

Performance Evaluation of the Metro City Bappeda in Sub-District Level Annual Planning

Sudarman Mersa

FISIP Universitas Dharmawacana

Corresponding Author: Sudarman Mersa mersadarma454@gmail.com

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ABSTRACT

SIPD is a system that documents, administers, and processes regional development data into information presented to the public and used as a basis for decision-making in the planning, implementation, and performance evaluation of regional governments. SIPD is a system that records, manages, and processes regional development data into information presented to the public and used as a basis for decision-making in the planning, implementation, and evaluation of local government performance. The purpose of this study is to determine the impact of performance, organizational impact, and the impact of organizational performance in the data input process of the Regional Development Information System (SIPD) within the Sub-District Level Annual Planning Process. This research uses a descriptive method with a qualitative approach. The study involved 30 respondents who served as SIPD data input administrators and data collectors. The data collection techniques used were interviews and questionnaires. The results of this study show that SIPD has both strengths and weaknesses. One of its strengths is the elimination of budget duplication, the standardization of planning processes and regional financial governance, the optimization of core activities, and the facilitation of supervision and audits. Meanwhile, its weaknesses include technical obstacles during administrative processes and persistent issues related to human resources (HR). Based on the research findings, 66.7% of respondents still experience difficulties in accessing and using SIPD.

INTRODUCTION

According to the Regulation of the Minister of Home Affairs of the Republic of Indonesia Number 70 of 2019 concerning the Regional Government Information System, commonly known by the acronym SIPD, it is the management of data related to regional development, regional financial information, as well as other regional government data that is integrated and used in the implementation of regional development (Sari, 2019). SIPD is a system that captures, organizes, and processes regional development data into information provided to the public and used as a basis for decision-making related to planning, implementation, and evaluation of regional government performance. The goal of this system is to maximize the use of data and information regarding regional development.

The SIPD application is designed systematically, making it easier for users at the most basic level, namely villages, to handle community proposals or complaints that have been discussed through deliberation meetings. Proposals put forward by villages can be prioritized according to their level of importance, and villages also have the ability to choose which proposals will be forwarded to the sub-district, which will then be submitted to the Regional Development Planning Agency (BAPPEDA) that acts as the planning manager.

Performance describes the results or the level of success achieved by an individual or an institution in completing tasks within a specified time frame. Performance can also be interpreted as the outcome in delivering public services over a certain period of time. Performance improvement cannot be achieved without effective management, which can stimulate an institution's efforts to enhance performance. Every performance management initiative aims to encourage higher achievement within an institution.

In the data input process for the Regional Development Information System (SIPD), the Regional Development Planning Agency (Bappeda) plays a central role as the collector of data and proposals from all Regional Apparatus Organizations (OPD). Bappeda functions as the main coordinator in ensuring that all planning data from each OPD are gathered completely, validly, and in accordance with system requirements.

Structurally, the Head of Bappeda plays an important role in coordinating all OPD heads to ensure that the SIPD data input process runs in a directed and timely manner. Additionally, the Head of Bappeda is responsible for overseeing the data input implementation by the units under their supervision to ensure that it aligns with the provisions and annual planning schedule. In carrying out this supervisory task, the Head of Bappeda is assisted by the Head of the Planning, Control, Research, and Development Division. This division has a strategic role because it serves as the main SIPD administrator and is responsible for the verification, validation, and consolidation of data from the sub-district level up to the city level. Thus, the success of the SIPD input process is strongly influenced by Bappeda's organizational performance, including internal coordination, task distribution, and the effectiveness of communication between work units.

Furthermore, previous studies have largely focused on the city or district government level, while the role of sub-districts as implementing units of annual

planning has often not been the main focus of research. In fact, the quality of annual planning heavily depends on the accuracy and completeness of data input by organizational units at the sub-district level. On the other hand, BAPPEDA, as the institution responsible for the SIPD system at the regional level, has a strategic role in coordinating the data input process across sub-districts. However, to date, there has been limited research examining how BAPPEDA's organizational performance ensures consistency in SIPD data input at the sub-district level.

This gap forms the basis of this study – to analyze how organizational performance, particularly that of BAPPEDA Kota Metro, supports the SIPD data input process in the annual planning stage at the sub-district level. This research is expected to provide a more comprehensive understanding of the organizational factors affecting the effectiveness of the SIPD input process and offer recommendations for improving the quality of regional development planning.

