



The effectiveness of the application of the religious teacher information and administration system on the management of pai teachers at the Ministry of Religion office of Bantaeng District

Muhajirah¹ & Sopyan H.²

¹Kementerian Agama Kabupaten Bantaeng, Indonesia

²SMK 5 Bantaeng

Correspondence Email: muhajirahmujahid@gmail.com

ABSTRACT

This paper aims to determine the competence of SIM SIAGA on PAI teacher management services at the office of the Ministry of Religion (KEMENAG) Bantaeng district. Descriptive qualitative research is used in the article. Data collection was carried out for 3 months, from January to March. The technique used in this research is Triangulation (Interview-Documentation-Observation). The results showed that the effectiveness of SIM SIAGA for PAI teacher services and management at the Ministry of Religion office in Bantaeng District is very satisfying. This can be seen and compared with the EMIS application. Many features help PAI teachers in bridging the activities carried out. However, this SIM SIAGA application is still in a new category. Therefore, improvements or the best innovations are needed to compete in the future.

Keywords: SIM SIAGA Application; PAI teacher, learning method

1. INTRODUCTION

This century makes technological developments a material to facilitate everything. Therefore, Information system management (SIM) is needed (Sudirman et al., 2020). Technological developments encourage the development of organizational and administrative management from traditional systems to information technology-based systems¹. One of the benefits of management information systems in educational organizations is as a means of decision-making for improving educational services

¹ Simarmata, J., Romindo, R., Putra, S. H., Prasetyo, A., Siregar, M. N. H., Ardiana, D. P. Y., Chamidah, D., Purba, B., & Jamaludin, J. (2020). *Teknologi Informasi Dan Sistem Informasi Manajemen*. Yayasan Kita Menulis.

because administration is essentially a decision-making². Because of every activity in the organization, there must be problems that must be resolved and which need to be evaluated either in a democratic way or using leadership authority. Good decisions require an understanding of the problem and knowledge of alternative solutions. Accuracy and accuracy of good information will affect good decision-making as well³. A Management Information System (SIM) is an information network leaders need to carry out their duties (for the organization's benefit), especially in making decisions to achieve organizational goals⁴. At the same time, effective in English means achieving or succeeding in something that is done. Based on the scientific dictionary, what is meant by effectiveness is the method of timeliness used or something produced that can support the goals set⁵. Effectiveness is the unity of several main elements that are used as materials in achieving the goals and objectives to be achieved in an organization in the form of activities or programs designed. If it has arrived at something that has been set or something that is the goal, then it can be said to be effective in another sense; effectiveness is a term for something successful in its work, either by using strategies or designing many plans, but something that succeeds or becomes effective starts from strategy and planning that is used to carry out several programs and activities⁶.

So, from the above explanation, it can be concluded that effectiveness results from several plans by carrying out several strategies to achieve its goals and objectives. Effectiveness is also a form of assessing one's performance; if the plan does not make performance better, it is clear that there are deficiencies in the planning design that has been made. At least the effectiveness can be seen from 3 angles.

First, process⁷. The process can determine the results in achieving its goals, for in the process, there are all elements of the whole to serve as an effort to achieve goals that must be the focus in determining goals. Therefore, for the final result to be satisfactory, it is necessary to guarantee the achievement of the objectives by setting the period needed to be completed immediately. After that, they also set targets to be achieved every time to get concrete targets in achieving their goals. The target is a key indicator to reach the final goal of getting more secure; it needs phasing, both in the sense of phasing out the achievement of its parts and phasing in the sense of its periodization. The achievement

² Breiter, A., & Light, D. (2006). *Data For School Improvement: Factors For Designing Effective Information Systems To Support Decision- Making In Schools*. *Journal Of Educational Technology & Society*, 9(3): 206–217.

³ Aurum, A., & Wohlin, C. (2003). *The Fundamental Nature Of Requirements Engineering Activities As A Decision-Making Process*. *Information And Software Technology*, 45(14), 945–954. [https://doi.org/10.1016/S0950-5849\(03\)00096-X](https://doi.org/10.1016/S0950-5849(03)00096-X)

⁴ Birasnav, M., Rangnekar, S., & Dalpati, A. (2011). Transformational Leadership And Human Capital Benefits: The Role Of Knowledge Management. *Leadership & Organization Development Journal*, 32(2): 106–126.

⁵ Zidane, Y. J.-T., & Olsson, N. O. E. (2017). *Defining Project Efficiency, Effectiveness And Efficacy*. *International Journal Of Managing Projects In Business*, 10(3): 621–641.

