THE RELATIONSHIP OF E-GOVERNMENT AND WORKING PERFORMANCE OF CIVIL SERVANT OD PIDIE DISTRICT GOVERNMENT

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Abstract— One of the programs in Communication Information Technology in the government field is the implementation of E-Government. During this digital era, efforts to implement e-government are being actively carried out by public or government bureaucracy to improve services to the public and governance. Pidie district government has begun implementing e-government, one of which is through Pidie District Head Regulation No. 53 of 2018 concerning the Implementation of e-Perfomance in Pidie District Government Unit in which it is a part of e-government. Pidie Government through Pidie Regency Personnel and Human Resources Development Agency (BKPSDM) has begun to socialize e-government implementation by disseminating e-performance applications to the civil servantin Pidie District Apparatus Work Unit. This research was conducted to see the relationship between e-government implementation and the performance of the Civil servantin the Pidie District Government. This research used a combination method approach using sequential explanatory design. The data collection technique used in this study was the distribution of questionnaires to 22 Civil servant (ASN) in the Central Government Office of Pidie District, the Regional Secretariat of Pidie District, an office directly related to employment, namely BKPSDM. The sampling of this research is purposive sampling which is a non-random sampling or nonprobability sampling. Processing data using Partial least square (PLS) analysis which is a multivariate Structural Equation Modeling (SEM) data analysis method. In the PLS analysis method there are three stages of evaluation, first evaluating the outer model, second evaluating the inner model, and finally testing the hypothesis. The results of the final evaluation of hypothesis testing can be concluded that the implementation of E-Government has a significant relationship with improving the state civil apparatuses performance of the Pidie District Government with a contribution of 79.7%.

Keywords— E-government, Working Performance, Government , Pidie , State Civil Apparatuses.

I. BACKGROUND

The current era is the Industrial Revolution 4.0 era which is the use of Information Communication Technology is growing rapidly in this world. One of the programs in Communication Information Technology in the government field is the implementation of E-Government. The implementation of E-government in Indonesia began in 2003 with the Indonesian Government's Policy on E-government, namely Presidential Instruction no. 3 of 2003, which explained the National Policies and Strategies in E-Government Development in Indonesia. In this digital era, efforts to implement e-government are being actively carried out by the public or government bureaucracy.

II. RESEARCH PROBLEM

Pidie district government has begun implementing e-government, one of which is through the Pidie Regent Regulation Number 53 Year 2018 regarding the Implementation of e-Performance in Pidie District Government work unit. Pidie Government through Pidie District Personnel and Human Resources Development Agency (BKPSDM) has begun to socialize e-government implementation by disseminating e-performance applications to the civil servant at Pidie District Apparatus Work Unit in July 2018 [1]. Therefore, the researcher aims to examine the extent of the implementation of E-Performance (E-Government) by the Government of Pidie District as well as to see the relationship of the implementation of E-Government to improve the performance of the Civil servant in Pidie Government Unit.

III. LITERATURE REVIEW

This study is similar to the previous study conducted by Toni Heryana and Sari Kartika Dewi in 2013 which was published in the Journal of Accounting and Finance Research Vol.1 with the title "The Effect of E-Government Implementation on the Implementation of Government Governance in the Government of Cianjur District", the result of the study the implementation of e-government in government has a significant relationship with the governance of the Cianjur Regency Government. With good e-government implementation, the implementation governance will become better {2].

Another study that is similar to this study is a study with a comparison of Employee Performance between Before and After using E-Government conducted at the Tanggamus Regional Financial and Asset Management Agency by Reza Handika, in 2017, the results of this study is e-government implementation has a significant positive effect on the quantity of work and timeliness of employees, so that the implementation of the electronic government system has a significant positive effect on employee performance. The study also found that work quality is a dimension that does not have a significant effect after e-government implementation [3].

Another study conducted in Indonesia by Dewi Purnami 2011 by looking at the effect of E-Government implementation on employee performance in the Cilegon city education office, and the results of the study that e-government implementation has a significant effect on

employee performance in the education service cilegon city. The study looked at five performance indicators namely quality, quantity, work groups, innovation and Independence [4].

