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Translation of the SASIKAP employee performance appriaisal system (SASIKAP) at Bandung Regency Education

Tengku Ine Hendriana[1], Eliza Viandrayani Aziz[2], Syaepudin[3], Janadi Rammelsbergi Thamrin[4], Tini Martini[5]

[1,2,3,4,5]Department of Business Administration, Institut Digital Ekonomi LPKIA, Indonesia

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ABSTRACT

This study examines the effect of the Sabilulungan Employee Performance Appraisal System (SASIKAP) on performance appraisal activities at the Department of Education of Bandung Regency. Previous studies have primarily focused on employee performance from the perspectives of motivation, competence, leadership, and work discipline, while empirical evidence regarding the effectiveness of digital performance appraisal systems in the public sector remains limited. This study addresses this gap by evaluating the implementation of SASIKAP through a quantitative approach involving 52 employees selected using probability sampling. Data were collected through questionnaires, observations, and interviews and analyzed using simple linear regression. The results indicate that SASIKAP has a significant positive effect on performance appraisal ($t = 5.159 > t\text{-table} = 2.009$, $p < 0.05$). The correlation coefficient ($R = 0.589$) indicates a moderate positive relationship, while the coefficient of determination ($R^2 = 0.347$) shows that SASIKAP explains 34.7% of the variance in performance appraisal activities, with the remaining 65.3% influenced by other factors. The novelty of this study lies in providing empirical evidence of a government-specific digital performance appraisal system. The findings contribute to digital human resource management literature and offer practical recommendations to improve system reliability, user competence, transparency, and accountability.

Corresponding Author:

Eliza Viandrayani Aziz,
Department of Business Administration,
Institut Digital Ekonomi LPKIA,
Jl. Soekarno-Hatta No.456, Batununggal, Kec. Bandung Kidul, Kota Bandung, Jawa Barat, 40266, Indonesia
Email: eliza@lpkia.ac.id

1. Introduction

The Department of Education of Bandung Regency is a government institution responsible for the management of education in the Bandung Regency area. In carrying out its duties, the Department of Education of Bandung Regency refers to the Bandung Regency Regent Regulation , which regulates the Guidelines for the Duties, Functions, and Work Structure of the (Bandung et al., 2021) Department of Education. Within its organizational structure, the Department of Education of Bandung Regency has a General and Personnel Sub-Division, where one of its duties is to monitor and evaluate the performance of subordinates using the Sabilulungan Employee Performance Appraisal System (SASIKAP). SASIKAP is a web-based application used in the Department of Education of Bandung Regency to support the institution's duties and functions in improving the quality of education in Bandung Regency.

However, in practice, problems arise; the SASIKAP system occasionally experiences errors that lead to inefficiency due to delays in the process of entering employee work report data beyond the specified deadlines. Based on the explanation above, the process of entering employee work report data requires special attention because managing a system well will influence the activities carried out. Therefore, recognizing these problems, the author is interested in discussing and presenting them in the form of a final project proposal entitled “The Role of the SASIKAP Performance Appraisal System (Sabilulungan Employee Performance Appraisal System) in Performance Appraisal Activities at the Department of Education of Bandung Regency”. A role is the expected influence of a person within and between specific social relationships (Alan Pranata et al., 2022) According to (Iwan et al., 2023) carrying out a role means exercising rights and obligations in accordance with one's position. A role is a task or job that a person must perform in accordance with existing regulations (Sutanjar & Saryono, 2021)

A system is a combination or group of subsystems, or parts that have the capability to collaborate with one another to achieve a specific goal (Ye et al., 2023). A system is a network of work processes that collaborate to perform tasks and achieve specific goals (Gunawan & Hasanah, 2022) A system is a integration of information technology and individual activities that use it to support operations and management. A performance appraisal system is a system that has clear procedures for monitoring employee performance. This system uses feedback and appraisals from peers, managers, supervisors, and even the workers themselves to evaluate performance. It is a method used by companies to enhance capabilities, increase work productivity, and reward employees (Surya Dharma, 2022). An employee performance appraisal system is a systematic evaluation conducted to identify employee work results and their hindering factors, so that employees can deliver their best performance in the future to meet organizational standards(Marliani, Siagian, 2022). An organization utilizes a performance appraisal system, which consists of components that collaborate and play an active role in the management and communication process. The purpose is to provide rewards to employees, offer development suggestions, and obtain a fair view and perception of their work, department, managers, and organization (Studies & Journal, 2022)