⁶ Machmud, M. (2014). *Analisis Kinerja Keuangan Daerah Di Provinsi Sulawesi Utara Tahun 2007-2012*. *Jurnal Berkala Ilmiah Efisiensi*, 14(2), Article2. <https://ejournal.unsrat.ac.id/index.php/jbie/article/view/4181>

⁷ Ubaidillah, I., & Rifâ€™an, A. (2019). *Efektivitas Metode Al-Miftah Lil Ê»Ulum Dalam Meningkatkan Kualitas Membaca Kitab Kuning Pada Santri Madrasah Diniyah*. *Piwulang: Jurnal Pendidikan Agama Islam*, 2(1): 36–48.

of goals consists of several actors, namely, Period and targets, which are concrete targets⁸.

Second, measurement⁹. Measurement of integration measures the extent to which performance capabilities within an organization in social interaction develop consensus and the ability to communicate with other members. This measurement focuses more on socialization (Koesomowidjojo, n.d.). Third, adapt¹⁰. Adaptability is also an important role for the workforce to create good cooperative relationships and be able to adapt to their environment. Adaptation is an organization's ability to adapt to its environment¹¹.

Management information system, often known as SIM, is a planning system part of internal control in business, which consists of the use of documents, people, technology, and procedures in management accounting. SIM aims to solve various problems, including services, costs, and strategies. This is in line with the opinion expressed by O'Brien, who said that if a management information system is a combination of all elements both in terms of human resources, in the form of software or hardware that is used as a network to communicate and to collect several valid data to change and inform the organization.

This opinion is also in line with the opinion expressed by Laudon if the information system is a series of several interrelated components to collect, manage, archive, and distribute information that aims to support decision-making, control, and coordinate within the organization. This contrasts the opinion of Bodnar and Hopwood, who say that SIM is a collection of hardware and software designed to transform data into helpful information¹². The opinion expressed by O'Brien and Laudon is very relevant to information system management activities because the function of this system is not limited to management but also to the organization as a whole¹³.

One of the benefits of SIM is to improve the quality of human resources because the work system units will be more coordinated and systematic and make it easier for management to supervise, plan, direct, and delegate performance to all departments with coordination and relationships. So, a Management Information System means a series of components that utilize several technologies or media and human resources—in other words, combining some of these elements in a management activity. The information system itself already has a series of processes, while management is a series that

⁸ Lestari, A. S. (2013). *Analisis Penilaian Kinerja Lembaga Pendidikan Tinggi Dengan Metode Balanced Scorecard: Penerapannya Dalam Sistem Manajemen Strategis* (Studi Kasus Pada Universitas Brawijaya Malang). 10.

⁹ Ubaidillah, I., & Rifâ€™an, A. (2019). *Efektivitas Metode Al-Miftah Lil Ê»Ulum Dalam Meningkatkan Kualitas Membaca Kitab Kuning Pada Santri Madrasah Diniah*. *Piwulang: Jurnal Pendidikan Agama Islam*, 2(1): 36–48.

¹⁰ Ubaidillah, I., & Rifâ€™an, A. (2019). *Efektivitas Metode Al-Miftah Lil Ê»Ulum Dalam Meningkatkan Kualitas Membaca Kitab Kuning Pada Santri Madrasah Diniah*. *Piwulang: Jurnal Pendidikan Agama Islam*, 2(1): 36–48.

¹¹ Sherehiy, B., & Karwowski, W. (2014). *The Relationship Between Work Organization And Workforce Agility In Small Manufacturing Enterprises*. *International Journal Of Industrial Ergonomics*, 44(3): 466–473.

¹² Machmud, R. (N.D.). *Kepuasan Penggunaan Sistem Informasi*. 79

¹³ Bachmid, F. S. (2016). *The Effect Of Accounting Information System Quality On Accounting Information Quality*. *Research Journal Of Finance And Accounting*, 6.

processes data in the information system¹⁴.

Employee performance in an organization can be influenced by several factors, which include factors from the work environment, salary factors, terms of motivation, culture in the organization, leadership, discipline, and lastly, management information systems. These factors can improve the performance of employees or vice versa, depending on how much an organization can implement supporting factors to improve the performance of its employees¹⁵.

