

ABSTRAK

Sindriani Ode, Tahun 2026. " Efektivitas Penerapan E-kinerja Dalam Pengelolaan SDM Di Badan Perencanaan Penelitian, Pengembangan Daerah (BAPPEDA) Kabupaten Wakatobi Provinsi Sulawesi Tenggara" Skripsi Jurusan Manajemen Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Makassar. DIBIMBING OLEH: Sri Andayaningsih dan Zalkha Soraya

Penelitian ini bertujuan untuk menganalisis mengetahui Efektivitas penerapan E-kinerja dalam pengelolaan SDM di badan perencanaan penelitian, pengembangan daerah (BAPPEDA) kabupaten Wakatobi Provinsi Sulawesi Tenggara. Penerapan E-Kinerja merupakan bagian dari upaya reformasi birokrasi yang bertujuan meningkatkan transparansi, akuntabilitas, serta kinerja aparatur sipil negara melalui sistem digital yang terintegrasi. Penelitian ini menggunakan pendekatan deskriptif kualitatif dengan teknik pengumpulan data melalui wawancara, observasi, dan dokumentasi. Informan penelitian terdiri atas pimpinan dan pegawai BAPPEDA Kabupaten Wakatobi yang terlibat langsung dalam implementasi sistem E-Kinerja.

Hasil penelitian menunjukkan bahwa penerapan E-Kinerja di BAPPEDA Kabupaten Wakatobi telah berjalan cukup efektif dalam meningkatkan disiplin kerja, ketepatan pelaporan kinerja, serta kemudahan monitoring dan evaluasi capaian kinerja pegawai. Sistem ini juga memberikan dampak positif terhadap peningkatan transparansi penilaian kinerja dan objektivitas dalam pemberian tambahan penghasilan pegawai. Namun demikian, masih ditemukan beberapa kendala, seperti keterbatasan infrastruktur teknologi, kurangnya pemahaman sebagian pegawai terhadap sistem, serta kendala teknis dalam pengoperasian aplikasi. Oleh karena itu, diperlukan peningkatan kapasitas SDM melalui pelatihan berkelanjutan serta optimalisasi sarana dan prasarana pendukung agar implementasi E-Kinerja dapat berjalan lebih maksimal.

Kata kunci: Efektivitas, E-Kinerja, Pengelolaan SDM, Reformasi Birokrasi, BAPPEDA Kabupaten Wakatobi.

ABSTRACT

Sindriani Ode, 2026. "The Effectiveness of E-performance Implementation in Human Resource Management at the Regional Planning, Research, and Development Agency (BAPPEDA) of Wakatobi Regency, Southeast Sulawesi Province" Thesis, Department of Management, Faculty of Economics and Business, Muhammadiyah University of Makassar. GUIDED BY: Sri Andayanigsih and Zalkha Soraya

This study aims to analyze the effectiveness of the implementation of E-performance in human resource management at the Regional Planning, Research, and Development Agency (BAPPEDA) of Wakatobi Regency, Southeast Sulawesi Province. The implementation of E-Performance is part of a bureaucratic reform effort aimed at increasing transparency, accountability, and the performance of state civil servants through an integrated digital system. This study uses a qualitative descriptive approach with data collection techniques through interviews, observation, and documentation. Research informants consist of leaders and employees of BAPPEDA Wakatobi Regency who are directly involved in the implementation of the E-Performance system.

The results of the study indicate that the implementation of E-Performance at the Wakatobi Regency BAPPEDA has been quite effective in improving work discipline, the accuracy of performance reporting, and the ease of monitoring and evaluating employee performance achievements. This system also has a positive impact on increasing the transparency of performance assessments and objectivity in providing additional employee income. However, several obstacles were still encountered, such as limited technological infrastructure, a lack of understanding of the system among some employees, and technical difficulties in operating the application. Therefore, it is necessary to increase human resource capacity through continuous training and optimization of supporting facilities and infrastructure so that the implementation of E-Performance can run more optimally.

Keywords: Effectiveness, E-Performance, Human Resource Management, Bureaucratic Reform, BAPPEDA Wakatobi Regency.