

## ABSTRAK

Sasmitha, Putu Yurika Pradnya (2022) *Studi Evaluasi Efektivitas Sistem Manajemen Kepegawaian (Simpeg) Bagi Guru Berstatus Pegawai Negeri Sipil (Pns) Di Kecamatan Abiansemal Kabupaten Badung*. Tesis, Administrasi Pendidikan, Program Pascasarjana, Universitas Pendidikan Ganesha.

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*Kata Kunci:* CIPP, eektivitas SIMPEG, studi evaluasi.

Penelitian ini bertujuan untuk mengevaluasi efektivitas Sistem Informasi Manajemen Kepegawaian (SIMPEG) Bagi Guru Berstatus Pegawai Negeri Sipil (PNS) di Kecamatan Abiansemal Kabupaten Badung. Penelitian ini merupakan penelitian *ex-post facto* dengan desain CIPP (*Context, Input, Process, Product*). Populasi dalam penelitian ini merupakan guru PNS di Kecamatan Abiansemal Kabupaten Badung sebanyak 537 orang, dengan sampel yang digunakan sebanyak 226 orang. Penelitian ini menggunakan kuesioner sebagai sumber data dan dianalisis menggunakan metode analisis deskriptif kuantitatif. Berdasarkan penelitian yang telah dilakukan didapatkan hasil bahwa: 1) Efektivitas SIMPEG ditinjau dari *context* diperoleh hasil efektif (+). 2) Efektivitas SIMPEG ditinjau dari *input* diperoleh hasil efektif (+). 3) Efektivitas SIMPEG ditinjau dari *process* diperoleh hasil efektif (+). 4) Efektivitas SIMPEG ditinjau dari *product* diperoleh hasil efektif (+). 5) Hasil evaluasi secara bersama-sama terhadap efektivitas SIMPEG dilihat dari aspek *context, input, process* dan *product* diperoleh hasil efektif (+ + + +). Hal-hal yang mendorong efektivitas SIMPEG antara lain 1) Sarana prasarana yang sudah baik 2) Sudah adanya sosialisasi mengenai tujuan dan manfaat SIMPEG 3) Aplikasi SIMPEG yang relatif stabil, mudah diakses dan dengan antarmuka yang mudah digunakan. 4) Pemberian insentif yang sudah sesuai dengan beban kerja dan kondisi para guru. Kendala-kendala dalam pelaksanaan SIMPEG bagi Guru PNS di Kecamatan Abiansemal Kabupaten Badung antara lain: 1) Banyaknya guru yang berusia lanjut dan kurang paham teknologi. (2) Jumlah pengelola/operator SIMPEG masih kurang terutama di beberapa instansi yang banyak memiliki guru-guru PNS yang kurang paham teknologi, (3) Kurangnya sosialisasi berkala, sehingga banyak guru-guru PNS yang sering lupa mengenai pembuatan arsip digital dan proses updating SIMPEG.

## ABSTRACT

Sasmitha, Putu Yurika Pradnya (2022) *Evaluation Study of the Effectiveness of the Personnel Management System (SIMPEG) for Teachers with Civil Servant Status (PNS) in Abiansemal District, Badung Regency*. Thesis, Educational Administration, Graduate Program, Ganesha University of Education.

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*Keywords: CIPP, SIMPEG effectiveness, evaluation study*

This study aims to evaluate the effectiveness of the Personnel Management Information System (SIMPEG) for Teachers with Civil Servant Status (PNS) in Abiansemal District, Badung Regency. This research is an ex-post facto research with CIPP design (Context, Input, Process, Product). The population in this study were civil servant teachers in Abiansemal District, Badung Regency, totaling 537 people, with a sample of 226 people. This study used a questionnaire as a data source and was analyzed using a quantitative descriptive analysis method. Based on the research that has been done, the results show that: 1) The effectiveness of SIMPEG in terms of the context, the results are effective (+). 2) The effectiveness of SIMPEG in terms of the input obtained effective results (+). 3) The effectiveness of SIMPEG in terms of the process results in effective (+) results. 4) The effectiveness of SIMPEG in terms of the product obtained effective results (+). 5) The results of a joint evaluation of the effectiveness of SIMPEG seen from the context, input, process and product aspects yielded effective results (+ + + +). Things that encourage the effectiveness of SIMPEG include 1) Good infrastructure facilities 2) There has been socialization regarding the objectives and benefits of SIMPEG 3) The SIMPEG application is relatively stable, easy to access and with an easy-to-use interface. 4) Provision of appropriate incentives with the workload and conditions of the teachers. Obstacles in the implementation of SIMPEG for PNS Teachers in Abiansemal District, Badung Regency include: 1) The large number of teachers are elderly and do not understand technology. (2) The number of SIMPEG managers/operators is still lacking, especially in several agencies where there are many PNS teachers who do not understand technology, (3) Lack of periodic socialization, so that many PNS teachers often forget about creating digital archives and the process of updating SIMPEG .