

## Analysis of Competency, Integrity, And Capability on The Performance Of Information System Based Budget Planning

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### **Abstract**

Budget planning in the Regional Government financial system currently centers on an information system that is directly connected to the central information system in Jakarta. The accuracy of planning depends on the ability of the planning apparatus so that the circulation of money transfers from the Center to the Regions runs smoothly. The research aims to examine the competency, integrity and capability factors of budget planners in terms of using the available information systems properly so that the financial transfer process for the Region runs smoothly. Qualitative descriptive research. Data was obtained from structured, repeated and in-depth interviews with selected respondents who had been determined. The interview results were compiled using a weighting technique to obtain numerical figures on a scale of 1-10. The number of respondents was 115 people from budget planners and officials at the Regional Apparatus Organization of Fakfak Regency. Based on the weight results, a gap analysis can be carried out which is displayed using spider web analysis. The research results show that the competency, integrity and capability of budget planners must be continuously improved through education and training. This is based on the many technical changes in the use of information systems which budget planners must know and master at all times.

**Keywords:** Budget planning, capability, competency, integrity.

## **1. Introduction**

The pace of development in the social order requires many types and kinds of activities in the form of government work programs that are synergistic with the needs of the community and the existing areas of each region. The Fakfak district government also experiences the same thing, as a region located in the 3T Region (frontier, outermost and underdeveloped) it is very important to carry out various types of activities that can accelerate the pace of economic development in the region. However, the rapid pace of development also depends on the accuracy and smoothness of the financial budget. Empirical facts show that regional finances within the Fakfak Regency Government are very dependent on transfer funds from the Central Government. Therefore, if there is a delay in the data input process, or an error in the data entry process by budget planners into the information system; then it is certain that the transfer of funds from the Central Government cannot be disbursed, or experiences delays.

According to (Nuryamin & Wulandari, 2022) human resources in an organization are required to carry out and realize the vision, mission, goals and strategies where they work. Each human resource has its own duties, principles and functions according to its position and position in the organization; as well as great responsibility for the progress of the organization. The performance of these employees is a success factor in achieving organizational goals. Employee performance is an important part of carrying out activity programs optimally. The quality of employee performance is important, because there is a demand for employees to be professional, effective and efficient in completing work, especially those related to the community.

Furthermore (Kanaha, 2019) emphasized the important role of controlling the running of the government bureaucracy so that the State Civil Apparatus is expected to be able to maintain integrity and cohesiveness as well as loyalty and obedience to Pancasila, the 1945 Constitution and the Indonesian State and Nation. In this reform era, it is realized that the duties of civil servants as public servants, motivators and development facilitators are increasingly difficult, for this reason civil servants are needed who are able to face and anticipate all challenges and have a high level of discipline.

The initial facts found show that the budget planners in each regional apparatus organization; Basically, he has participated in many training processes, mentoring and various forms of socialization held at the provincial level and at the government center in Jakarta. However, the dynamics of the development of financial reporting systems through regional information systems basically continue to develop, both to perfect the system itself and to develop the benefits of the system because of the many new problems in the field of budget planning which continue to develop dynamically. With the competence, integrity and capabilities they possess, state civil servants tasked with budget planning are always required to dynamically follow the various dynamics of change.

The research aims to examine the competency, integrity and capability factors of budget planners in terms of using available information systems properly so that the financial transfer process for the Region runs smoothly.

## **2. Methods**

Descriptive research uses a qualitative analysis approach, using weighting techniques. The weighting technique is used to convert interview information into data in the form of numerical numbers. The research was conducted for 4 months, from August to November 2023, where budget planners prepared budget plans and proposals that had to be input into the regional information system. The research was carried out at various regional organizational offices in Fakfak regency.

## **2.1 Research Design**

Survey research uses closed, direct interview techniques, where respondents are directed in such a way that they can give honest answers. The research design is stated in the questionnaire which is used as a reference for conducting interviews. In the questionnaire, researchers have grouped the problems to be analyzed into three research factors including: 1) competence, 2) integrity, and 3) capability. Each research factor contains 5 types of questions that must be asked or explored in the form of respondents' opinions. Respondents' answers and statements were recorded using a recording tool on an Android device.

## **2.2 Participants**

The research population is state civil servants within the Fakfak Regency Government. The main samples that were prioritized for in-depth interviews were activity planners and budget planners in each regional apparatus organization who were tasked with filling in financial planning data in the regional information system (SIMDA). The sample was chosen carefully and determined deliberately by the researcher. The number of samples as research respondents was 115 people.