A. E-Government

The word e-government comes from the words E and government. E is an abbreviation of electronic and government is the origin of the word government. From this understanding the word e-government is an abbreviation of the combined electronic government. Therefore, generate a number of definitions which were explained by previous researchers about E-government. One of the opinions from Moreover about e-government from the United Nations Division for Public Economics and Public Administration in 2001 in the study of Mohammed A. and Steve J. D in 2007 stated that E-government is the process of delivering government information and services to the public, businesses and other government agencies through using the internet and the world wide web [5]. Another definition from the world bank that: E-Government as the development and improvement of relations activities among the community, business people, government employees, and other government agencies by using ICT tools as an intermediary for relations in research conducted by Mohammed A. and Steve JD in 2007 And other opinions about E-Government as found by Deloitte Research in 2000 in the research of Mohammed A. and Steve JD, 2007 stated that E-government is a use of ICTs, and the internet is one of the means in providing better government services to citizens, businesses and employees.

E-government model put forward by Nag Y. L [6] in his research is a model of interaction that occurs between government and stakeholder stakeholders through electronic media or information technology. There are eight models of e-government that are clearly explained by Nag Y. L [6]. E-government model of interaction is between stakeholders and government. In this study e-government model studied was government with government or G2G. Government to Government is an interaction conducted between governments (institutions) with government (institutions) through the application (application) E-government or database that has been integrated. Thus, the existence of G2G will be more efficient and effective performance of government [7].

B. Performance

Suprihati defines performance as the achievement of organizational goals in the form of quantitative or qualitative outputs, as well as flexibility, creativity and other things that are targeted and desired by an organization [8]. Individual performance is a contribution of one's performance given to group performance, and subsequently group performance contributes to organizational performance. In general, performance can be understood as a record of the results on the functions of the position and all work activities within a certain period of time. Thus, performance can be concluded as a form of success in the implementation of a job [9].

Another opinion by Rivai [10], Performance is something that can be observed and can be measured concretely from the work. Performance can be assessed using a formal and structured system to measure and assess and can see the influence of the characteristics related to work, behavior and results, including the level of absence as revealed by Hayatul Fadri [11]. In Performance measurement using several related indicators to get quantitative results. According to Bernadin in Robbins revealed in the research of Achmad, S. Rucky in 2008 [12] indicators of performance are: 1. Work Quality, 2. Quantity, 3. Timeliness, 4. Effectiveness, 5. Independence

Meanwhile, Kumorotomo in Agus Dwiyanto's research [13] revealed that assessing an organization's performance using criteria is by measuring the Efficiency, Effectiveness, Fairness, and responsiveness of the performance of public service organizations.

IV. RESEARCH METHOD

This study used a combination method approach using sequential explanatory design. In this study, quantitative data was collected and analyzed to see the effect of e-government implementation on improving the performance of the Civil servant (ASN) of Pidie District Government. Furthermore, qualitative data is collected and analyzed to strengthen the results of quantitative data. Data collection in this study was carried out by selecting samples that fit the criteria. The sample selection made in this study is purposive sampling. Data collection was carried out with two models, namely the distribution of questionnaires and interviews with civil servant (ASN) Pidie district government.

Data analysis in this study was undertaken using a partial least square (PLS) approach with Structural Equation Modeling (SEM) technique. The values seen in the data analysis is the outer model, the inner model, the T value to test the hypothesis, and the quality indexes value of the model.

V. DISCUSSION

Data from the survey conducted by researcher to the civil servant (ASN) Pidie District Government to obtain data related to the effect of E-Government implementation on Improving the Performance of the civil servant in the Government of Pidie District. From the survey results conducted by the study there were 22 questionnaires returned from 30 questionnaires distributed to them. It showed that the returned questionnaire was 73.33% of the total questionnaire distributed. In this study sampling was only carried out on the civil servant (ASN) at the Office of the Government Secretariat of the Pidie District and Personnel and Human Resources Development Agency (BKPSDM). The number of questionnaires based on agency samples can be seen in the diagram in Figure 1.1 and based on education can be seen in the diagram in Figure 1.2.
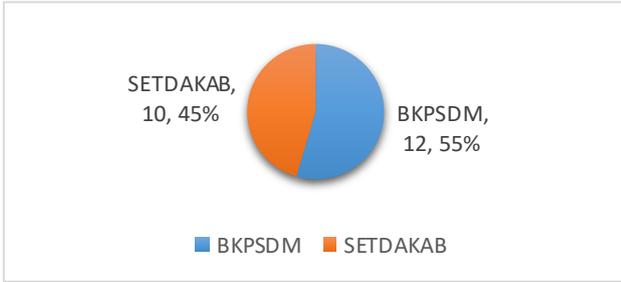
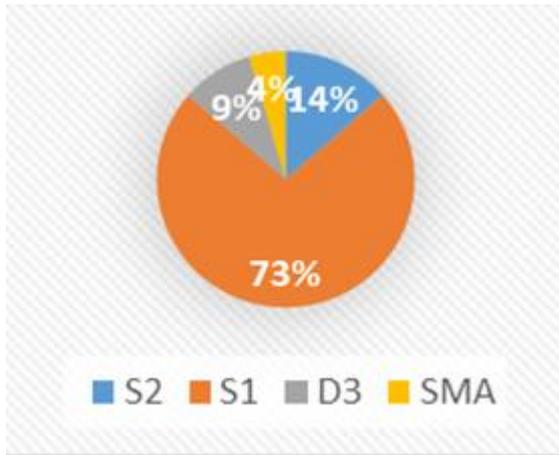Figure 1 Distribution of questionnaires by agency

