CHAPTER IV

CONCLUSION

A. Conclusion

Based on the discussion on Information, Communication and Technology and Meritocracy can be concluded

a. The implementation of ICT on Yogyakarta Meritocracy System

1. Hardware

The hardware that is available on the agency's staffing areas were acquired from the procurement of goods carried out by the Department of Buildings, that buildings and assets that works closely with the Office of Communications, Information and Encryption and still follow the provisions in the regulations the Mayor of Yogyakarta No. 68 in 2007. The available hardware is also very helpful especially the basic job of BKD job administration and video editing. On the other hand the available Hardware is already quite capable of supporting its optimal usage of applications especially those directly related to the staffing system.

2. Software and Database

Staffing Agency Area of Yogyakarta City generally still uses windows as the base operating system on any computer that is available at BKPP. The application that used at BKPP, does not require special applications other than Microsoft Office to support the work especially for administering. However, BKD has three important applications that are directly related to the staffing system and database, i.e. the staffing System (SIMPEG), Staffing Services Application System (SAPK) and also the Talent Pool. The third application is a web-based application and contains data about staffing

surroundings the Government areas but have differences in usability has been adapted to the data, the scope and functions of each application.

3. Network

The network is available on the Agency's staffing of Yogyakarta city is divided into two, namely, the intranet and the internet. An intranet is a network that is connected to only a specific area in which the question is the scope of the work of the Government of the city of Yogyakarta. Meanwhile for the internet available on the overall Work Unit and BKD Devices Area of Yogyakarta provider uses Jogja Mendianet (JNM), which gives access speed up to 350mbps and very helpful in doing the work particularly with regard to electronic mail and access to the database.

4. Users / Brainware

Users in Staffing Agency Area of Yogyakarta city is divided into several sections. First are the users who are only able to use ICT in basic, next are the users who are given specific tasks to handle an application to run properly, the users in question here depending on the application being used. SIMPEG has 3 types of users namely Manager BKD, Manager agencies and also the Web Manager. While SAPK and Talent Pool have each one user which is given directly to the field of Data Management Information as a user of SAPK and head of career development and for the Application Pool of Talent.

5. Qualifications

Staffing Agency Area of Yogyakarta using the educational background and rank as one of the pivotal point in managing country's Civil Apparatus (ASN), as it is tied to the BKD also viewed the analysis of attitude, taks and the workload of each employee.

6. Competence & Skill

In arranging employees based on competencies, the staffing Agency Area of Yogyakarta Benchmark to a mandatory standard that should be owned by every employee as there are Regulations the Mayor of Yogyakarta number 45, at some point there Perwal that should be owned by every employee of the Government of the city surroundings. BKD executing and inclusive employees into training and education (Diklat), besides holding the rotational position every single day in a few months once so that each employee knows and understands the work outside the field of her work.

b. The role of ICT to supporting meritocracy system.

a. Make Job easier

Ease is the main point when adoption the tern of ICT in government, the ease of data management, the achievement of information, the dissemination of data to the visualization of the work is an example of the use of ICT makes the job easier, on the other hand the use of ICT also helps to minimize existing problem and also accelerate the improvement are an example of ease that give ICT. But in BKPP ease provided is not only limited to there, the benefits very felt in the implementation of ICT is on staffing system. There are 3 types of applications that really help the process of personnel on BKPP the three applications are SIMPEG, SAPK, and Talent Pool. All three applications have a function to search information, change employee data, to see which employees are fit to fill the position in case there is an empty position.

b. Improve productivity

By utilizing ICT in addition to the ease of doing the job it also gives impact to improving the performance and productivity of employees, especially for BKPP. Employee productivity and performance are measured from the extent to which each individual can complete the job targeted to him. And at the end of 2016 BKPP found an increase in the work of almost all employees on every line. Thus this shows that the influence of ICT affect the meritocracy system

So, actually information communication and technologies has a huge impact on Yogyakarta meritocracy system, especially for BKD that have a job for managing and cover the civil aparatus in Yogyakarta government areas. However every system must have a bug or problem, so do with BKD i.e there is no colleration between each application, users that has no special requirement and some device is uses the latest version.

B. Suggestion

Based on the analysis that has been done and that the more a given service can be worthwhile for the available hardware maintenance is often done so that life and the use of the hardware the better, otherwise it updates new rules regarding the basic spec computer to immediately make use of the computer in keeping track of time. Meanwhile, the software and the database it is hoped each application can be synchronized so that if there are the required data are either provincial or national only updating the update without the need to perform a reset input this is intended so that the work done is becoming increasingly effective and efficient. Whereas in the meritrocracy system has been running very well, but it will be more

perfect if the participation of employees in training was enhanced, particularly to employees

who served directly in the operation of ICT, other than to add a qualification and competence

it also intended to employees when there is sensitive to these new devices are popping up