THE ROLE OF ASN SIMPONI ON WORKERS DISCIPLINE AND PERFORMANCE AT DEPARTMENT OF TRANSPORTATION, SOUTH EAST SULAWESI PROVINCIAL (THE INVOLVEMENT OF DIRECT SUPERVISORSHIP)

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ABSTRACT

This study aims to look at, describe and analyze (1) the implementation of the policy for implementing the Simponi ASN Application to the Department of Transportation, Southeast Sulawesi Provincial ASN, and (2) the impact of implementing the policy for implementing the Simponi ASN Application on ASN discipline and performance with the involvement of direct supervisor supervision. This type of research is descriptive research with a qualitative approach. Research with a qualitative description method is used so that researchers can explain more deeply and comprehensively about the description of cases that occur in the field. Research has been carried out in Kendari City in December 2024-February 2025. The results of the study concluded that (1) the implementation of the Simponi ASN Application policy implementation has been running in terms of indicators of policy size and objectives, resources, characteristics of implementing agents, attitudes or tendencies of implementers, inter-organizational communication and implementing activities and the environment economic, social and political. And (2) the implementation of the Simponi ASN Application policy has an impact on the discipline and performance of ASN which is supported by the supervision of the direct supervisor.
Keywords: Discipline, ASN Policy Implementation, Performance, Simponi ASN application

INTRODUCTION

Superior human resources are a crucial element in achieving the national goals that have been set (Castro, M. V. D. M., de Araújo, M. L., Ribeiro, A. M., Demo, G., & Meneses, P. P. M. (2020); (Hasina, H., & Satyadharma, M. (2022). The State Civil Apparatus (ASN) plays a role as a major component in the successful implementation of government and national development (Firdausijah, R. T. (2022); (Madjid, U. (2024); (Sary, J. S., Sukmariningsih, R. M., Mulyani, S., & Noor, A. (2024). Currently, the state and government expect ASN to have high performance, integrity, and discipline (Maryono, D. (2022); (Puspitasari, T. W., Akbar, M. A., & Lina, R. (2025).

This is important considering the stigma of ASN as unproductive in the minds of the public (Suparman, N. (2020) l (Kairupan, S. B., Mandagi, M., Mantiri, J., & Rantung, M. (2023)

even though bureaucratic reform has taken place. Problems of integrity and low discipline, such as high absenteeism, are often obstacles in public services.

Discipline can be defined as an individual's attitude, behavior, and actions that are in line with the regulations in force in an institution or organization, both written and unwritten (Kottawatta, H. (2025). Discipline reflects employee respect for the norms and provisions in force in their work environment. The main purpose of implementing discipline is to ensure that employee behavior remains in line with institutional rules (Ejovwokoghene, E. R., & Obaidjevwe, O. M. (2024). Meanwhile, according to Affandi (2016), there are a number of factors that influence employee discipline, including leadership, reward systems, ability, compensation, direct supervision, application of sanctions, assertiveness, and the quality of interpersonal relationships.

The strategic role of human resources in public institutions is seen in the management and improvement of public services, so effective HR management is needed. Human potential is the main focus because they are the ones who manage other resources including technology. According to Chasanah, U., & Mardikaningsih, R. (2023). human resource management is the process of optimizing the use of labor in an organization. This process is carried out through various main functions such as planning workforce needs, recruitment and selection processes, employee competency development, career ladder planning and development, compensation and benefits, occupational safety and health management, to fostering harmonious industrial relations.
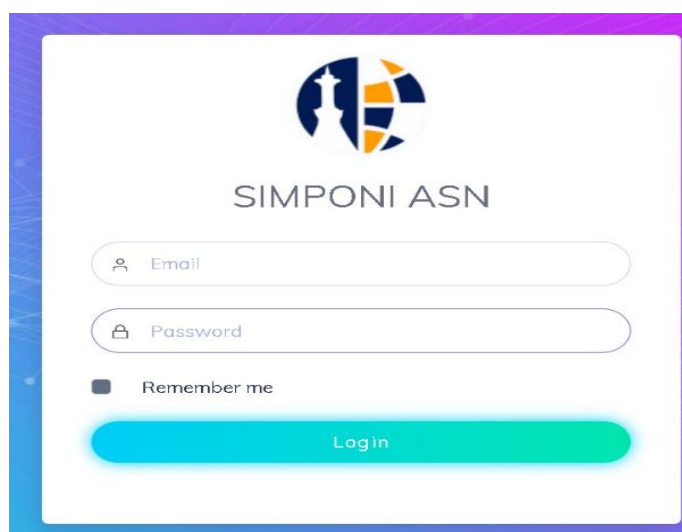

