

## ABSTRAK

### INOVASI DIGITAL DALAM PERENCANAAN KEBUTUHAN PEGAWAI MELALUI SISTEM MANAJEMEN JABATAN (SI-MANJA) DI LINGKUNGAN PEMERINTAH PROVINSI LAMPUNG

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Perencanaan kebutuhan ASN di Provinsi Lampung sebelumnya menghadapi kendala proses manual yang lama, biaya tinggi, dan inkonsistensi data. Penelitian ini menganalisis inovasi digital melalui SI-MANJA menggunakan metode kualitatif dengan kerangka Tipologi Inovasi Sektor Publik Halvorsen *et al.* (2005) yang mencakup penciptaan layanan baru, inovasi proses, inovasi administratif, inovasi sistem, inovasi konseptual, dan perubahan radikal dalam rasionalitas. Hasil penelitian menunjukkan SI-MANJA berhasil mewujudkan keenam dimensi inovasi dengan menciptakan platform digital, meskipun beberapa dimensi belum tercapai secara optimal, tetapi SI-MANJA telah mempercepat waktu penyusunan dari berbulan-bulan menjadi minggu, meningkatkan akuntabilitas, mengintegrasikan data dengan SIMPEDU, mengubah keputusan berbasis data, dan mentransformasi budaya kerja. Implementasi didukung SDM memadai, dukungan manajerial, dan infrastruktur mencukupi, namun menghadapi hambatan teknis, keterbatasan integrasi UPTD, hambatan *mindset* dan budaya, serta belum optimalnya integrasi data kepegawaian antar jalur perencanaan.

**Kata Kunci:** Inovasi Digital, Perencanaan Kebutuhan Pegawai, SI-MANJA, Tipologi Inovasi Sektor Publik, Aparatur Sipil Negara.

## **ABSTRACT**

### **DIGITAL INNOVATION IN EMPLOYEE REQUIREMENT PLANNING THROUGH THE JOB MANAGEMENT SYSTEM (SI-MANJA) IN THE LAMPUNG PROVINCIAL GOVERNMENT ENVIRONMENT**

**By**

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*Civil servant requirement planning in Lampung Province previously faced challenges such as lengthy manual processes, high costs, and data inconsistencies. This study analyses digital innovation through SI-MANJA using qualitative methods with the Halvorsen et al. (2005) Public Sector Innovation Typology framework, which includes the creation of new services, process innovation, administrative innovation, system innovation, conceptual innovation, and radical changes in rationality. The results show that SI-MANJA has successfully realised all six dimensions of innovation by creating a digital platform. Although some dimensions have not been optimally achieved, SI-MANJA has accelerated the preparation time from months to weeks, improved accountability, integrated data with SIMPEDU, changed data-based decisions, and transformed the work culture. The implementation was supported by adequate human resources, managerial support, and sufficient infrastructure, but faced technical obstacles, limitations in UPTD integration, mindset and cultural barriers, and suboptimal integration of personnel data between planning channels.*

**Keywords:** *Digital Innovation, Employee Requirements Planning, SI-MANJA, Public Sector Innovation Typology, Civil Service.*