The respondent is the person who is the target of the interview, has been interviewed as well as possible, and is able to provide constructive answers to meet the research criteria set by the researcher. Referring to the implementation of research (Panjaitan, Mahrita, & Rahayu, 2020), and (Ramadhana, Sriwijaya, & Kuliahsari, 2022) stated that research respondents are people who are able to provide data that meets the criteria for constructive, structured, systematic and accountable answers. answer the truth according to the respondents.

Respondents were selected and determined carefully through various considerations from many parties. To be designated as a Respondent, you must meet the criteria of competence, capability, honesty, be well known as a good person, and have integrity.

Respondents' responses to questions/statements about policy will be very helpful to researchers, surveyor teams, and later to parties involved in the triangulation and role sharing processes to become the basis for taking attitudes, opinions and comparative statements based on respondents' answers. Research by (Zakaria, Widiyatmoko, Iskandar Ladamay, & Petu, 2020), (Putra, Sitompul, Mardalena, & Romadani, 2022), and (Alfansyur & Mariyani, 2020) emphasizes the importance of implementing triangulation as a confirmation technique to determine the validity and truth. , and the level of suitability of information that can be used as research data. By carrying out triangulation, the researcher will know the capability and competency capacity of the respondent when giving an answer or response to the statement, whether it has competency weight or is it not worthy enough?

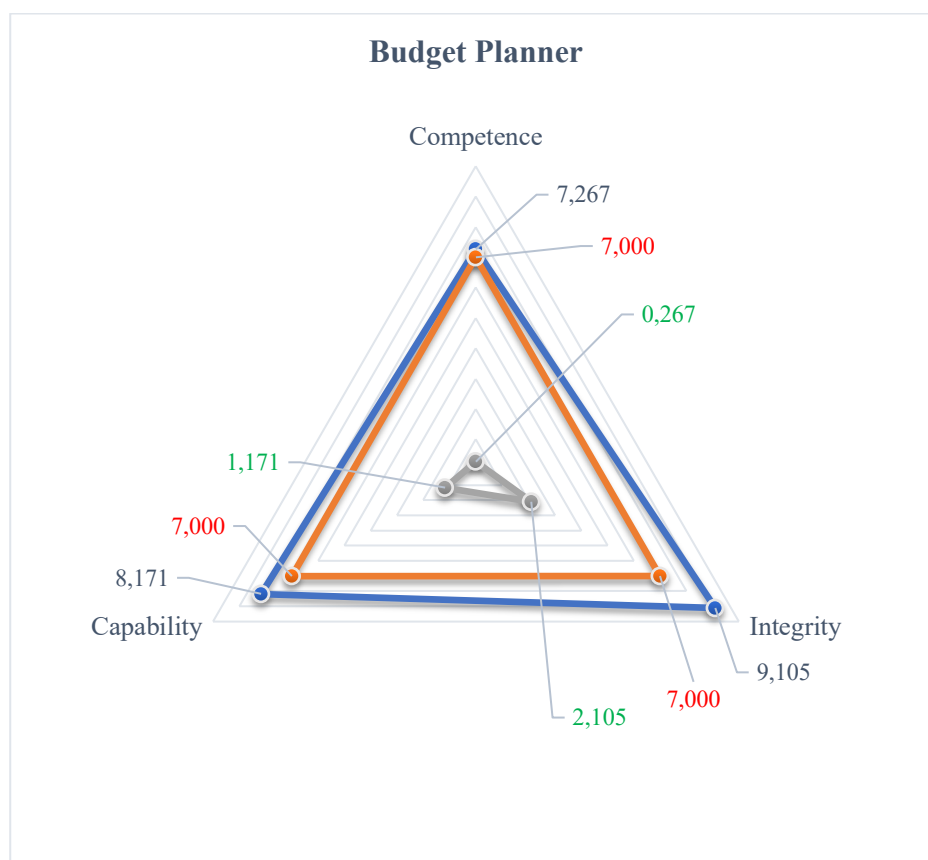
## **2.3 Data Analysis**

Data analysis begins by converting respondents' answers or statements that are believed to be true into numbers, on a scale of 1 - 10. Next, the data on each factor being analyzed is calculated using simple arithmetic to find the average score for each factor. The results of the analysis are displayed in the form of a spider web diagram. According to (Ghoniya, Yulianto, & Prabowo, 2016), and (Istiqomah, 2018) spider diagrams can be used to describe the factors being studied in the form of an easy-to-read diagram of the relationship between each of these factors. Further analysis is compiled by including the gap numbers in the spider web diagram. According to (Li, 2017), (Soedrijanto, Mas, Mauladi, & Prihartini, 2019) and (Nidda, 2023) by displaying the gap figures for several factors being observed, the real research problems can be

revealed and described. The expression of the gap in the form of a numerical number with positive or negative notation can provide empirical meaning to the facts being studied.