One is a management information system that can improve employee performance quality, primarily if the salary factor supports it. An organization can be said to be very effective if the organization can provide satisfaction to educational stakeholders. According to the opinion of several experts regarding the notion of performance, as mentioned by Wirawan, performance is the output produced by the functions or indicators of a job or a profession within a certain time¹⁶. Meanwhile, according to Mangkunegara, performance is achieved by someone with the quality and quantity of work produced by their respective responsibilities¹⁷. In line with some of the opinions above, Hariman and Hilgert argue that performance is an embodiment of the work of the apparatus, which will then be used as the basis for evaluating whether or not the targets and objectives of a government organization have been achieved, the performance includes the results that have been achieved by employees in carrying out the assigned tasks¹⁸.

So, what is meant by performance? According to the explanation above, performance can be interpreted as providing something that can produce something so that it is referred to as a job that has a certain time. SIM management will affect the performance of an organization; a good management information system will be able to affect employees' work activities. According to Loudon's opinion, SIM will be called operating well if its use is easy to access so that the intensity of its use is high and will ultimately lead to user satisfaction with the SIM. If the SIM has the expected quality and can support the employee's work, the individual's performance will undoubtedly be achieved, and vice versa¹⁹.

The Ministry of Religion through the Directorate of Islamic Religious Education has

¹⁴ Anggraeni, E. Y. (N.D.). *Pengantar Sistem Informasi*. Penerbit Andi.

¹⁵ Sageer, A. (2012). *Identification Of Variables Affecting Employee Satisfaction And Their Impact On The Organization*. *Iosr Journal Of Business And Management*, 5(1): 32–39. <https://doi.org/10.9790/487x-0513239>

¹⁶ Nidityo, H. G., & Laila, N. (2014). *Zakat Produktif Untuk Meningkatkan Kinerja Produksi, Motivasi Dan Religiusitas Mustahiq* (Studi Kasus Pada Baz Jatim). *Jurnal Ekonomi Syariah Teori Dan Terapan*, 1(9): 661–673.

¹⁷ Nguyen, P. T., Arifani, A. Z. T., Susanti, A. Y., & Mahaputra, M. R. (2020). *Literature Review Factors Affecting Employee Performance: Competence, Compensation And Leadership*. *Dinasti International Journal Of Economics, Finance & Accounting*, 1(3): 538–549. <https://doi.org/10.38035/Dijefa.V1i3.491>

¹⁸ Irianto, Y. N. (2017). *Pengaruh Ketersediaan Sarana Prasarana Kerja Terhadap Kinerja Pegawai Pada Bagian Umum Sekretariat Daerah Kabupaten Fakfak*. *Peluang*, 11(1), Article 1. <http://ejournal.ukim.ac.id/index.php/Peluang/Article/View/349>

¹⁹ Ruiz, P., Ruiz, C., & Martínez, R. (2011). *Improving The "Leader-Follower" Relationship: Top Manager Or Supervisor? The Ethical Leadership Trickle-Down Effect On Follower Job Response*. *Journal Of Business Ethics*, 99(4): 587–608.

set the launch an application called SIAGA²⁰ in 2019 as an appreciation made by the Ministry of Religion for PAI teachers who are under the auspices of public schools that do not have management clarity in the implementation of certification caused by the existence of two bureaucracies between the Ministry of Religion and the Ministry of National Education monitoring, meaning that PAI teachers do not have a transparent institution that can overshadow their performance, For this reason, the Standby application is here to answer these problems, even though teachers get salaries from the City/Regency Education Office, which is different with PAI teachers. The implementation of certification is precisely under the authority of the Ministry of Religion, that is why the Ministry of Religion of the Republic of Indonesia, through the Directorate General of Education, Directorate of PAI, launched an application called SIAGA, namely the Information System and Administration of Religious Teachers²¹.

The Religious Teacher Information and Administration System (SIAGA) application is an online data system specifically for religious teachers. This Alert application integrates with Emis (Education Management Information System), which accommodates religious teachers' administrative needs, such as certification files and NRG, TPG, and other verification documents. With this Alert, the Ministry of Religion can monitor the progress of improving the quality of religious teachers; for example, teachers have knowledge of management and processes for maximum learning and master technology, accelerate the disbursement of teacher allowances, and facilitate the evaluation of teacher performance in the Ministry of Religion of Bantaeng District.

2. METHODS

This research was conducted using a qualitative method with a descriptive approach to data analysis²². The subjects in this study were PAI teachers in Bantaeng District. The object of this study is the SIM Siaga in the Ministry of Religion of Bantaeng District. The data collection technique was carried out by field observations and interviews conducted for 3 months (January-March) 2023.

