

# Implementation of the e-Kinerja System at the Department of Public Works and Spatial Planning, Cirebon Regency, Indonesia

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## Abstract

Implementing the e-Kinerja system at the Cirebon Regency Public Works and Spatial Planning Service did not run smoothly and optimally. Several obstacles occurred during the implementation of the e-Kinerja policy. Constraints that arise, such as not all employees can use electronic systems, and some employees stutter about technology due to the age factor. In addition, it isn't easy to adapt to new things based on electronics. Of these, the current investigation seeks to study the implementation of the e-Kinerja system to improve employee performance. The research method used is a qualitative approach with a descriptive analysis method. The theory of policy implementation used in this research is George Edward III. The study results concluded that implementing the e-Kinerja system at the Cirebon Regency Public Works and Spatial Planning Service did not make all run optimally. Therefore, judging from George Edward III's policy implementation model, which consists of communication, resources, the attitude of implementers, and bureaucratic structure, the communication factor needs to be socialized to employees.

## Keywords

Policy Implementation, e-Kinerja system, Work Performance.

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