An effective system is required to appraise employee performance in both government and private organizations. According to (Pramesona, 2021) the requirements for an effective performance appraisal are as follows: a) Relevance: Indicates a clear alignment between organizational goals, job performance standards, and critical tasks; b) Sensitivity: The capability of the system to distinguish between effective and ineffective performers. If this is not done, the rating system cannot be used for management purposes because it will reduce subordinate motivation if top workers are not evaluated differently from the worst workers; c) Reliability: Defined as ratings that lack significant flaws, meaning that evaluations must minimize subjectivity that results in distortion. Although output measures are highly reliable, they are not always available or usable. To produce reliable results, each evaluator must be given sufficient opportunity to observe the worker's performance and the conditions under which they work; d) Acceptability: One of the most important requirements overall, as HR programs must receive support from the individuals who use them. Otherwise, HR capabilities will be used to obstruct them; e) Practicality: Means that the appraisal tool must be easy to use and understand by both managers and staff.

According to (Arfin, 2022) there are 11 characteristics of a performance appraisal system, including: a) Formalization: The performance appraisal system must be formally established and have written policies, procedures, and usage guidelines; b) Job Relatedness: All components used to evaluate employee performance must be applicable to the actual job; c) Standards and measurements: These are expectations, norms, and desired outcomes; d) Validity: A system is considered valid if it is capable of measuring what it intends to measure; e) Reliability: The system must meet the criteria of reliability, credibility, and the use of accurate, objective, consistent, and stable standards; f) Open communications: Every employee has the right to know their work results or how well they have performed; g) Trained appraisers: Training for leaders who conduct evaluations supports effective performance appraisals; h) Ease of use: A performance appraisal system does not need to be overly complex to be effective; simpler is easier to use; i) Employee accessibility to results: Typically, employees working in government have the ability to access their personnel records, including records related to their performance appraisals; j) Review procedures: To eliminate issues such as bias and discrimination; k) Appeal procedures: In a performance appraisal system, it is crucial for organizations to manage union grievances.

The Sabilulungan Employee Performance Appraisal System (SASIKAP) is a daily, monthly, and annual performance reporting process used by superiors or evaluating officials to monitor and measure the performance of Civil Servants (ASN) (Shela Marlian, 2020). According to Bandung Regent Regulation Number 111 of 2019, SASIKAP is an application that contains the performance appraisal system for Civil Servants (PNS) in the Region Meanwhile, according to Bandung Regency Regent Regulation Number (Pegawai et al., 2022) concerning the Performance Management of State Civil Apparatus, the Employee Performance Target, hereinafter referred to as SKP, is the performance expectation to be achieved by employees annually. "Performance refers to the capability of individuals or groups to manage and accomplish tasks according to their designated roles and expected results (Ha & Thanh, 2022). When associated with real-world operations, it signifies the tangible output of that work. In this regard, performance is the benchmark of success attained within a company through prescribed authorities and obligations, aimed at reaching corporate goals without violating any laws, morals, or ethics (Siswati & Nadiatulkhoiroh, 2022)."

Performance is defined as the level of success in executing programs, activities, or organizational policies to realize the objectives, targets, and vision outlined in the organization's strategic planning (Hendra, 2020). Performance is also defined as the achievements obtained by an employee during the execution of their duties (Antara et al., 2025). Performance has three main factors: employee ability and interest, ability and interest in task clarification, as well as the role and motivation level of the employee(Muhammad Dirham Azis, 2022). Performance appraisal is used by employers to determine whether an employee is performing their job well. It is an effective method to assess the success of human resources in achieving goals (Herawati et al., 2023) Performance appraisal represents activities carried out by a company to evaluate the performance of its employees (Sitepu & Marpaung, 2022). Performance appraisal is the activity of evaluating human behavior in performing tasks assigned to them within the company. Therefore, it is very important to conduct performance appraisals to know how well each worker can perform (Mogot et al., 2023)

According to (Zaky et al., 2021) employee performance appraisal is vital for companies beServing as Evaluation Material: The company can examine employee performance, both positive and negative. In this case, it also allows the company to implement rankings. The company can use the appraisal results to establish further goals to be achieved with their employees. Increasing Employee Motivation: Some companies conduct performance appraisals to determine the difficulty level of a job and the amount of bonus to be awarded. This encourages employees to feel motivated and work to their maximum potential.(Kemalasari et al., 2022)

Basis for Promotion and Salary Decisions: Performance appraisal can serve as a benchmark or measurement in determining employees for promotions. If an employee has a high review score, the company can offer additional salary for their contribution (Pedro & Henrique, 2025). The same applies if the employee meets certain criteria for a promotion cause it has several characteristics and benefits, namely: According to (Firdaus et al., 2022) the following four elements must be considered when creating correct and high-quality performance appraisal standards: Validity: The appropriateness of the standard in accordance with the type of work being evaluated. Here, validity means that the standard is truly relevant to the job type under review: a) Agreement: In relation to the validity principle above, agreement means that the appraisal standards are approved and accepted by all employees who will be evaluated; b) Realism: The appraisal standards must be realistic, achievable by employees, and in line with employee capabilities.