The data analysis technique was carried out in 4 stages. First, prepare some questions. Second, developing interviews with resource persons related to SIM SIAGA by referring to interview guidelines; third, analyzing all the data collected. After all data is obtained from interviews, observations written down in official/personal document notes, recorders, and photos of the results are collected and then read, studied, understood, and

²⁰ Fahmiani, S., Qulub, M. T., & Mansyuri, A. (2020). *Implementasi Aplikasi Sistem Informasi Dan Administrasi Guru Agama (Siaga) Dalam Meningkatkan Pelayanan Administratif Di Seksi Pendidikan Agama Islam (PAI) Kementerian Agama Kabupaten Lamongan*. *Jurnal Administrasi Pendidikan Islam*, 2(1): 63–77.

²¹ Fahmiani, S. (2021). *Pengelolaan Tunjangan Profesi Guru Melalui Sistem Informasi Dan Administrasi Guru Agama (Siaga) Di Seksi Pendidikan Agama Islam Kementerian Agama Kabupaten Lamongan* [Undergraduate, Uin Sunan Ampel Surabaya]. [Http://Digilib.Uinsby.Ac.Id/48496/](http://Digilib.Uinsby.Ac.Id/48496/)

²² Vaismoradi, M., Turunen, H., & Bondas, T. (2013). *Content Analysis And Thematic Analysis: Implications For Conducting A Qualitative Descriptive Study*. *Nursing & Health Sciences*, 15(3): 398–405.

analyzed. Fourth, conclude the research results in the form of a qualitative description²³.

3. RESULTS AND DISCUSSION

a. History of the Ministry of Religion of Bantaeng District

The Ministry of Religion Kab. Bantaeng Office stands on 3,364 m² of land on Jl. A. Mannappiang, Bantaeng Regency. At the beginning of its establishment, this office was called the Bureau of Religious Affairs, headed by a religious figure named S. Yasid Nasar (1951-1972). Ministry of Religion on January 3, 1946, based on Government Decree Number: 1/D of 1946, which was followed by Government Decree Number: 5/D of 1946 with the appointment of H. M. Rasyidi, BA, as the first Minister of Religion who was appointed on March 12, 1946. The Ministry of Religion was established to assist in the success of some of the general tasks of government and development in the field of religion by the applicable laws and regulations²⁴.

b. PAI Division at the Ministry of Religion of Bantaeng District

Before discussing the Management Information System at the PAI Division, the researcher will describe Islamic Education's functions and organizational structure according to the Ministry of Religion of Bantaeng District. The functions and roles of the PAI (Islamic Religious Education) Division include 3 things²⁵. They were first preparing to formulate technical policies and plans for the Islamic religious education Division. Second, providing services, guidance, and coaching, arguably Islamic religious education from PAUD, Kindergarten, SD/SDLB, SMP/SMPLB, SMA/SMALB/SMK education levels, and managing Islamic religious education information systems. Third, evaluate and prepare reports in the field of Islamic religious education²⁶.

The organizational structure of the Islamic Religious Education Division includes 4 Divisions²⁷. 1) The Islamic Religious Education Division in PAUD and TK is tasked with preparing materials for service implementation, technical guidance, and guidance in the field of Islamic religious education in PAUD and TK. 2) The Islamic Religious Education Division at SD/SDLB tasks: preparing materials for service implementation, technical guidance, and guidance in Islamic religious education at SD/SDLB. 3) The Islamic Religious Education Division at SMP/SMPLB tasks: prepare materials for service implementation, technical guidance, and guidance in Islamic religious education at SMP/SMPLB. 4) Islamic

²³ Bergdahl, E. (2019). *Is Meta-Synthesis Turning Rich Descriptions Into Thin Reductions? A Criticism Of Meta-Aggregation As A Form Of Qualitative Synthesis*. *Nursing Inquiry*, 26(1), E12273. <https://doi.org/10.1111/Nin.12273>

²⁴ <https://bantaeng.kemenag.go.id/profil/sejarah>. 2023

²⁵ Fahmiani, S. (2021). *Pengelolaan Tunjangan Profesi Guru Melalui Sistem Informasi Dan Administrasi Guru Agama (Siaga) Di Seksi Pendidikan Agama Islam Kementerian Agama Kabupaten Lamongan* [Undergraduate, Uin Sunan Ampel Surabaya]. <http://digilib.uinsby.ac.id/48496/>

²⁶ Fahmiani, S., Qulub, M. T., & Mansyuri, A. (2020). *Implementasi Aplikasi Sistem Informasi Dan Administrasi Guru Agama (Siaga) Dalam Meningkatkan Pelayanan Administratif Di Seksi Pendidikan Agama Islam (PAI) Kementerian Agama Kabupaten Lamongan*. *Jurnal Administrasi Pendidikan Islam*, 2(1): 63–77.