LITERATURE REVIEW

Performance is defined as the quality and quantity of work results that can be achieved by an employee in carrying out their main duties and functions according to the responsibilities assigned to them. Essentially, performance can be viewed from two perspectives: individual employee performance and organizational performance (Widodo & Yandi, 2022). Meanwhile, according to other sources, performance refers to carrying out work, demonstrating work efforts, and achieving work results that an employee is able to accomplish in accordance with their duties and responsibilities, thereby enabling them to achieve the goals of the organization or institution (Maharani & Rindaningsih, 2023).

In an organization, performance evaluation is an important aspect. This is because performance and performance assessment are inseparable. As stated by Mustopadjadja (2003), there are several types of indicators that can be used in measuring organizational performance, which are as follows:

1. Input indicators, namely everything required to ensure that activities can be carried out to produce outputs. These may include funds, human resources (employees), policy information or regulations, and so on.
2. Process indicators, namely all measures that show the efforts or activities carried out in processing inputs into outputs.
3. Output indicators, namely everything expected to be directly produced from an activity, which may be physical or non-physical in nature.
4. Outcome indicators, namely everything that reflects the functioning of outputs in medium-term activities (direct effects), and the tangible results of the outputs of an activity.
5. Benefit indicators, namely everything related to the ultimate objectives of the activity, describing the benefits gained from the outcome indicators, and showing what is expected to be achieved when outputs are completed and function optimally (in the right place and time).
6. Impact indicators, namely the positive or negative effects arising from the benefits obtained from the results of activities, which can only be

identified in the medium or long term. These reflect the rationale for carrying out the activity, representing the macro aspects of implementation and the objectives of the activity at the sectoral, regional, and national levels.

Quality of Human Resources

The success of an organization is influenced by the job performance of its human resources; therefore, an organization will strive to improve the performance of its employees in order to achieve the goals that have been set. The quality of human resources becomes a major issue for the sustainability and development of an organization, because it is through these resources that all organizational functions can be developed as optimally as possible.

According to Nurul Ulfatin and Teguh Priyanto, as cited by Ita Nurmalasari and Dewi Zainul Karimah, human resources refer to workers, employees, staff, or individuals who perform or hold a job. Human resources in an organization are the workforce occupying certain positions or individuals who have responsibilities to carry out tasks or work within a particular organization (Rahardja, 2019). In educational institutions, human resource management is very important to implement. Without human resource management, an organization will generally have difficulty achieving its goals, and the same applies to educational institutions. Human resource management is the most essential element in management because human resources are the primary component of management before other elements (Hakim, 2023). The concept of human resources encompasses aspects of development, management, and utilization of the workforce in efforts to achieve organizational or societal goals. Human resource development involves formal and non-formal education processes, skills training, as well as leadership and management development. Human resource management includes recruitment, placement, career development, and individual performance management to ensure alignment with the needs and objectives of the organization (Mustofa et al., 2024).

Regional Development Planning Agency

BAPPEDA is a supporting element of the Regional Government that has the duty to assist the Mayor in formulating policies in the field of regional development planning, as well as in evaluating and implementing those policies. The Regional Development Planning Agency was established based on the needs, developments, and progress in government administration and current technological advancements, in order to assist the regional government in implementing development, particularly in the field of government-related development planning. Regional development planning is an integral part of the national development planning system (Ritonga, 2023). Overall, Bappeda is the agency responsible for formulating development planning, which is then politically approved and established as an official planning document (Mulyana, 2021). Running an effective and efficient government requires coordination among vertical agencies, regional offices, sub-districts, and other government institutions throughout the regional development planning process (Hanifah, 2023).

Regional Development Information System (SIPD)

To formulate a good plan, accurate data is required as the basis for determining the targets and objectives to be achieved. Errors in the data used will render the resulting plan ineffective. In information systems, the term GIGO (garbage in, garbage out) is used, meaning that if the input data is inaccurate, then the resulting planning will certainly be unable to address existing development problems (Deseverians Rangga, 2020). Law Number 23 of 2014 concerning Regional Government, through Article 274, mandates that regional development planning must be based on data and information managed within the regional development information system (Iqbal et al., 2022). This is further reinforced by the obligation of Regional Governments to provide Regional Government Information, which consists of Regional Development Information and Regional Financial Information, managed within a Regional Government Information System. In line with the issuance of Law Number 23 of 2014, SIPD is directed in the future to:

1. Omproving the quality of regional development planning, control, and evaluation through the availability of accurate, up-to-date, and accountable regional development data and information;
2. Optimizing the collection, input, control, evaluation, and utilization of regional development data and information; and
3. Developing a legal development database for all regions as the foundation for input into both national and regional development planning. The Regional Development Information System (SIPD) is a system that documents, administers, and processes regional development data into information that is presented to the public and used as material for decision-making in the planning, implementation, and performance evaluation of regional governments. SIPD is a network that integrates data collection at both regional and national levels using information technology, presenting a database categorized into eight groups: (1) General Data; (2) Socio-cultural; (3) Natural Resources; (4) Infrastructure; (5) Economy; (6) Regional Finance; (7) Politics, Law and Security; (8) Incidental.