Figure 1 Interface of ASN Simponi Application

The Southeast Sulawesi Provincial Government, through the Regional Civil Service Agency, continues to strive to improve the quality of ASN, including by launching the Simponi ASN application since 2015. This application is part of the implementation of the Electronic-Based Government System (SPBE), in accordance with Presidential Regulation No. 95 of 2018 concerning the Electronic-Based Government System (SPBE), and Southeast Sulawesi Provincial Regulation No. 2 of 2020 concerning the Implementation of Electronic-Based Government Systems.

This policy is implemented comprehensively in the Southeast Sulawesi Provincial Government, including the Department of Transportation which has similar problems to other SKPDs, especially low performance of State Civil Apparatus (ASN) and weak supervision by direct superiors. The Simponi ASN application is a public policy instrument aimed at encouraging improvements in ASN performance by increasing the involvement of supervision from direct superiors. Supervision is understood as a concrete step to encourage employees to work according to expectations (Cadei, L., Serrelli, E., & Simeone, D. (2021). This function is also an important part of management that plays a role in ensuring that all organizational tasks are carried out properly in accordance with applicable policies and regulations.

According to Fitriansyah, F., Yusuarsono, Y., & Imanda, A. (2021); Afandi, I., & Syahrir, S. (2024), the purpose of supervision is to monitor the implementation of work, correct errors made by employees, and prevent similar errors from occurring in the future. Supervision also aims to ensure that budget use is in accordance with the established plan, assess the work results that have been achieved, and review whether the implementation process has followed applicable procedures or policies (McDavid, J. C., Huse, I., & Hawthorn, L. R. (2018).

METHODS

This study uses a qualitative method, which is an approach that aims to describe in depth a problem related to a program, data, or informan perception and experienced. Data were collected from nine informants who were State Civil Apparatus (ASN) at the Department of Transportation, Southeast Sulawesi Provincial. Data collection techniques were carried out through interviews, direct observation, and documentation studies. The research was carried out for three months, starting from December 2024 to February 2025. To analyze the data, the researcher used an interactive data analysis model from Miles and Huberman which includes the process of data collection, data reduction, data presentation, and drawing conclusions or verification. The validity of the data was tested through source triangulation, technical triangulation, validation from informants (member check), and with adequate reference support.

RESULTS AND DISCUSSION

Research results include:

a. Implementation of the ASN Simponi Application Implementation Policy at the Department of Transportation, Southeast Sulawesi Provincial

The Simponi ASN Application Policy implemented within the scope of the Southeast Sulawesi Provincial Government including the Southeast Sulawesi Provincial Transportation Service has a legal basis for use, namely Law Number 5 of 2014 concerning ASN, Presidential Regulation Number 95 of 2018 concerning the Electronic-Based Government System (SPBE), Regulation Regional of Southeast Sulawesi Province Number 2 of 2020 concerning the Implementation of Electronic-Based Government Systems and Regulation of the Governor of Southeast Sulawesi Number 14 of 2018 concerning civil servant discipline within the Southeast Sulawesi Provincial Government. The Simponi ASN Application has three main features, namely the online attendance feature using a radius system

near the office on duty, the daily work report (LKH) feature which is a means for employees to report their work every day and the employee work target (SKP) feature which contains the work plan and targets to be achieved by ASN for every year which must be described clearly and in detail.