Objectivity: Standards must be fair, objective, capable of showing the actual conditions without adding or subtracting reality, and difficult to be influenced by evaluator bias.

2. Research Method

The author used a quantitative method in preparing this final project proposal. Quantitative research is a type of research that is systematic, organized, and planned. In this study, the researcher seeks meaning through numbers and descriptions that will yield information. The data collected is in the form of numbers and statistics related to the SASIKAP Performance Appraisal System in Performance Appraisal Activities.

Research Object and Type

The object of this study is the SASIKAP employee performance appraisal system in performance appraisal activities, using the Performance Appraisal System as variable X and Performance Appraisal as variable Y; thus, this study utilizes a quantitative approach.

Table 1. Operational variable (X)

Variabel	Indikator	Sub-Indikator
Performance Appraisal System (X)	Formalization	Clear and formal instructions, written policies, and procedures.
	Job Relatedness	Relevant to the tasks performed in the job.
According to Caruth & Humphreys, there are eleven characteristics of an	Standards and Measurement	Desired outcomes are clearly established as performance evaluation standards
	Validity	Able to measure the aspects related to employee performance accurately.

Variabel	Indikator	Sub-Indikator
effective performance appraisal system (Bangkit Tri Prabowo, 2023).	Reliability	Reliable and trustworthy in measuring employee performance.
	Openness	Open communication exists throughout the appraisal process.
		Supervisors who conduct performance evaluations receive appropriate training
	Trained Appraisers	The system is simple, making it easier for employees to use and understand.
	Appeal Procedures	Employees are given access to their personal performance appraisal records.
	Ease of Use	Procedures are available to identify and address problems or complaints within the performance appraisal system.
	Employee Access to Results	Clear and fair procedures are established for handling complaints or appeals regarding performance appraisal results.

Table 2. Operational variable (Y)

Variabel	Indikator	Sub-Indikator
Performance Evaluation (Y)	Validity	Relevant and appropriate to the type of work being evaluated.
	Agreement	Approved and accepted by all employees who will be evaluated.
According to Werther & Davis, there are four essential criteria for developing effective performance appraisal standards (Supriyadi, 2023).	Realism	Realistic, achievable by employees, and consistent with their capabilities.
	Objectivity	Fair and able to reflect actual conditions without exaggerating or understating the facts.

Research Population and Sample

The population in this study consisted of 105 employees of the Department of Education of Bandung Regency who actively use the SASIKAP system. Since the population size was known and relatively small, the Slovin formula was employed to determine the minimum representative sample size. The Slovin formula is widely used in quantitative research when limited information is available regarding population variability, as it provides an efficient method for estimating an adequate sample while controlling the margin of error. Using a 10% margin of error, the minimum required sample size was calculated to be 52 respondents, who were subsequently selected through probability sampling to ensure that each member of the population had an equal opportunity to participate in the study.

Research Instrument

The research instrument used is a questionnaire with a measurement scale employing a Likert Scale, where the minimum score is 1 and the maximum score is 5. This study utilizes an analytical descriptive technique, which is used to explain the Performance Appraisal System (X) and Performance Appraisal (Y) by calculating the average of both variables.

3. Result and Discussion

Table 3. Respondent description

No.	Criteria	Category	Total	Percentage (%)
1.	Gender	Male	31	59.6%
		Female	21	40.4%
	Total		52	100%
2.	Age	21-30	11	21.2%
		31-40	17	32.7%
		41-50	15	28.8%
		51-57	9	17.3%
	Total		52	100%
3.	Length of Service	1-10 years	43	82.7%
		11-20 years	6	11.5%
		21-30 years	3	5.8%
	Total		52	100%

Based on the table above, the gender of the respondents at the Department of Education of Bandung Regency consists of 31 males (59.6%) and 21 females (40.4%). The total number of respondents is 52, showing that male employees outnumber female employees. Regarding the age of the respondents, it can be seen that the most dominant age group is between 31 and 40 years old, totaling 17 respondents with a share of 32.7%. Furthermore, regarding the length of service, it is known that employees working for 1 to 10 years heavily dominate, totaling 43 respondents with a percentage of 82.7%.

