measured or described through a quantitative approach.

According to Sugiyono (2019), Primary Data is a data source that directly provides data to data collectors. Meanwhile, secondary data is a source that does not directly provide data to data collectors. Researchers use Primary Data, primary data is data collected directly by researchers through sources by conducting research on the object under study.

Analysis Method

Data was collected through a series of processes, namely the interview process, documentation and observation. The analytical method used in this research is a descriptive analysis method, which describes or describes the data obtained and needed regarding the implementation of e-HRM use at the Ministry of PUPR

ANALYSIS AND DISCUSSION

General description

Marler and Fisher (2014) explain that EHRM is a set of patterns used to manage human resources in organizations with the aim of creating competitive advantages and realizing organizational goals. E-HRM is also defined as a way to create and implement quality human resource management (HRM) based on information and communication technology (Bondarouk,

et.al, 2013). At the Ministry of Public Works and Public Housing (PUPR), one of the Electronic-Human Resource Management (e-HRM) implemented is e-HRM which is a State Civil Apparatus (ASN) information system and was developed by the Personnel, Organization and Administration Bureau, Secretariat General Ministry of PUPR. This e-HRM application is a development of the PUPR Personnel Management Information System (SIMKA). The e-HRM data is the Ministry of PUPR's ASN data which is used as the basis for synchronization with national databases, namely the Personnel Services Application System (SAPK), the State Civil Service Agency (BKN) and the Ministry of PAN-RB. This application is a website-based application that is used to facilitate the management of all personnel processes in the PUPR. This application is also an effort to move manual processes to electronic ones so that the employment process is fast, precise and up to date as well as making the civil servant administration process easier, one of which is promotion so that employees are required to always update their personal data so that the promotion process runs smoothly without problems.

The scope of e-HRM data includes civil servant data and non-civil servant data that have an NRP, each process is stored in the e-HRM database. For civil servants, the data stored starts from CPNS until retirement, while for non-civil servants who have an NRP includes data from when they started working until they stopped. It is hoped that the e-HRM application can realize smooth administration and management of

personnel data within the PUPR Ministry, as well as support the PUPR Ministry's Bureaucratic Reform program. In e-HRM there are several features, including input and updating employee data, family and life history, system alerts, process monitoring, personnel information, digital archives, work agendas and personnel news. Employee data that has been managed in eHRM to date is as follows:

- Personal Data
- Family Data
- Position History Data
- Functional Position History Data
- Rank/Class History Data
- Credit Score History Data
- Educational History Data
- Award History Data
- Training/Certification History Data
- List of Seminar History
- Assignment History Data/Study Permit
- Work Performance History Data
- Competency History Data
- Salary History Data
- Disciplinary Punishment History Data
- Leave History Data
- Absence History Data
- LP2P Historical Data
- TOEFL History Data
- Scientific Work History Data
- TAPERA

Benefits of e-HRM

Generally, e-HRM is believed to provide a number of major benefits to organizations, such as improving efficiency and reducing costs associated with Human Resource Management, facilitating the shift of the role of SDM

to a more strategic level and improving customer service, from manual administrative paper work of entities to an online-based system.

The eHRM application was created in the context of electronic-based personnel services, especially in the Personnel, Organization and Administration Bureau in an effort to move manual processes to electronic so that personnel processes become fast, precise and up-to-date, by involving ASN in the Ministry of Public Works and Public Housing as well as personnel management officials. in all work units and organizational units in the PUPR Ministry. The following are several strategies for implementing e-HRM at the PUPR Ministry:

1. Involvement ASN
2. Providing tools that are easy to use, can be accessed anywhere and anytime
3. Integration of Personnel Services Improve coordination with stakeholders related
4. Socialization of eHRM services
   From these strategies, e-HRM is expected to be able to realize transparent and accountable personnel management of the Ministry of PUPR through an integrated personnel information system.

CONCLUSION

One of the Information Technologies is by creating a government application that can be downloaded easily and practically. Policies implemented to improve the efficiency and effectiveness of work in an organization require the implementation of a Management Information System which can be used for decision making and management as

well as policy direction, especially in terms of employee management.

This e-HRM application is an effort to move manual processes to electronic ones so that personnel processes are fast, precise and up-to-date as well as making the administration process for civil servants easier, one of which is promotion so that employees are required to always update their personal data so that the promotion process runs smoothly without any problems. e-HRM applications provide a number of key benefits to organizations, such as increasing efficiency and reducing Human-related costs Human Resource Management.

Resource Management, facilitates the shift of HR's role to a more strategic level and improves client service, from manual administrative handling of entities to an online-based system. The e-HRM application currently have good impact on its development within the Ministry of PUPR. However, the current e-HRM system is not fully integrated with the My SAPK-BKN application created by the State Civil Service Agency (BKN). In the future, it is hoped that this application can be thoroughly integrated with BKN's application to create a single data system for ASN, especially within the scope of the PUPR Ministry.

REFERENCE

Abdul Kadir. 2014. Pengenalan Sistem Informasi Edisi Revisi. Andi.Yogyakarta.

Biesalki, Eenst. (1997). "Knowledge Management and e-Human Reseorce Management". Yogyakarya: Forschungs Zentrum Informatik (FZI) & Daimler Chrysler AG, Plant Wörth.

Biro Kepegawaian Organisasi dan Tata Laksana, Sekretariat Jenderal, Kementerian PUPR. 2019. Electronic Human Resource Management (eHRM). Tersedia pada:

https://setjen.pu.go.id/bko/products/tes-produk

Bondarouk Tanya, Ruel Huub. 2014. EHRM: Inovation Or Iritation (An explorative empirical study in five large companies on web-based HRM). Human Resource Management Journal, Vol 18, Hal 257 – 274.

Buku Etin Indrayani-Gatiningsih, 2013. Sistem Informasi Manajemen (SIM) Pemerintahan.

Hamzah B. Uno dan Nina Lamatenggo. (2011). Teknologi Komunikasi dan Informasi Pembelajaran.
Jakarta: PT Bumi Aksara

Huub, R., dan B. Tanya. (2004). "e-HRM". innovation or irritation.

Indriantoro, N. (2000). Pengaruh Computer Anxiety terhadap Keahlian Dosen dalam Penggunaan Komputer. Jurnal Akuntansi dan Auditing Indonesia.
Vol. 4 No.8, 191-210

Kartini-Mediaty, 2017. Pengaruh Penerimaan Teknologi, Faktor Sosial, Kondisi Pemfasilitasi dan Computer Self-Efficacy Terhadap Pemanfaatan E- Office Kantor Imigrasi di Makassar. Jurnal Analisis, Vol. 6 No. 2: 180 – 187.

Marler H. Janet, Fisher. L. 2014. An Evidence- Based Review of EHRM and Strategic Human Resource Management. CEUR-WS.org. Vol 5. PP 33-51.

Peraturan Menteri Pekerjaan Umum dan Perumahan