The analysis of the implementation of the ASN Simponi Application at the Department of Transportation, Southeast Sulawesi Provincial will use the implementation model proposed by Van Meter and Van Horn (Agustino: 2016), namely:

1. Policy size and objectives

   Agustino (2016) stated that policy implementation is considered effective if the policy objectives are met and vice versa.

   Based on the results of interviews with several research informants within the scope of the Department of Transportation, Southeast Sulawesi Provincial along with observations conducted by the researcher, it was found that:

   a. The purpose of implementing the ASN Simponi Application in the Department of Transportation, Southeast Sulawesi Provincial is the implementation of the Electronic-based Government System (SPBE) which is expected to be able to encourage increased accountability, transparency, consistency and accuracy in managing data and information as a manifestation of good governance, also a commitment to encourage the integration of data and information management systems within the Southeast Sulawesi Provincial Government and become the basis for employee data in the form of personnel data, history of attendance coming and going, history of leave or daily tasks, daily work reports, employee income allowance reports and employee performance targets.

   b. The standard for the success of the implementation of the ASN Simponi Application at the Department of Transportation, Southeast Sulawesi Provincial is the increase in State Civil Apparatus (ASN) obligations and responsibilities, especially in increasing discipline (presence of clock-in and clock-out hours), increasing the quality of performance as evidenced by the work results summarized in the Daily Performance Report which has implications for improving the performance of the State Civil Apparatus (ASN).

2. Resources

   The success of policy implementation will be greatly influenced by the availability of resources, both human resources and other supporting resources. Indicators from the focused resource aspect are the readiness of ASN of the Department of Transportation, Southeast Sulawesi Provincial to undergo changes from fingerprint attendance to attendance with the Simponi ASN application, ASN responses to changes in types of attendance and facilities and infrastructure used in implementation using the Simponi ASN application.

   a. Readiness of State Civil Apparatus (ASN) Department of Transportation, Southeast Sulawesi Provincial regarding changes to this type of absence

   The results of interviews with several research informants and observations conducted by researchers concluded that all ASN of the Department of Transportation, Southeast Sulawesi Provincial are ready for changes in the type of absence starting from manual absence, absence

with fingerprints and absence based on the Simponi ASN application (Tawakal, 2023). This is because ASN realizes that this type of absence is part of the discipline of following the rules set within the scope of the Department of Transportation, Southeast Sulawesi Provincial as well as the ongoing socialization carried out starting from the BKD level of Southeast Sulawesi Provincial level and by the Department of Transportation, Southeast Sulawesi Provincial itself (through the General and Personnel Sub-Division).

Figure 2 Department of Transportation, Southeast Sulawesi Provincial Morning Assembly: Instilling a Culture of Discipline for Mutual Success (2025)

b. ASN response to changes in absence type
    The results of interviews with several research informants stated that initially there was a small number of ASN who were not familiar with applications on Smartphones who were afraid of this type of absence, for example, they did not understand how to use the application, errors that suddenly came and were unable to summarize their attendance with the actual situation. But the response of concern from a small number of ASN is now almost non-existent, because the General and Personnel Sub-Division of the Department of Transportation, Southeast Sulawesi Provincial has a special admin in managing absences with the Simponi ASN application which is able to help with problems that often occur that are feared by a small number of ASN.
c. Facilities and infrastructure used
    The facilities and infrastructure used in this policy are the Simponi ASN application launched by the Regional Civil Service Agency (BKD) of Southeast Sulawesi Province which must be downloaded and installed on each ASN's Smartphone.
3. Characteristics of the Implementing Agent
    The focus of the implementation of this policy can be seen from the characteristics of the implementing agents. If the implementers can implement it well, it can be concluded that the policy is successful and vice versa. The focus of attention on the success of the implementation of the ASN Simponi

Application based on the interview results is the increasing awareness of all ASN of the Department of Transportation, Southeast Sulawesi Provincial to pay attention to attendance (arrival and return) because this application is no longer a manual absence that relies on assistance from others to record attendance.

