

The Effectiveness of Sim Siaga on The Management of PAIS Teachers at The Office of The Ministry of Religion of Medan City

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ABSTRACT

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

Keywords: SIM SIAGA Application, PAIS Teacher, Effectiveness, Ministry of Religion Medan City.

ABSTRAK

Tulisan ini bertujuan untuk mengetahui efektivitas SIM SIAGA terhadap layanan manajemen guru PAIS di kantor Kementerian Agama (KEMENAG) Kota Medan. Penelitian Kualitatif yang bersifat deskriptif digunakan dalam artikel. Pengumpulan data dilakukan selama 3 bulan, yang dimulai dari Bulan Agustus hingga Oktober. Teknik yang digunakan dalam penelitian adalah Trianggulasi (Wawancara-Dokumentasi-Observasi). Hasil Penelitian menunjukkan bahwa keefektivan SIM SIAGA bagi pelayanan dan manajemen guru PAIS di kantor KEMENAG kota Medan sangat memuaskan. Hal ini dapat dilihat dan dibandingkan dengan aplikasi EMIS. Banyak fitur yang sangat membantu guru PAIS dalam menjembatani aktivitas dan kegiatan yang dilakukan. Namun, hal ini aplikasi SIM SIAGA masih dalam kategori baru yang perlu perbaikan ataupun inovasi terbaik agar mampu bersaing di masa yang akan datang.

Kata kunci: Aplikasi SIM SIAGA, Guru PAIS, Efektivitas, Kementerian Agama Kota Medan.

A. INTRODUCTION

This century makes technological developments as a material to facilitate everything. Therefore, Information system management (SIM) is needed (Sudirman et al., 2020). Technological developments encourage the development of organizational administrative management from traditional systems to information technology-based systems (Simarmata et al., 2020). One of the benefits of management information systems in educational organizations is as a means of decision making for improving educational services. Because administration is essentially a decision-making (Breiter & Light, 2006). Because 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 well (Aurum & Wohlin, 2003). Management Information System (SIM) is an information network needed by leaders in carrying out their duties (for the benefit of the organization),

especially in making decisions in achieving organizational goals (Birasnav et al., 2011). While effectiveness in English is effective which means achieved or succeeded 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 set (Zidane & Olsson, 2017). 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 that is 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 activities (M. Machmud, 2014).

So, from the above explanation it can be concluded that effectiveness is the result of 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, process (Ubaidillah & Rifan, 2019). The process is something that can determine the results in achieving its goals, for that 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, in order for the final result to be satisfactory, it is necessary to guarantee the achievement of the objectives by setting the time period needed to be completed immediately. After that 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 of goals consists of several actors, namely: Time period and targets which are concrete targets (Lestari, 2013).

Second, measurement (Ubaidillah & Rifan, 2019). Measurement or integration is to measure 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, adapt (Ubaidillah & Rifan, 2019). 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 environment (Sherehiy & Karwowski, 2014).

Management information system or 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. The purpose of SIM is to solve a variety of 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 a number of useful 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 a number of components that are interrelated with one another to collect, manage, archive and distribute information that aims to support decision making, control, as well as coordinate within the organization. In contrast to the opinion of Bodnar and Hopwood who say that SIM is a collection of hardware and software designed to transform data in the form of useful information (R. Machmud, n.d.). 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 whole (Bachmid, 2016).

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 that have coordination and relationships. So, what

is meant by a Management Information System is a series of components that utilize a number of 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 processes data in the information system (Anggraeni, n.d.).

Employee performance in an organization can be influenced by several factors which include; factors from the work environment, salary factors, factors in terms of motivation, culture in the organization, factors from leadership, discipline and the last factor from management information systems. These factors can improve the performance of employees or vice versa depending on the extent to which an organization can implement supporting factors in improving the performance of its employees (Sageer, 2012).

One of them is a management information system that can support improving the quality of employee performance, especially if it is supported by the salary factor. An organization can be said to be very effective if the organization is able to 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 time (Nidityo & Laila, 2014). Meanwhile, according to Mangkunegara, performance is something that is achieved by someone with the quality and quantity of work produced in accordance with their respective responsibilities (Nguyen et al., 2020). In line with some of the opinions above, Hariman and Hilgert, argue that performance as 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, performance includes the results that have been achieved by employees in carrying out the assigned tasks (Irianto, 2017).

