IMPLEMENTATION BASED ON REGULATIONS OF BLITAR REGENT NUMBER 82 0F 2019 CONCERNING GIVING EMPLOYEES ADDITIONAL INCOME ASN OF BLITAR REGENCY GOVERNMENT THE APPLICATION OF EMPLOYEE ADDITIONAL INCOME SYSTEM (SI-TAMPAN)

(Study in the Blitar Regency Government Environment in the Personnel and Development Agency Human Resources, Blitar Regency)

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Abstract

Technological developments, especially in the field of public services, have proven to be able to assist the government in providing more effective and efficient services. In order to improve the welfare of ASN, the local government of Blitar Regency provides additional income for State Civil Apparatus (ASN) employees, including in the BKPSDM environment. As an effort to control and supervise, the Blitar Regency Government uses an web-based application that is used to calculate the amount of Employee Additional Income (TPP), namely the Application of Additional Income System (Si-Tampan).

The aims of this research are to analyze of how policy implementation is carried out as well as to analize of supporting and inhibiting factors of providing additional income for ASN employees through the Si-Tampan at the BKPSDM of Blitar Regency. The type of research used in this study is a type of qualitative research with descriptive method. The research showed that the implementation of the provision of TPP ASN through the Si-Tampan at the BKPSDM of Blitar Regency has been running since 2019 and has been carried out optimally. There are only a few ASN's who often come late or forgot to do attendance. In addition, filling in daily activities (performance) can be indicated as not actual activities because the filling can be carried out. The application of the Si-TAMPAN is in line with the implementation of the attendance application (Si-Dara) and the application for recording daily activities (Si-Kanda) which have contributed to increasing employee discipline and performance which is directly proportional to the increase in employee welfare.

Keywords: Additional Income System, Employee Additional Income

IMPLEMENTASI PERATURAN BUPATI BLITAR NOMOR 82 TAHUN 2019 TENTANG PEMBERIAN TAMBAHAN PENGHASILAN PEGAWAI ASN DI PEMERINTAH KABUPATEN BLITAR MELALUI APLIKASI SISTEM TAMBAHAN PENGHASILAN (SI-TAMPAN)
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Abstrak

Perkembangan teknologi khususnya di bidang pelayanan public terbukti dapat membantu pemerintah dalam memberikan pelayanan yang lebih efektif dan efisien. Dalam rangka meningkatkan kesejahteraan ASN, maka pemerintah daerah Kabupaten Blitar memberikan tambahan penghasilan pegawai ASN termasuk di lingkungan BKPSDM. Sebagai upaya pengendalian dan pengawasan, Pemerintah Daerah Kabupaten Blitar menggunakan aplikasi berbasis web online yang digunakan untuk menghitung jumlah TPP yaitu aplikasi Sistem Tambahan Penghasilan (Si-Tampan).

Tujuan penelitian ini untuk menganalisis bagaimana implementasi kebijakan dilaksanakan serta menganalisis faktor penghambat dan pendukung dalam pelaksanaan pemberian tambahan penghasilan pegawai ASN melalui aplikasi Si-Tampan di BKPSDM Kabupaten Blitar. Jenis penelitian yang digunakan dalam penelitian ini adalah jenis penelitian kualitatif dengan metode deskriptif. Hasil penelitian menunjukkan bahwa implementasi pemberian TPP ASN melalui aplikasi Si-Tampan di BKPSDM Kabupaten Blitar berjalan sejak tahun 2019 dan sudah dilaksanakan dengan optimal. Hanya masih ada beberapa ASN yang sering datang terlambat atau lupa presensi. Selain itu pengisian aktivitas harian (kinerja) bias diindikasikan bukan aktivitas sebenarnya karena pengisiannya bias dirapel. Penerapan aplikasi Si-Tampan sejalan dengan pelaksanaan aplikasi absensi kehadiran (Si-Dara) dan aplikasi pengisian aktivitas harian (Si-Kanda) yang telah memberikan kontribusi pada meningkatnya disiplin dan kinerja pegawai yang berbanding lurus dengan meningkatnya kesejahteraan pegawai.

Kata Kunci: Sistem Tambahan Penghasilan, Tambahan Penghasilan