METHODOLOGY

The research method used in this study is qualitative research. This qualitative research approach is based on a scenario in which the object is evaluated spontaneously (Fitriani et al., 2024). This study employs a descriptive qualitative approach to evaluate the performance of the Metro City BAPPEDA in preparing the annual sub-district development planning. Primary data were collected through in-depth interviews with BAPPEDA officials, sub-district heads, sub-district planners, and community representatives, and were strengthened by observations during the sub-district Musrenbang implementation. Meanwhile, secondary data were obtained from RPJMD, RKPD, regional apparatus work plans (Renja), and Musrenbang reports. Informants were selected using purposive sampling based on their relevance and involvement in the planning process (Novitasari, 2024). Data analysis was carried out using the Miles & Huberman model, which includes data reduction, data presentation, and conclusion drawing (Fitriani, 2022). Data validity was maintained through source and method triangulation to ensure accurate findings related to the effectiveness, efficiency, coordination, and quality of annual planning outputs at the sub-district level.

RESULTS AND DISCUSSION

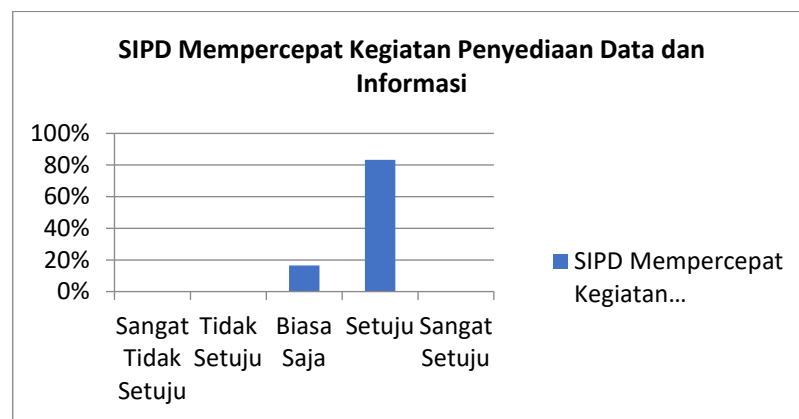
The Ministry of Home Affairs, through the Directorate General of Regional Development, has launched the Regional Government Information System (SIPD) based on the guidelines of Minister of Home Affairs Regulation Number 70 of 2019 concerning the Regional Government Information System. SIPD is an information system that contains the regional development planning system, the regional financial system, and other regional governance systems, including systems for guidance and supervision of regional government. The purpose of the Ministry of Home Affairs in launching and implementing SIPD is to facilitate regional governments in carrying out the stages of planning and preparing planning and budgeting documents through an integrated and standardized system-based application across all regions. Therefore, all previous planning applications used by districts/municipalities may no longer be used, and the government requires all regions to use the SIPD application.

The SIPD operator staff at the sub-districts in Metro City stated that several obstacles and problems have arisen in the implementation of SIPD. One of the most frequent issues with this application concerns the Standard Price Details. SIPD provides several master data sets, one of which is the Standard Unit Prices (SSH), which contain unit prices for goods/services applicable in a given region. There are several price details that are not yet available in the SIPD system; therefore, the process carried out to obtain the Standard Price Details is by submitting a request to the Inter-Village Cooperation Agency (BKAD), which serves as the SIPD administrator for the Standard Unit Price component. After the request is submitted, the BKAD administrators re-verify the desired price details.

In addition, another obstacle encountered in the field related to SIPD data input is the issue of human resources (HR). Many HR personnel or SIPD input administrators in sub-districts throughout Metro City still do not fully understand how to input data or apply the Work Plan and Budget (RKA) in the SIPD system. This issue has become a priority for Bappeda as the coordinator or data collector for SIPD across all regional apparatus organizations (OPD) in Metro City.