4. Attitudes or tendencies of the implementers

   The success of policy implementation will also be greatly influenced by the attitude of the implementers. This study focuses on the attitude of ASN of the Department of Transportation, Southeast Sulawesi Provincial in viewing the implementation of the ASN Simponi Application. The results of interviews with several research informants and observations concluded that the response of all ASN of the Department of Transportation, Southeast Sulawesi Provincial strongly supports the implementation of this application because they already understand the use of this application, they believe that the measurement of attendance is truly in accordance with reality and has implications for the amount of TPP received and believe that the implementation of internet-based applications is a must that will be carried out by every ASN in the future.

5. Communication between organizations and implementing activities

   The results of the study in the form of interviews with research informants and observations conducted by researchers found that good communication between the Department of Transportation as one of the Regional Apparatus Organizations (OPD) and BKD as the leading sector for managing the Simponi ASN Application has been running well so that when problems occur in the Simponi ASN application that cannot be solved by the admin at the Department of Transportation, Southeast Sulawesi Provincial, they can be communicated with the BKD Southeast Sulawesi Provincial.

6. Economic, social and political environment

   The success of the implementation of the policy can also be seen from the working conditions in the agency, both from the condition of the office, employees, performance and so on. Related to the environment in relation to the implementation of the Simponi ASN Application, the results were found based on interviews and observations conducted by researchers, namely changes in ASN discipline with the implementation of the Simponi ASN Application because of the close relationship between the absence recapitulation in Simponi ASN with the amount of Employee Income Allowance (TPP) where the level of attendance (presence of coming and going) according to the specified schedule will have an impact on the optimal TPP that will be received by each ASN.

b. The impact of the ASN Simponi Application Implementation Policy on ASN discipline and performance by involving direct superior supervision.
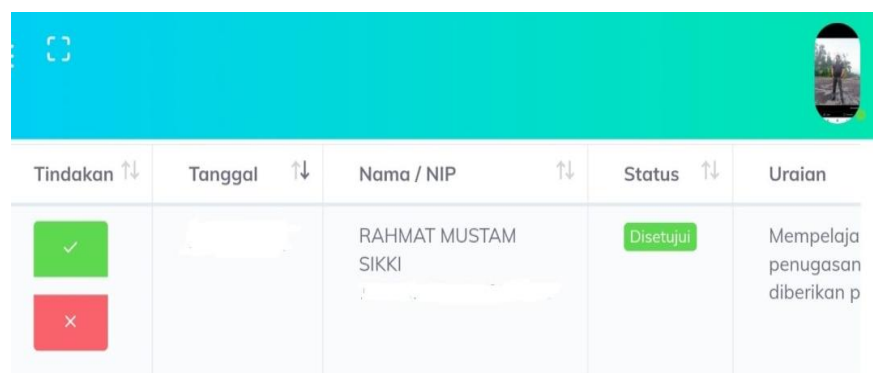
   The results of the research conducted in the form of interviews and observations in the field) found several impacts of the ASN Simponi implementation policy on ASN discipline and performance by encouraging the involvement of direct superior supervision which will be described as follows.

   1. The impact of implementing the ASN Simponi Application on ASN discipline with the involvement of direct superior supervision

One of the reasons for launching the Simponi ASN application is to improve ASN discipline which is expected to have an impact on improving the performance of ASN itself (Asriyati, A., & Satyadharma, M. (2023); (Vuryanto, 2024).