Figure 2 Distribution of questionnaires by agency

In this study the research model is described using smartPLS. In the study there is one independent variable, namely the implementation of E-Government and one dependent variable, namely the Performance of the civil servant (ASN) in the Pidie District government. This research model is illustrated by the smartPLS application as shown in Figure 3.
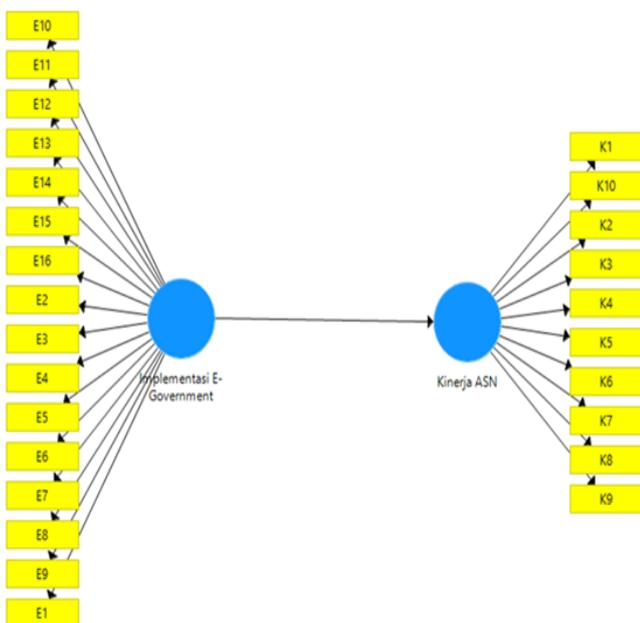

Figure 3 Research Model

A. Evaluate the outer model

Testing the outer model in the smart PLS application serves to test the relationship between indicators or statement items used to measure latent variables. In this study the outer model testing is only to see the validation and reliability of the indicators used by each latent variable.

B. Validation Testing

The purpose of this research is to test the validation by looking at the loading factor value of each indicator or statement of the latent variable of the indicator. In this study the validation value uses the opinion of Latan and Ghozali [14] namely the loading factor value above 0.7 is declared valid, whereas if below the value 0.7 declared invalid. In smart PLS validation testing is undertaken after the research model is made as shown in Figure 1.3, after creating a new research model it is run to see the loading factor value of each indicator or statement items of each variable carried out by running the PLS algorithm program. From the results of the initial PLS algorithm evaluation can be seen in Figure 4. From the PLS algorithm evaluation results there are many indicators whose loading factor is below 0.7.
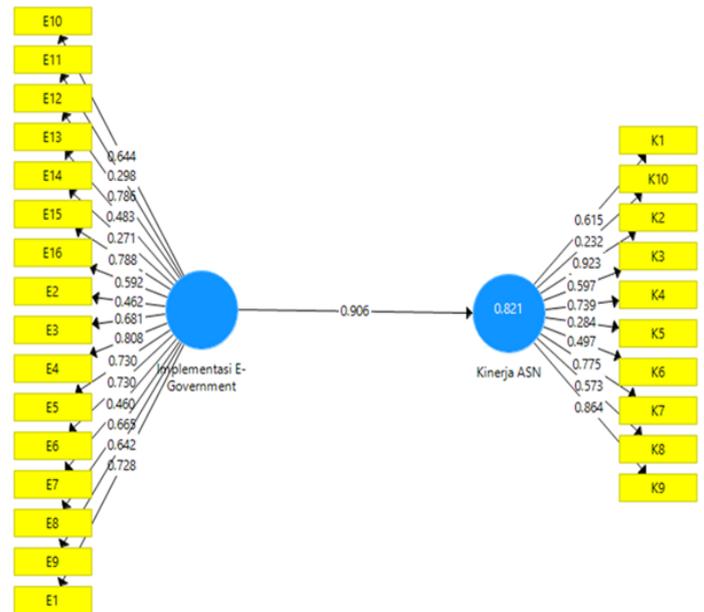