²⁷ Afdilah, F. (2021). *Manajemen Strategi Dalam Meningkatkan Kualitas Pelayanan Publik: Studi Deskriptif Di Seksi Pendidikan Agama Dan Pendidikan Keagamaan Islam Kantor Kementerian Agama Kota Bandar Lampung* [Diploma, Uin Sunan Gunung Djati Bandung]. <http://digilib.uinsgd.ac.id/42021/>

religious education Division at SMA/SMALB/SMK tasks: to prepare materials for service implementation, technical guidance, and guidance in the field of Islamic religious education at SMA/SMALB/SMK Information systems Division of Islamic religious education duties: to prepare materials for service implementation, technical guidance, and development in the field of Islamic religious education information systems²⁸.

c. SIM SIAGA at the PAI Division of the Ministry and Religion, Bantaeng District

The management information system is the application of information systems within an organization that aims to support the information needed by all levels of management. In addition, the Management Information System effectively manages data, making it very easy to apply in an incredibly educational administration. It will be very effective if the management information system is technology-based, so inputting data does not require a long time and can be accessed anywhere and anytime. The SIM SIAGA application can be used by all school teachers, education supervisors, and principals²⁹.

So, the Management Information System at the PAI Division in Bantaeng District by utilizing a technology called the SIAGA application as has been launched by the Ministry of Religion through the Directorate General of Education, Directorate of PAI for the application operator, becomes the task of the PAI Division in providing services, guidance, and coaching to PAI teachers. SIAGA is an Information System and a Religious Teachers' Administration developed in 2019 by the Directorate of Islamic Religious Education, which functions to verify and validate the data of teachers and supervisors of Islamic education. This Alert Application monitors several Directorate of Islamic Religious Education programs. For that reason, PAI teachers are required to use the application³⁰.

SIM SIAGA is an information system in the form of a web address used by the PAI Division. This application can manage large-scale data from which data can be detected to be read and processed according to their needs. In addition, as a reference in making decisions in the form of technical guidance, coaching, etc., District Ministry of Religion Institutions, in particular the PAI Division, also play a role in providing services to PAI teachers at the elementary, junior high, high school/vocational school in Bantaeng Regency. The Alert application has several account doors, such as provincial, district, *madrasah*, and teacher accounts, that can process various administrative needs, such as in Simpatika³¹.

²⁸ Fahmiani, S., Qulub, M. T., & Mansyuri, A. (2020). *Implementasi Aplikasi Sistem Informasi Dan Administrasi Guru Agama (Siaga) Dalam Meningkatkan Pelayanan Administratif Di Seksi Pendidikan Agama Islam (PAI) Kementerian Agama Kabupaten Lamongan*. *Jurnal Administrasi Pendidikan Islam*, 2(1): 63–77.

²⁹ Kurniyah, H., A. I. T., & Hasanah, N. (2021). *Efektivitas Sim Siaga Terhadap Pengelolaan Manajemen Guru PAI Di Kantor Kementerian Agama Kabupaten Bangkalan*. *Jurnal Administrasi Pendidikan Islam*, 3(1):1–16. <https://doi.org/10.15642/Japi.2021.3.1.1-16>

³⁰ Azwir, S. A. (2020). *Implementasi Aplikasi Siaga Pendidis Dalam Pencairan Tunjangan Sertifikasi Guru Pendidikan Agama Islam Pada Kantor Kementerian Agama Kabupaten Kerinci*. *Jurnal Administrasi Maha Jurnal Administrasi Maha* 2(11): 103–124.

³¹ Kurniyah, H., A. I. T., & Hasanah, N. (2021). *Efektivitas Sim Siaga Terhadap Pengelolaan Manajemen Guru PAI Di Kantor Kementerian Agama Kabupaten Bangkalan*. *Jurnal Administrasi Pendidikan Islam*, 3(1):1–16. <https://doi.org/10.15642/Japi.2021.3.1.1-16>

The menu on SIAGA is the Verval, which consists of the Biodata Verval, Teaching Schedule Verval, additional assignments, Certification Verval, and NRG Verval. Certification consists of eligibility for TPG, dispensation, SK for disbursement, and disbursement of TPG. Educators comprise portfolio data, personal employee status, education, family, training history, and achievements. Schools consist of main schools, non-parent schools, schedules, and assignments. The last is the administrative data for certification, NRG, TPG, SKMT, and mutations³².