Table 4. Validity test

Item	r-calculated	r-table	Description
X1.1	0.532	0.361	Valid
X1.2	0.395	0.361	Valid
X1.3	0.605	0.361	Valid
X1.4	0.517	0.361	Valid
X1.5	0.696	0.361	Valid
X1.6	0.805	0.361	Valid
X1.7	0.686	0.361	Valid
X1.8	0.552	0.361	Valid
X1.9	0.686	0.361	Valid
X1.10	0.846	0.361	Valid
X1.11	0.768	0.361	Valid
Y1.1	0.707	0.361	Valid
Y1.2	0.618	0.361	Valid
Y1.3	0.765	0.361	Valid
Y1.4	0.895	0.361	Valid

Based on the table above, the instruments in this study are declared valid because the r-calculated value is greater than the r-table value. The r-table value used with a sample of 30 and a significance level of alpha = 0.05 is 0.361. From the results above, it can be concluded that all questionnaire statements for the Performance Appraisal System variable (X) and the Performance Appraisal variable (Y) are declared valid, meaning all data can be utilized for research analysis purposes.

Table 5. Reliability test

Variable	Cronbach's Alpha	Minimum Value	Description
Performance Appraisal System (X)	0.864	0.60	Reliable
Performance Appraisal (Y)	0.739	0.60	Reliable

Since the Cronbach's Alpha values for all variables are greater than 0.60, it can be stated that the research instruments are reliable.

Table 6. Descriptive analysis

Variable	N	Average	Category
Performance Appraisal System (X)	52	4.15	Good
Performance Appraisal (Y)	52	4.26	Very Good

"As illustrated in the table above, the Performance Appraisal System yielded a mean score of 4.15, whereas the Performance Appraisal achieved a mean score of 4.26. These metrics demonstrate that the Performance Appraisal System within the Department of Education of Bandung Regency has been successfully implemented, while the execution of the Performance Appraisal itself is classified as highly effective.

Normality Testing Initial assessment using the One-Sample Kolmogorov-Smirnov Test revealed that the residual values were not normally distributed, evidenced by an Asymp. Sig. value of 0.005, which falls below the 0.05 significance threshold. Consequently, the data required alternative processing utilizing the Monte Carlo normality test, an approach specifically designed to evaluate residual distributions in the presence of extreme sample data. The subsequent Monte Carlo analysis confirmed that the data achieved a normal distribution, as the obtained Monte Carlo (2-tailed) significance value of 0.186 exceeded the 0.05 benchmark."

Simple Linear Regression Analysis

From the coefficients table, the constant value (a) is 7.216, while the regression coefficient value (b) is 0.215. Thus, the regression equation obtained is:

Y = 7.216 + 0.215X

This means that every change in the value of the Performance Appraisal System variable will be followed by a change in the Performance Appraisal variable by 0.215, at a constant of 7.216.

Hypothesis Testing

Based on the statistical analysis, the calculated t-value is 5.159. This must be compared with the t-table value to determine its significance level. The t-table value is determined based on the significance level used and the degrees of freedom (df = n-2), which is df = 52-2 = 50. With a significance level of 5% (0.05), the t-table value is 2.009. Since the calculated t-value (5.159) is greater than the t-table value (2.009), H0 is rejected and H1 is accepted. This indicates that the Performance Appraisal System has a significant influence on the Performance Appraisal at the Department of Education of Bandung Regency.

Coefficient of Determination

From the model summary table, the correlation coefficient value (R) is 0.589 and the coefficient of determination value (R Square) is 0.347. This shows that 34.7% of the Performance Appraisal variable can be explained by the Performance Appraisal System variable. Meanwhile, the remaining 65.3% is explained by other variables not included in this study.

4. Conclusion

The SASIKAP Performance Appraisal System is proven to have an influence on performance appraisal activities at the Department of Education of Bandung Regency. This is evidenced by the t-test results showing that the calculated t-value is greater than the t-table value (5.159 > 2.009) with a significance value < 0.05 (specifically 0.00). Therefore, H0 is rejected and H1 is accepted. The coefficient of determination (R-square) of 0.347 indicates that 34.7% of the performance appraisal variable can be explained by the SASIKAP performance appraisal system variable, while the remaining 65.3% is explained by additional variables not included in this study. With a calculated t-value of 5.159, the author must compare it with the t-table value to determine its significance. The t-table value is determined based on the significance level used and the degrees of freedom (df = n-2)—specifically, df = 52 - 2 = 50—and with a significance level of 5% (0.05), the t-table value is 2.009. Based on the calculation above, the calculated t-value of 5.159 exceeds the t-table value of 2.009; this indicates that the null hypothesis (Ho) is rejected and the alternative hypothesis (H1) is accepted, meaning that the Performance Appraisal System has a significant effect on performance appraisal at the Bandung Regency Education Office.

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