**ABSTRAK**

Pemerintah Indonesia dalam rangka mewujudkan tata kelola pemerintahan yang baik menuntut aparatur pemerintah memberikan pelayanan yang profesional , optimal, efektif dan efisien sesuai dengan harapan masyrakat. Salah satunya yaitu kualitas pelayanan publik pemerintahan kepada masyarakat melalui sistem teknologi dan informasi. Sesuai dengan Undang-Undang Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara yang menyatakan bahwa sistem informasi Aparatur Sipil Negara berbasiskan teknologi informasi yang mudah diaplikasikan, mudah diakses, dan memiliki sistem keamanan yang dipercaya.

Penerapan Sistem Informasi Aparatur yang telah dilaksanakan di Kota Semarang yaitu sistem E-Kinerja. E-Kinerja merupakan Sasaran Kerja Pegawai yang dilakukan secara online sehingga mempermudah pimpinan dalam melakukan Penilaian Prestasi Keja Pegawai. Pelaksanaan Penilaian Prestasi Kerja Pegawai berdasarkan Peraturan Pemerintah Nomor 46 Tahun 2011. Penilaian Prestasi Kerja ini sangat penting dilakukan dalam setiap instansi pemerintahan khsusnya di Badan Kepegawaian Pendidikan dan Pelatihan (BKD) Kota Semarang, sehingga dalam penilaiannya pun dilakukan secara objektif berdasarkan Peraturan Kepala BKN Nomor 1 Tahun 2013. Oleh karena itu penulis tertarik untuk melakukan penelitian lebih dalam tentang “IMPLEMENTASI E-KINERJA DALAM MENINGKATKAN KINERJA PEGAWAI DI BADAN KEPEGAWAIAN, PENDIDIKAN DAN PELATIHAN KOTA SEMARANG PROVINSI JAWA TENGAH ”.

Penelitian ini menggunakan penelitian kualitatif dengan metode deskriptif, yaitu penulis menggambarkan keadaan, kondisi, situasi secara nyata di lapangan yang hasilnya dipaparkan dalam bentuk laporan penelitian. Laporan penelitian ini diteliti melalui pendekatan secara induktif, yang bertujuan untuk menemukan pengaruh antar hubungan masalah yang diteliti. Fokus penelitian ini mengenai pelaksanaan E-Kinerja dalam meningkatkan kinerja pegawai di BKD Kota Semarang Provinsi Jawa Tengah.

Hasil penelitian menunjukkan bahwa pelaksanaan E-Kinerja di BKD Kota Semarang telah berjalan dengan baik, hal ini dapat dilihat dari komonikasi yang baik melalui sosialisasi E-Kinerja kepada pegawai. Pegawai sebagai sumber daya dapat melaksanakan E-Kinerja dengan baik dan tersedianya sarana dan prasarana yang memadai. Selain itu struktur birokrasi yang baik telah memudahkan pengawasan terhadap seluruh proses pelaksanaan E-Kinerja. Pelaksanaan E-Kinerja inipun berdampak baik bagi kinerja pegawai, dimana hasil kerja pegawai meningkat, dan penilaian prestasi kerja pegawai dapat berjalan efektif dan objektif.

ABSTRACT

The Government of Indonesia in order to create good governance, demands the government apparatus to provide professional, optimal, effective and efficient services in accordance with community expectations. One of them is the quality of government public service to the community through technology and information system. In accordance with Law No. 5 of 2014 on the State Civil Apparatus which states that the Civil State Apparatus information system is based on information technology that is easy to apply, easy to access, and has a trusted security system.

The application of Information System Apparatus that has been implemented in the city of Semarang is E-Kinerja system. E-Kinerja is an Employee Target Work that is done via online so as to facilitate the leadership in conducting the Assessment of Employee performance. The Implementation of Employee Performance Appraisal is based on Government Regulation Number 46 of 2011.This Assessment is very important to be done in every governmental institution specifically in the Personnel Board of Education and Training (BKD) Semarang City, so that in the assessment is done objectively based on the Regulation of BKN No. 1 of 2013. Therefore, the author was interested to conduct a more in-depth study of "THE IMPLEMENTATION OF E-KINERJA IN IMPROVING EMPLOYEE PERFORMANCE IN THE SUPPLY AGENCY, EDUCATION AND TRAINING OF SEMARANG CITY OF CENTRAL JAVA PROVINCE".

This research was a qualitative research with descriptive method, that writer described the real condition and situation in the field which the result was presented in research report form. The report of this study was studied through an inductive approach, which aimed to find the effect of interrelationship between the problems that was examined. The scope of this research was on the implementation of E-Kinerja in improving the performance of employees in BKD Semarang City, Central Java Province.

The results showed that the implementation of E-Kinerja in BKD Semarang City has been running well, this could be seen from a good communications through the socialization of E-Kinerja to the employees. The Employees as resources can implement E-Kinerja well with the availability of adequate facilities and infrastructure. In addition, good bureaucratic structure has facilitated supervision of the entire process of implementation of E-Kinerja. Implementation of this E-Kinerja also has a good impact on the performance of employees, where the work of employees increased, and employee performance appraisal could run effectively and objectively.