The results of interviews with several research informants and observations conducted by researchers found that the implementation of the Simponi ASN Application had an impact on increasing the level of discipline of ASN at the Department of Transportation, Southeast Sulawesi Provincial. ASN have realized that the Simponi ASN Application is real-time, meaning that their attendance in the application is the same as their attendance in the office. There is no longer any debate that often occurs when attendance is still manual because of reasons for absence that are sometimes made up by the employee. The Simponi ASN Application also requires ASN to come before the attendance time ends and go home after the attendance time starts, which is slightly different from recording attendance which is still manual, where many ASN come and go as they please without paying attention to the rules of arrival and departure times that apply in the office.

Other research findings related to the impact of the implementation of the ASN Simponi Application in encouraging increased ASN discipline are the involvement of supervision by the ASN's direct superiors, especially in checking the activities carried out and summarized in the Daily Activity Report (LKH). This serves to encourage direct superiors to be directly involved in supervising the work of their subordinates.

Figure 3 Superior's approval of subordinate's LKH

The findings of this study reinforce the findings of the study conducted by Setiyati and Anam (2021) which concluded that the implementation of location-based attendance (share location absent) will greatly support employee discipline. The findings of this study are also in line with the results of the study conducted by Nani, A and Wijaya AA (2020) which concluded that the implementation of fingerprint attendance for employees of the Sorawolio District Office tends to increase discipline in the form of employee attendance discipline, due to the support of data recorded in detail about the accuracy of employees entering and leaving the office.

The involvement of direct superiors in supervising the implementation of subordinates' work in the Daily Performance Report (LKH) feature is the application of management functions in employee management. This feature is very important and confirms the concept of supervision put forward by Karyani, I. A. K., & PARSA, I. W. (2020) ; Aliwardi, M. (2023) which states that supervision is an administrative function that ensures that what is done is in accordance with what is desired. The research findings related to the existence of superior supervision can have an impact on improving employee discipline and are also in line with the research findings of Sigar, Sambul and Asaloei (2018) which concluded that there is an influence of supervision carried out by superiors on employee discipline at the Sintesa Peninsula Manado Hotel. The results found in this study that the involvement of direct superior supervision in one of the features of the Simponi ASN Application can improve ASN discipline in line with the research of Lombok, A. S., Masengei, E., & Pangkey, I. (2021); (Abd, W., & Alfiannor, A. (2024) that one of the factors that can influence employee discipline is the presence or absence of leadership supervision.

2. The impact of the ASN Simponi Application implementation policy on ASN performance with the involvement of direct superior supervision.

The need for ASN performance has recently been felt to be increasingly important considering the demands of society that require good governance. The launch of the ASN Simponi Application within the scope of the Southeast Sulawesi Provincial Government is expected to be able to encourage increased ASN performance.

The results of interviews with several research informants confirmed that the ASN Simponi Application has a Daily Work Report (LKH) feature that encourages each ASN to write down the daily work they do based on a description of the job analysis they hold. This is important to ensure that each ASN is responsible for working in accordance with the main tasks and functions in the position they hold, so that it is hoped that there will be no more overlapping positions that have often occurred.

Performance itself is defined by Gębczyńska, A., & Brajer-Marczak, R. (2020) as a series of results achieved, referring to the completion of actions and implementation of the required work.

The research findings related to the ASN Simponi Application that is implemented is able to encourage increased performance confirms the results of research conducted by Suryani, Rusli and Nurasa (2021) which states that the implementation of the Performance-Based Additional Income policy is able to improve employee performance at the Bandung Regency Regional Personnel, Education and Training Agency.

CONCLUSION

Based on the results of the research and the discussions that have been carried out, it can be concluded that the implementation of the ASN Simponi Application policy at the Department of Transportation, Southeast Sulawesi Province, has been effectively conducted. This is evident from several indicators, including the clarity of policy size and objectives, the availability of resources, the characteristics of the implementing agents, the attitudes or tendencies of the implementers, the communication between organizations and among implementers, as well as the surrounding economic, social, and political environment. Furthermore, the implementation of this policy has positively influenced the discipline and performance of State Civil Apparatus (ASN), particularly through the involvement of direct supervision by their superiors.

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