

Management Information System Influenced By Competence Of Human Resources Employee Of Civil Apparatus (Asn) West Java

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Abstract: Integrity refers to ASN west java ability to act in accordance with values, norms and ethics in its institution. Competence causes or predicts behavior and performance. Competency actually predicts who is performing well, measured by the criteria or standards used. Management information systems are producing tools information in several other experts meneankan tools to assist in decision making, as well as some add to the function of information systems to carry out monitoring (control) analysis and visualization. Metode cualitative with interviewer. Management Information Systems are affected by ASN's Human Resources Competencies in the Greater West Java Metropolitan Government.

Index Terms: Management Information System; Competence of Human Resources

1. INTRODUCTION

The global world has demanded companies to be able to compete in the business environment. With the rapid development of technology, consumers now more easily obtain market information and determine the choice of quality products in accordance with expectations. For companies to compete in this environment, companies must create value for consumers through quality products, services and services. Education background in competence human resources in globalization general will be one of the considerations for the organization in providing compensation for its employees. Education is often the basis for determining the ranks of positions in an organization and it is these classes of positions that will help determine the amount of compensation for employees. Compensation received by an employee can bring up motivation for them to continue to improve their performance. Mastery of both academic and vocational knowledge or mastery of applied science must be possessed by ASN personnel high and low of education, it does not directly determine the level of mastery of certain competencies, in addition to educational attainment, work experience that is continually assessed and responded to properly, will also help determine one's mastery of competence.

The best predicate achieved by the West Java City Government is hard work, the main key of the West Java City Government can achieve the best title is political will from the leader. According to the mayor of West Java, a regional leader must be willing to go to the field, not just receive reports from subordinates. The leader must be willing to come to each service to dissect one problem. If there is no political will, don't expect SAKIP to be the champion, because how is the tail,"said Emil. He said, to improve the LHE AKIP of West Java City which previously had the title CC was not easy.

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The success of the City Government was inseparable from the role and function of the leadership of the offices in the City Government. The city leadership, known as the mayor, is a symbol of the regional government of a city, has the duty and authority to lead regional administration based on the policies determined by the Regional Council of Representatives in question. The background description above, makes the writer interested in conducting a dissertation research with the title influence of competence on the affective commitment of ASN employees in the Government of Greater West Java Formulation of the problem There are also the formulation of the problems raised in this study as follows How Management Information Systems are affected by ASN's Human Resources Competencies in the Greater West Java Metropolitan Government.

2. LITERATURE REVIEW / THEORY

2.1 Management Information systems

Management information systems from the decision making process is used as information. The data is process which comes out in the form of information and this information is an input to the user processes. The data is processed into information for a specific purpose and it provides several alternatives of course of action for decision making, out of which one course of action is selected which is nothing but the decision taken. Understanding Management Information Systems put forward by several experts with different emphases, but the limits (Loudon & Loudon, 2017) Management information systems are producing tools information in several tools to assist in decision making, as well as some add to the function of information systems to carry out monitoring (control) analysis and visualization. Laudon & Laudon (2017) which is expressed that the effectiveness of the use of information systems requires an understanding of organization, management, and information information. Technology represents physical components which consist of hardware, software, and networks, forming information systems. (Stair & Reynolds, 2018). Bagranoff (2010) laying open information technology consist of five components able to support successful management information system implementation. This component is hardware, software, data, people, and procedure. This matter is looked into important in order to

synchronize dynamics requirements of consumer information and management information systems growth dynamics as information producers to need various decision making and service.

2.2 Competencies Of Human Resource

Competence is a part of a deep personality and is inherent to someone as well as behavior that can be predicted in various circumstances and work tasks. An underlying characteristic of an individual which is causally related to criterion - referenced effective and superior performance in a job. The conclusion is that competence is a human characteristic related to the effectiveness of work achievement, where these characteristics can be seen in the form of acting, behaving, and thinking.

Measurement of competence

5 (five) characteristics, namely:

1. Motives

Something where someone consistently thinks so he takes action. Spencer added that motives are, "Drive, direct and select behavior towards certain actions or goals and away from others". For example someone who has the motivation to achieve consistently develop goals that provide a challenge to himself and take full responsibility for achieving these goals and expect some kind of "feedback" to improve himself.

2. Traits

Character that makes people to behave or how someone responds to something in a certain way. For example such as self-confidence, self-control, fortitude or endurance.

3. Self Concept

Attitudes and values that a person has. Attitudes and values are measured through tests to respondents to find out what value someone has and what is interesting for someone to do something.

4. Knowledge

Information a person has for a particular field. Knowledge is a complex competency. Measuring knowledge tests the ability of participants to choose the most correct answer but not biased to see whether someone can do work based on the knowledge they have.

5. Skills

The ability to carry out certain tasks both physically and mentally. By knowing the level of competence, human resource planning will be better results. Develop alternative Management Information System models capable of supporting each company service process to customers and also making decisions both in the internal environment and also external. Understanding Management Information Systems put forward by several experts with different emphases, but Loudon & Koudon 2017 management information systems are producing tools information in several other experts meneankan tools to assist in decision making, as well as some add to the function of information systems to carry out monitoring (control) analysis and visualization.

3. Methodolgy Research

Research, including the following: From 33 previous responden which the author reviewed as a reference study variables. Competencies employee state civil apparatus ASN understood as a combination of skills, personal attributes, and knowledge that is reflected through performance behavior that can be observed, measured, and evaluated. By using

qualitative methods, descriptive analysis, and library studies competence of State Civil Apparatus ASN west java Indonesia.

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