Figure 4 Initial Models after Running the First PLS Algorithm Program

From Figure 5 it can be seen that the indicators with loading factors below 0.7 are E10, E11, E13, E14, E16, E2, E3, E7, E8, and E9 on the E-Government implementation variable. Indicators below 0.7 in the variable Civil servant (ASN) are K1, K10, K3, K5, K6, and K8. Indicators below 0.7 are phased out one by one the indicators whose values are the lowest. then running the PLS Algorithm program again, and if after running the PLS Algorithm program again, it will see the loading factor value which has the lowest value and so on so that it does not have a loading factor value of less than 0.7 indicators for each latent variable. In this study, the PLS Algorithm program runs 10 times so there are no more indicators for each variable with a loading factor of less than 0.7. After removing all indicators of the loading factors

research, the model can be seen in Figure 4. In the model figure can be seen that only 6 of 16 indicators or items are valid statements or loading factor values above 0.7 for E-Government implementation variables, and only 5 out of 10 indicators or valid statement items on the variable Performance of the Civil servant (ASN) in the Pidie district government.
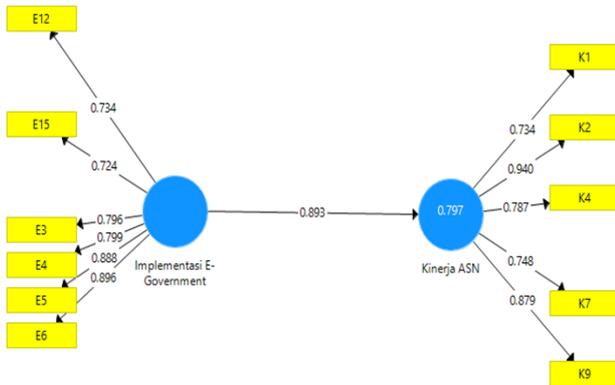

Figure 5 Finishing Models PLS Algorithm Program

C. Reliability Testing

In this study, the researcher also tested the reliability of this research model. Reliability testing is part of measuring the outer model in order to measure the reliability of the indicators of the variables used in this study. The reliability test is conducted after it has been done, namely validation testing by looking at the value of composite reliability. The results of reliability testing in this study can be seen in table 1. In table 1, it can be seen that the two variables used in this study value Composite Reliability is more than 0.7, so both variables are declared valid.

Table 1 Reliability Value

	Reliabilitas Komposit
Implementasi E-Government	0.919
Kinerja ASN	0.911

D. Evaluation of the Inner R-Square Model (R^2)

Measurement of the inner model in the smart PLS application is used to measure the relationship of a latent variable to other latent variables. The relationship between latent variables in the study aims to see the strength of the research model. In this study the strength of the research model by measuring the inner model. The inner model in this study used the power of the research model by testing the value of R-Square (R^2). The results of the study R^2 value as in table 2.

Tabel 2 Value R^2

	R Square	Adjusted R Square
Kinerja ASN	0.797	0.787

A. Evaluation of the Inner R-Square Model (R^2)

Hypothesis testing in this study is conducted by doing the bootstrapping method on the smart PLS application. Hypothesis testing in this is study by looking at the value of the T test. T test results in the study can be seen after running the Smart PLS bootstrapping program. Smart PLS bootstrapping results from the outer model and inner test results so that the values as shown in Figure 1. 6 and the calculated T value for hypothetical testing can be seen in table 3. In the research the significance value used is 5%, so we can see T Table in this study was 1.96. Based on Figure 5 and Table 3 it can be seen that the T count is 29,168, which shows that the T count is greater than the T Table. Therefore, it can be concluded that the hypothesis is accepted.

VI. CONCLUSION

Based on the data analysis and hypothesis testing, the hypothesis is accepted. Therefore, the conclusion of this study is that the Implementation of E-Government has a significant influence on the Performance of the civil servant (ASN) of the Pidie District Government.

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