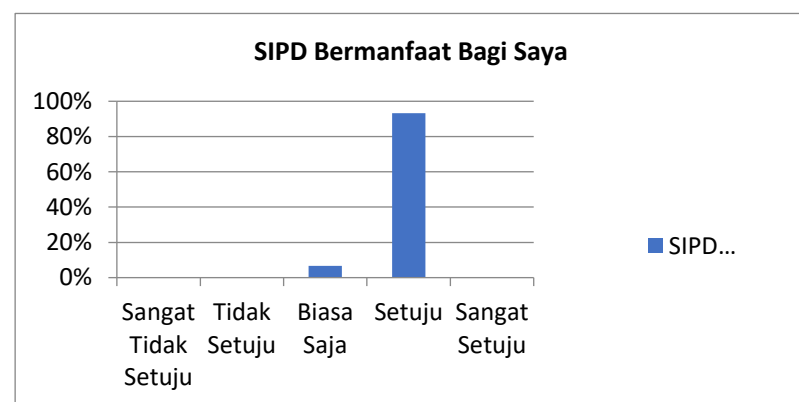
Given these problems, it can be said that SIPD has not yet been fully effective in utilizing the available data, resulting in the need for repeated verification, which in turn delays the budgeting process.

SIPD Accelerates Data and Information Provision Activities



Based on the results of the diagram above, it can be seen that from the 30 respondents surveyed, 83.3% agreed and 16.67% responded neutrally to the statement "SIPD accelerates data and information provision activities." This indicates that 83.3% of the respondents agree that SIPD is able to speed up data and information provision activities.

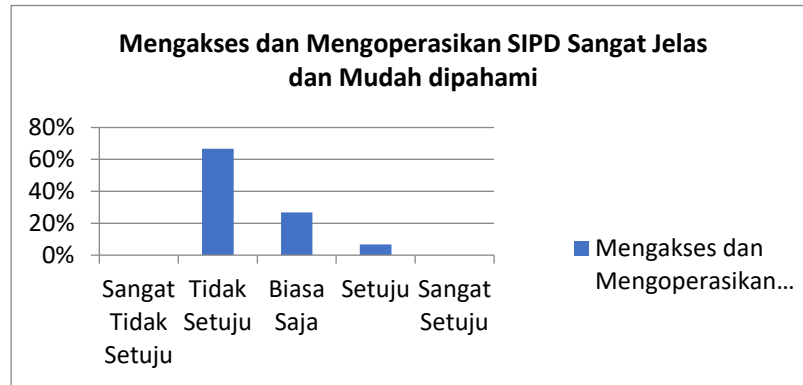
SIPD is Beneficial



Based on the results of the diagram above, it can be seen that out of 30 respondents, 93.3% agreed and 6.67% responded neutrally to the statement 'SIPD

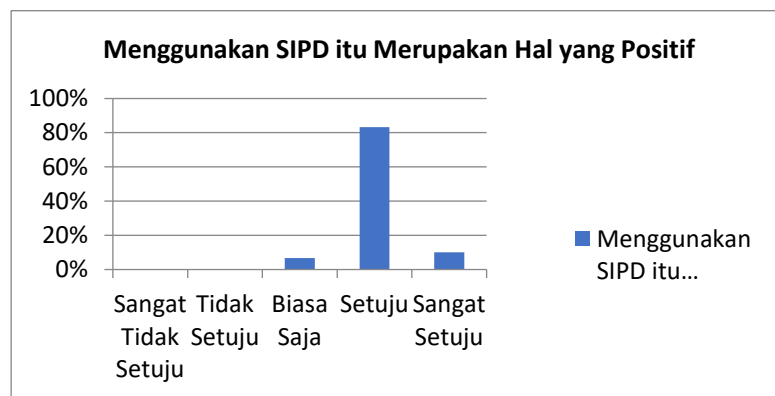
is beneficial for me.' This indicates that 93.3% of the respondents agree that SIPD provides benefits for its users.

Accessing and Operating SIPD is Very Clear and Easy to Understand



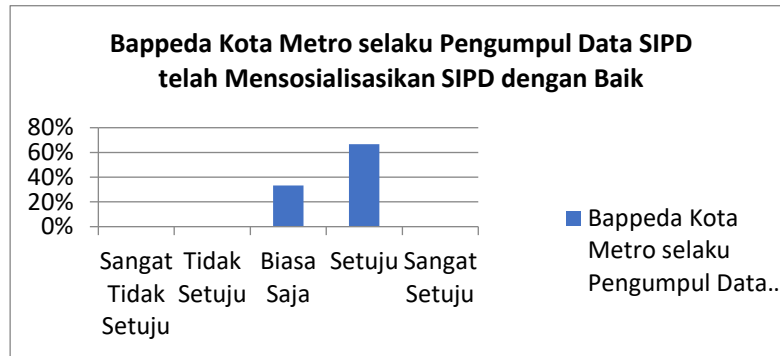
Based on the results of the diagram above, it can be seen that out of 30 respondents, 66.7% disagreed, 26.7% responded neutrally, and only 6.7% agreed with the statement "Accessing and operating SIPD is very clear and easy to understand." This indicates that 66.7% of respondents do not agree that the SIPD application is easy to access and operate, while only 6.7% agree that it is easy to access and operate. This situation certainly becomes a task for Bappeda Kota Metro, as the SIPD administrator and data collector, to find ways to make it easier for district-level SIPD administrators to access and operate the SIPD system.

