

RINGKASAN

Penelitian ini bertujuan untuk menganalisis persepsi pegawai Aparatur Sipil Negara (ASN) terhadap implementasi Human Resource Information System (HRIS) serta kesiapan penggunaan digital pegawai di Dinas Perhubungan Provinsi Sumatera Barat. Penelitian ini berjudul tentang persepsi dan kesiapan digital ASN dalam implementasi HRIS di Dinas Perhubungan Provinsi Sumatera Barat, yang bertujuan untuk mengetahui persepsi pegawai dan kesiapan penggunaan digital, dalam penerapan sistem tersebut.

Metode yang digunakan adalah penelitian deskriptif dengan pendekatan kualitatif. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan dokumentasi, dengan informan yang terdiri dari pimpinan, pengelola HRIS, dan pegawai pengguna sistem. Analisis data dilakukan melalui tahapan pengumpulan data, reduksi data, penyajian data, dan penarikan kesimpulan untuk memperoleh gambaran yang komprehensif mengenai implementasi HRIS.

Hasil penelitian menunjukkan bahwa pegawai ASN secara umum memiliki persepsi yang positif terhadap implementasi HRIS karena sistem ini membantu pengelolaan administrasi kepegawaian, meningkatkan efisiensi dan efektivitas kerja, serta mempermudah akses data. Dari sisi kesiapan digital, sebagian besar pegawai telah cukup siap menggunakan sistem, memiliki motivasi yang baik, serta didukung oleh kebijakan dan arahan pimpinan, meskipun masih terdapat kendala seperti keterbatasan perangkat dan perbedaan kemampuan antar generasi.

Dengan demikian, implementasi HRIS di Dinas Perhubungan Provinsi Sumatera Barat dapat dikatakan berjalan cukup baik dan memberikan manfaat dalam mendukung administrasi kepegawaian berbasis digital. Namun, peningkatan infrastruktur, pelatihan berkelanjutan, dan penguatan literasi digital masih diperlukan agar penerapan HRIS dapat berjalan lebih optimal dan merata di seluruh pegawai.

SUMMARY

This study aims to analyze the perceptions of Civil Servant (ASN) employees regarding the implementation of the Human Resource Information System (HRIS) and their readiness for digital adoption at the West Sumatra Provincial Transportation Agency. This study, entitled "Perceptions and Digital Readiness of Civil Servants in the Implementation of HRIS at the West Sumatra Provincial Transportation Agency," aims to determine employee perceptions and readiness for digital adoption in the implementation of the system.

The method used was descriptive research with a qualitative approach. Data collection techniques were conducted through observation, interviews, and documentation, with informants consisting of leaders, HRIS managers, and employees who use the system. Data analysis was conducted through the stages of data collection, data reduction, data presentation, and drawing conclusions to obtain a comprehensive picture of HRIS implementation.

The results indicate that ASN employees generally have a positive perception of HRIS implementation because the system helps manage personnel administration, improves work efficiency and effectiveness, and facilitates data access. In terms of digital readiness, most employees are sufficiently ready to use the system, are well-motivated, and are supported by leadership policies and direction. Although challenges remain, such as limited equipment and differences in abilities between generations.

Thus, the HRIS implementation at the West Sumatra Provincial Transportation Agency has been quite successful and has provided benefits in supporting digital-based personnel administration. However, infrastructure improvements, ongoing training, and strengthening digital literacy are still needed to ensure optimal and equitable HRIS implementation across all employees.