The analysis data below shows positive but very low gap results in the competency factor, namely: 0.206. When compared with other factors whose value is above 1; So the Fakfak Regency government should still pay more attention to the state civil servants who are tasked with budget planning to increase their competence. The competency in question is not just recognizing and understanding financial problems or information system problems; but also regarding various other areas of competence. This is very important because budget planners must understand the contents of the budget plans they prepare in order to accelerate regional economic development as is experienced by Fakfak district.

Figure captions should be placed below the figure.



**Figure 1.** Budget planner scored

### 3. Result

The results of the gap analysis shown in the spider diagram show that the competency, integrity and capability factors of budget planners within the Fakfak Regency Government are positive. This means that mastery of the financial information system used by the Central Government as a basis for disbursing budgets for regions has been fulfilled. However, empirical facts discovered during the interview process show that there are often obstacles in inputting data into regional financial information systems, which results in delays in completing the financial transfer process in the regions.

This delay has had a very large and widespread impact in the form of hampering administrative processes and operational activities in the regions. This also hampers the smooth

running of employee salaries, as well as empty operational cash in several Regional Apparatus Organizations.

#### **4. Discussion**

Delays in Central to Regional transfers in the state financial system have empirically become a common problem in the relationship and financial system between the Central Government and Regional Governments in various regions in Indonesia. This should be something that must be ended immediately. Although it is not an easy matter because the financial system must continuously develop following the dynamics that develop in society related to the government system; However, through the expertise of the state civil servants in charge of budget planning, this problem can be avoided. This also requires good communication from the central government so that it does not immediately implement a new information system before being confident that the state civil servants who work in the regions can understand and follow each change dynamic well.

Research (Purwanto, 2020) confirms that integrity is a set of a person's work culture which can be interpreted as individual and group behavioral attitudes based on values that are believed to be true and have become traits and habits in carrying out daily tasks and work. In practice, work culture is an organizational commitment, in an effort to build better human resources, work processes and work results. According to (Nazara, 2020), it is stated that bureaucratic reform has brought a new color to the development of government governance and repositioned the function of government officials as public servants. Thus, management of apparatus resources is an urgent matter that must be implemented in order to obtain competent, professional, integrity, accountable and high-performance and prosperous apparatus in order to support the achievement of serving bureaucratic management. Meanwhile (Triyanti, Hannan, & Adnan, 2022) defines a person's integrity as a reflection of oneself in a group which can be seen from their attitudes and actions. Integrity is seen from consistency in the choice of words and principles that one believes in; including completing work on time for the common good of all parties.

Research results (Jaya & Risnawati, 2023) report that employee performance has several factors that can influence it, one of the factors that influences employee performance is work ability or capability. Employee capability can be seen from several indicators, including: the employee's education, with the assumption that higher education will make the employee more competent in carrying out their duties. Apart from that, employee experience can also help other new employees so that their work can be done better. An employee's ability to work also determines a person's speed and accuracy in completing their work. Furthermore (Supriatna, 2021) also added a capability component in the form of the concept of creative and innovative thinking as a work culture. This kind of thinking ability, directly or indirectly, will be a hope not only for the government but also for society to keep up with today's very rapid technological changes.

A proactive attitude as part of the competence, integrity and capability of regional state civil servants, such as in Fakfak Regency, is an important factor in overcoming changes in information systems. This proactive attitude can be fostered by developing various communication approaches, even though regional civil servants often have to make official trips to the nation's capital in Jakarta. However, this illustrates an employee's ability to work, who is truly responsible and has integrity to complete his duties and responsibilities on time. This has had a huge impact on all state civil servants in the regions, including the smooth running of planned activities in each regional apparatus organization.

In this way, the smooth performance of financial planners in the regions in following changes to the regional financial information system which is integrated with the financial information system of the central government will ensure the smooth running of various administrative processes and technical process activities in all regions in Indonesia.

An individual's overall abilities basically consist of two groups of factors, physical and intellectual. Intellectual abilities are the abilities needed to carry out various problem-solving, reasoning, thinking and mental activities. Physical ability is the ability to carry out tasks that require strength, skill, stamina and similar characteristics. Certain physical abilities are important for the success of jobs that are more standard and require less skills (Adiputra & Mandala, 2017).

## 5. Conclusion

Based on the results of the factual analysis, it was found that the competency, integrity and capability of budget planners must be continuously improved through education and training. This is based on the many technical changes in the use of information systems which budget planners must know and master at all times.

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