Using SIPD is a Positive Thing



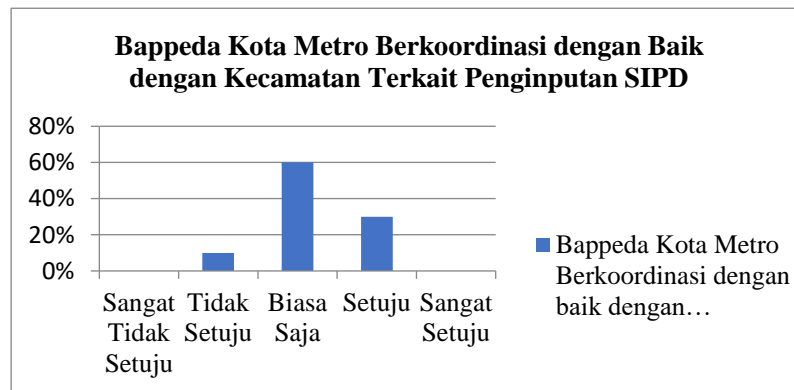
Based on the results of the diagram above, it can be seen that out of 30 respondents, 83.3% agreed, 6.67% responded neutrally, and 10% strongly agreed with the statement "Using SIPD is a positive thing." This means that 83.3% of respondents agree that using SIPD is positive and beneficial. However, further socialization and training are needed regarding the operation of SIPD so that it becomes easier to learn and understand.

Bappeda Kota Metro, as the SIPD Data Collector, has Socialized the SIPD Effectively



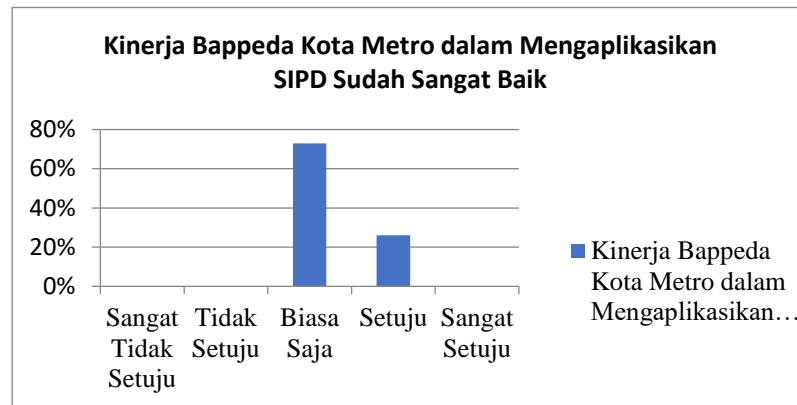
Based on the results of the diagram above, it can be seen that out of 30 respondents, 66.6% agreed and 33.3% responded neutrally to the statement "Bappeda Kota Metro, as the SIPD Data Collector, has socialized the SIPD effectively." This means that 66.6% of respondents agree that Bappeda Kota Metro has carried out the socialization of SIPD implementation well.

Bappeda Kota Metro Coordinates Well with the Districts Regarding SIPD Data Entry



Based on the results of the diagram above, it can be seen that out of 30 respondents, 60% agreed, 30% responded neutrally, and 10% disagreed with the statement "Bappeda Kota Metro Coordinates Well with the Districts Regarding SIPD Data Entry." This means that 60% of respondents agreed that Bappeda Kota Metro has coordinated well with the districts in relation to SIPD data entry, while only 10% of respondents disagreed with this statement.

The Performance of Bappeda Kota Metro in Implementing SIPD has been Very Good.



Based on the results of the diagram above, it can be seen that out of 30 respondents, 73% agreed and 26% responded neutrally to the statement "The performance of Bappeda Kota Metro in implementing SIPD has been very good." This indicates that 73% of respondents agree that Bappeda Kota Metro has carried out the socialization of SIPD implementation well. However, further socialization and training may still be needed for SIPD operators in each subdistrict to ensure that SIPD data entry runs properly and as expected.

CONCLUSIONS AND RECOMENDATIONS

SIPD has both strengths and weaknesses. One of its strengths is that it eliminates budget duplication, standardizes planning processes and regional financial governance, optimizes core activities, and simplifies supervision and audits. Meanwhile, the weaknesses of SIPD lie in the administrative process, which still encounters technical issues, as well as challenges related to human resources.

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