According to Nur Adnan, who served as the operator of the Standby Application at the PAI Division of the Ministry of Religion Bantaeng District, admitted that the application is very effective to use compared to the EMIS application, where several features are very supportive and did not find any obstacles at all. However, some features still cannot run effectively because the application is still relatively new and requires innovations in its development. Siaga is considered to facilitate the tasks of the PAI Division in monitoring data in the Standby application, which includes Verval, Certification, TPG Reports, and budget shortages, which in its management are considered more effective and easier to apply both by PAI, PAI teachers and also PAI Supervisors (Nur Adnan, 2023). Another advantage offered by standby is that it is proven that this application can speed up the disbursement of teacher allowances. Nur Adnan also emphasized that with this alert, the disbursement of teacher allowances is more effective because the coordination is also faster, and the teachers are also responsive in responding to orders from superiors. So that the data needed or needed in the disbursement of teacher allowances is completed faster and the disbursement of teacher allowances is completed more quickly (Nur Adnan, 2023).

As the benefits of an application are made to help a user's work, there are many benefits from making an application. Some of its benefits include Making workflow more efficient, Speed up a job because all the work is done in an organized manner, and making it easier to do a job because the system is generally made according to the portion of the work of each existing user Can save operational costs for human resources that are not needed And many more.

In the Al Quran, several verses explain technology / applications including in Q.S Al - A'la (87:8)

وَنُيَسِّرُكَ لِلْيُسْرَىٰ

"And We will make it easy for you to the path of ease (attaining the happiness of the world and the hereafter)."

Another thing on standby is the ease of evaluating teacher performance. Teacher evaluation can also be carried out on standby, one of which is by assessing the

³² Kurniyah, H., A, I. T., & Hasanah, N. (2021). *Efektivitas Sim Siaga Terhadap Pengelolaan Manajemen Guru PAI Di Kantor Kementerian Agama Kabupaten Bangkalan*. *Jurnal Administrasi Pendidikan Islam*, 3(1):1-16. <https://doi.org/10.15642/Japi.2021.3.1.1-16>

completeness of teacher administration, such as teaching schedules, attendance, etc³³. Even if something does not match the criteria requested in the application, the existence of strong coordination and responsive teachers makes it easier for all parties involved to complete their respective tasks quickly, so Nur Adnan said that as long as he was an Alert operator at the Ministry of Religion, Bantaeng, there were no problems and this standby application is an effective and suitable application in the PAI Division considering how easy it has been so far (Nur Adnan, 2023).

In its application, the benefits of being on standby have been beneficial in facilitating teachers in accessing data, accelerating the disbursement of teacher allowances, and facilitating the evaluation of teacher performance in the Ministry of Religion of the District. Bantaeng, in other words, standby, is considered very effective compared to the previous application. So, based on the theory that has been explained, the Standby Application can make PAI teacher performance effective by giving teacher allowances as motivation in each of their performances.

CONCLUSION

The management information system has undergone many developments in supporting the activities and effectiveness of an employee's performance, especially PAI Employees in monitoring PAI teachers and PAI supervisors who are in two institutions. The monitoring implementation is under the control of the Bantaeng Ministry of Religion. In educational activities, it is still under the authority of the Education Office, so the SIM Siaga application was launched to appreciate the performance of Islamic education teachers, and the application is very effective to use.

The office is located in the capital city of Bantaeng. Its Management Information System is also very well managed to provide services and guidance to PAI teachers, at the same time as the Standby Application platform, which is technically a SIM that includes all management aspects. Even though it is located in Bantaeng, which is thick as a resident of the SIM SIAGA application in the form of a web address, which may be difficult for some PAI teachers, the *PAI Division* also provides space for PAI teachers to get guidance on the technical use of the standby application. As the center of Islamic Religious Education management, this field also functions as Public Relations, which is devoted to PAI teachers providing services.

