

# Analisis Faktor Penerimaan Sistem Informasi Manajemen Kepegawaian (SIMPEG) Dikalangan Senior Deputy Bidang Pengembangan Industri dan Kelembagaan Kementerian Pariwisata Tahun 2018-2019 = Analysis of Acceptance Factors for the Personnel Management Information System (SIMPEG) Among the Senior Deputy for Industrial and Institutional Development of the Ministry of Tourism in 2018-2019

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## Abstrak

E-government merupakan upaya pengembangan penyelenggaraan pemerintahan berbasis elektronik dalam rangka meningkatkan kualitas pelayanan pemerintahan secara terpadu, efektif, dan efisien baik kepada masyarakat, pengusaha, maupun kepada sesama instansi pemerintah. Government to employee (G2E) adalah model e-government untuk manajemen personalia. Salah satu contoh terkait penerapan model e-government government-to-employee adalah Sistem Informasi Manajemen Pegawai Kementerian Pariwisata (SIMPEG). SIMPEG Kemenpar berfungsi mengelola kepegawaian terkait peningkatan kinerja dan kesejahteraan pegawai berbasis Teknologi Informasi dan Komunikasi (TIK). Di dalam SIMPEG Kementerian Pariwisata terdapat sistem terintegrasi yang berfungsi untuk pelayanan pegawai, penyimpanan data pribadi pegawai, sistem pengelolaan gaji dan kesejahteraan pegawai, serta fasilitas promosi pegawai. Terdapat kondisi kegagalan implementasi e-government berupa SIMPEG yang terjadi tidak hanya dari sisi teknis terkait kualitas dan kapasitas sistem, tetapi juga dari sisi non teknis terkait rendahnya tingkat penerimaan pengguna. Penelitian ini bertujuan untuk menganalisis faktor-faktor yang mempengaruhi penerimaan pengguna SIMPEG Kementerian Pariwisata. Penelitian ini menggunakan kombinasi teori keberhasilan sistem informasi DeLone & McLean dan Technology Acceptance Model (TAM). Pendekatan penelitian ini adalah positivis. Teknik pengumpulan data yang digunakan adalah wawancara mendalam dan angket dengan teknik analisis data adalah mix method. Analisis kuantitatif menggunakan Structural Equation Modeling (SEM) dan analisis kualitatif menggunakan Discourse Network Analysis (DNA) dan Visone dalam memetakan pendapat informan. Hasil penelitian dari 8 hipotesis terdapat 3 hipotesis diterima dan 5 hipotesis ditolak. Hipotesis yang diterima adalah bahwa Information Quality (IQ) signifikan terhadap Perceived Ease of Use (PEOU), Perceived Usefulness (PU) signifikan terhadap User Satisfaction (US), System Quality (SQ) signifikan terhadap Perceived Usefulness (PU).

.....E-government is an effort to develop electronic-based government administration in order to improve the quality of government services in an integrated, effective, and efficient manner both to the community, entrepreneurs, and to fellow government agencies. Government to employee (G2E) is an e-government model for personnel management. One example related to the implementation of the government-to-employee e-government model is the Ministry of Tourism's Employee Management Information System (SIMPEG). SIMPEG Kemenpar functions to manage staffing related to improving the performance and welfare of employees based on Information and Communication Technology (ICT). Within the SIMPEG of the Ministry of Tourism, there is an integrated system that functions for employee services, storing employee personal data, managing salaries and employee welfare systems, as well as employee promotion facilities. There are conditions of failure to implement e-government in the form of SIMPEG that occur not

only from the technical side related to the quality and capacity of the system, but also from the non-technical side related to the low level of user acceptance. . This study aims to analyze the factors that influence SIMPEG user acceptance of the Ministry of Tourism. This study uses a combination of DeLone & McLean's information system success theory and the Technology Acceptance Model (TAM). This research approach is positivist. Data collection techniques used are in-depth interviews and questionnaires with data analysis technique is the mix method. Quantitative analysis using Structural Equation Modeling (SEM) and qualitative analysis using Discourse Network Analysis (DNA) and Visone in mapping the opinions of informants. The results of the study of 8 hypotheses there are 3 accepted hypotheses and 5 rejected hypotheses. The accepted hypothesis is that Information Quality (IQ) is significant to Perceived Ease of Use (PEOU), Perceived Usefulness (PU) is significant to User Satisfaction (US), System Quality (SQ) is significant to Perceived Usefulness (PU).