REFERENCES

Afdilah, F. (2021). *Manajemen Strategi Dalam Meningkatkan Kualitas Pelayanan Publik: Studi Deskriptif Di Seksi Pendidikan Agama Dan Pendidikan Keagamaan Islam*

³³ Rofiqoh, N. A. (2021). *Implementasi Evaluasi Pai Pada Masa Pandemi Di Sman 1 Banyumas* [Skripsi, Iain Purwokerto]. [Http://Repository.Iainpurwokerto.Ac.Id/10905/](http://Repository.Iainpurwokerto.Ac.Id/10905/)

- Kantor Kementerian Agama Kota Bandar Lampung [Diploma, Uin Sunan Gunung Djati Bandung]. [Http://Digilib.Uinsgd.Ac.Id/42021/](http://Digilib.Uinsgd.Ac.Id/42021/)
- Anggraeni, E. Y. (N.D.). Pengantar Sistem Informasi. Penerbit Andi.
- Antoni Silaban, A. (2019). Implementasi Sistem E-Government Pada Kantor Wilayah Kementerian Agama Provinsi Riau [Masters, Universitas Islam Riau]. [Http://Repository.Uir.Ac.Id/1951/](http://Repository.Uir.Ac.Id/1951/)
- Aurum, A., & Wohlin, C. (2003). The Fundamental Nature of Requirements Engineering Activities As A Decision-Making Process. *Information And Software Technology*, 45(14), 945–954. [https://doi.org/10.1016/S0950-5849\(03\)00096-X](https://doi.org/10.1016/S0950-5849(03)00096-X)
- Azra, A., & Umam, S. (1998). Menteri- Menteri Agama Ri: Biografi Sosial- Politik. Diterbitkan Atas Kerjasama Indonesian-Netherlands Cooperation In Islamic Studies (Inis), Pusat Pengkajian Islam Dan Masyarakat [I.E. Masyarakat] (Ppim), Badan Litbang Agama, Departemen [I.E. Departemen] Agama Ri.
- Azwir, S. A. (2020). Implementasi Aplikasi Siaga Pendidis Dalam Pencairan Tunjangan Sertifikasi Guru Pendidikan Agama Islam Pada Kantor Kementerian Agama Kabupaten Kerinci. *Jurnal Administrasi Maha* 2(11): 103–124
- Bachmid, F. S. (2016). The Effect Of Accounting Information System Quality On Accounting Information Quality. *Research Journal Of Finance And Accounting*, 6.
- Bergdahl, E. (2019). Is Meta-Synthesis Turning Rich Descriptions Into Thin Reductions? A Criticism of- Aggregation As A Form Of Qualitative Synthesis. *Nursing Inquiry*, 26(1), E12273. <https://doi.org/10.1111/Nin.12273>
- Birasnav, M., Rangnekar, S., & Dalpati, A. (2011). Transformational Leadership And Human Capital Benefits: The Role Of Knowledge Management. *Leadership & Organization Development Journal*, 32(2): 106–126. <https://doi.org/10.1108/01437731111112962>
- Breiter, A., & Light, D. (2006). Data For School Improvement: Factors For Designing Effective Information Systems To Support Decision- Making In Schools. *Journal Of Educational Technology & Society*, 9(3): 206–217.
- Fahmiani, S. (2021). Pengelolaan Tunjangan Profesi Guru Melalui Sistem Informasi Dan Administrasi Guru Agama (Siaga) Di Seksi Pendidikan Agama Islam Kementerian Agama Kabupaten Lamongan [Undergraduate, Uin Sunan Ampel Surabaya]. [Http://Digilib.Uinsby.Ac.Id/48496/](http://Digilib.Uinsby.Ac.Id/48496/)
- Fahmiani, S., Qulub, M. T., & Mansyuri, A. (2020). Implementasi Aplikasi Sistem Informasi Dan Administrasi Guru Agama (Siaga) Dalam Meningkatkan Pelayanan Administratif Di Seksi Pendidikan Agama Islam (PAI) Kementerian Agama Kabupaten Lamongan. *Jurnal Administrasi Pendidikan Islam*, 2(1): 63–77.
- Irianto, Y. N. (2017). Pengaruh Ketersediaan Sarana Prasarana Kerja Terhadap Kinerja Pegawai Pada Bagian Umum Sekretariat Daerah Kabupaten Fakfak. *Peluang*, 11(1), Article1. <http://ejurnal.ukim.ac.id/index.php/peluang/article/view/349>
- Koesomowidjojo, S. R. M. (N.D.). Balance Scorecard. Raih Asa Sukses.
- Kurniyah, H., A. I. T., & Hasanah, N. (2021). Efektivitas Sim Siaga Terhadap Pengelolaan Manajemen Guru PAI Di Kantor Kementerian Agama Kabupaten Bangkalan. *Jurnal Administrasi Pendidikan Islam*, 3(1): 1–16. <https://doi.org/10.15642/Japi.2021.3.1.1-16>

- Lestari, A. S. (2013). Analisis Penilaian Kinerja Lembaga Pendidikan Tinggi Dengan Metode Balanced Scorecard: Penerapannya Dalam Sistem Manajemen Strategis (Studi Kasus Pada Universitas Brawijaya Malang). 10.
- Machmud, M. (2014). Analisis Kinerja Keuangan Daerah Di Provinsi Sulawesi Utara Tahun 2007-2012. *Jurnal Berkala Ilmiah Efisiensi*, 14(2), Article 2.
<https://ejournal.unsrat.ac.id/index.php/jbie/article/view/4181>
- Machmud, R. (N.D.). Kepuasan Penggunaan Sistem Informasi. 79.
- Muttaqin, H. (N.D.). Peran Radio Rimba Raya Dalam Mempertahankan Nkri 1945-1949. *Uwais Inspirasi Indonesia*.
- Nguyen, P. T., Arifani, A. Z. T., Susanti, A. Y., & Mahaputra, M. R. (2020). Literature Review Factors Affecting Employee Performance: Competence, Compensation And Leadership. *Dinasti International Journal Of Economics, Finance & Accounting*, 1(3): 538–549. <https://doi.org/10.38035/dijefa.v1i3.491>
- Nidityo, H. G., & Laila, N. (2014). Zakat Produktif Untuk Meningkatkan Kinerja Produksi, Motivasi Dan Religiusitas Mustahiq (Studi Kasus Pada Baz Jatim). *Jurnal Ekonomi Syariah Teori Dan Terapan*, 1(9): 661–673.
- Rasyid, F. A., Fathonih, A., Anwar, S., & Rusyana, A. Y. (2020). Kontestasi Agama Dan Negara: Politik Hukum Penodaan Agama Di Asia Tenggara. *Lp2m Uin Sunan Gunung Djati Bandung*.
- Rofiqoh, N. A. (2021). Implementasi Evaluasi Pai Pada Masa Pandemi Di Sman 1 Banyumas [Skripsi, lain Purwokerto]. <http://repository.lainpurwokerto.ac.id/10905/>
- Ruiz, P., Ruiz, C., & Martínez, R. (2011). Improving The “Leader–Follower” Relationship: Top Manager Or Supervisor? The Ethical Leadership Trickle-Down Effect On Follower Job Response. *Journal Of Business Ethics*, 99(4): 587–608.
- Sageer, A. (2012). Identification Of Variables Affecting Employee Satisfaction And Their Impact On The Organization. *Iosr Journal Of Business And Management*, 5(1): 32–39. <https://doi.org/10.9790/487x-0513239>
- Sherehiy, B., & Karwowski, W. (2014). The Relationship Between Work Organization And Workforce Agility In Small Manufacturing Enterprises. *International Journal Of Industrial Ergonomics*, 44(3): 466–473.
- Simarmata, J., Romindo, R., Putra, S. H., Prasetio, A., Siregar, M. N. H., Ardiana, D. P. Y., Chamidah, D., Purba, B., & Jamaludin, J. (2020). *Teknologi Informasi Dan Sistem Informasi Manajemen*. Yayasan Kita Menulis.
- Sinambela, L. P. (2021). *Manajemen Sumber Daya Manusia: Membangun Tim Kerja Yang Solid Untuk Meningkatkan Kinerja*. Bumi Aksara.
- Sudirman, A., Muttaqin, M., Purba, R. A., Wirapraja, A., Abdillah, L. A., Fajrillah, F., Arifah, F. N., Julyanthry, J., Watrianthos, R., & Simarmata, J. (2020). *Sistem Informasi Manajemen*. Yayasan Kita Menulis.
- Ubaidillah, I., & Rifâ€™man, A. (2019). Efektivitas Metode Al-Miftah Lil Ê»Ulum Dalam Meningkatkan Kualitas Membaca Kitab Kuning Pada Santri Madrasah Diniah. *Piwulang: Jurnal Pendidikan Agama Islam*, 2(1): 36–48.
- Vaismoradi, M., Turunen, H., & Bondas, T. (2013). Content Analysis And Thematic Analysis: Implications For Conducting A Qualitative Descriptive Study. *Nursing & Health Sciences*, 15(3): 398–405.

Zidane, Y. J.-T., & Olsson, N. O. E. (2017). Defining Project Efficiency, Effectiveness And Efficacy. *International Journal Of Managing Projects In Business*, 10(3): 621– 641
Nur Adnan (The operator of the Application), Interview, 20th January 2023