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 the work activities of employees. 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 quality as expected and can support the existence of the work that the employee does, then the individual's performance will certainly be achieved, and vice versa (Ruiz et al., 2011).

The Ministry of Religion through the Directorate of Islamic Religious Education has set the launch of an application called SIAGA (Fahmiani et al., 2020) 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 clear 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. which in 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 Teachers (Fahmiani et al., 2020).

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 all the administrative needs of religious teachers 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 Medan City.

B. RESEARCH METHODS

This research was conducted using a qualitative method with a descriptive approach that tends to data analysis (Vaismoradi et al., 2013). The subjects in this study were PAIS teachers in Medan City. While the object in this study is the SIM Siaga in the Ministry of Religion of Medan City. The data collection technique was carried out by field observations and interviews conducted for 3 months (August-October) 2021.

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 that have been written down in official/personal document notes, recorders, photos of the results are collected and then read, studied, understood, and analyzed. Fourth, conclude the research results in the form of a qualitative description (Bergdahl, 2019).

C. RESULTS AND DISCUSSION

1. History of the Ministry of Religion of Medan City

At the time of the establishment of the Ministry of Religion in 1946, Sumatera was still a province with the Governor at that time Mr. Tengku Moch. Hasan (Enjeli, 2021). In line with that, the Governor of Sumatera appointed H. Muchtar Yahya as the head of the "Sumatera Religion Service" whose position was under the Governor (Enjeli, 2021). After the Sumatera region was divided into 3 (three) provinces, namely North Sumatera, Central Sumatera and South Sumatera Provinces, H. Mukhtar Yahya was appointed to be the coordinator of the Office of Religion based in Bukit Tinggi. On behalf of the President of the Governor of Sumatera, M. Tengku Moch. Hasan, he appointed the Heads of the Office of Religion whose main task was to manage the government, especially religion in their respective regions, namely Teuku Moch. David Beureuh in the Province of North Sumatera, Nazaruddin Thoha in Central Sumatera and K. Azhari. in South Sumatera Province (Muttaqin, n.d.).

The province of North Sumatera, which was a combination of the regions of Aceh, East Sumatera and Tapanuli in

1953, the North Sumatera Religious Service was handed over to Tengku Abdul Wahab Silimeun, the Religious Service which was originally based in Bukit Tinggi moved to Kota Raja in Banda Aceh, while the Coordinator for the Residency of North Sumatera led by H. M. Bustami Ibrahim (Hasibuan, 2011).

After Indonesia's independence (MERDEKA), the National Committee formed Religious Bodies in each residency as the forerunner of the Religious Council. The idea was proposed at the meeting of the Central Indonesian National Committee (KNIP) and thanks to Masyumi's struggle by acclamation the proposal was accepted by KNIP members, finally the East Sumatera Residency Religious Council was established which was originally at the Kewedanan Mandailing South Tapanuli level (Azra & Umam, 1998).

With the birth of the Religious Council in East Sumatera and the end of the colonial period, people urged that a ministry be formed to deal with religious and religious issues. In line with that, in 1946 the Masyumi Conference was held in Mandailing, South Tapanuli, one of the agreements was to decide to urge the government (residence) to form a

"Religious Office" which would manage religious issues starting at the residency, administrative and sub-district levels. a Kadhi. In the conference it was unanimously agreed to form a religious office which they named the "Religious Council". Meanwhile, the members of the conference did not know the news about the establishment of the Ministry of Religion at the center. The proposal by Resident Tapanuli received a fairly positive response and later became an important agenda and subject of discussion for KNIP as the authorized institution at that time and finally the insistence for the establishment of a Religious Council was unanimously approved in the KNIP session (Rasyid et al., 2020).

Seeing the above conditions, the City of Medan did not want to be careless in taking advantage of this opportunity, so in 1946 the Medan City Department of Religion was established, in the midst of the hustle and bustle of the pressure to crush the 30 S/PKI Movement at that time. A North Sumateran KAPPI figure named AR. Tarub Daulay took over a second-floor house on Jalan Bintang which previously belonged to a Chinese doctor who had fled from the hustle and

bustle of the G 30 S/PKI because of his involvement with the banned party, he tried to escape (Rasyid et al., 2020).

As a figure in the AR organization. Tarup had no trouble controlling the house. It was a coincidence that the first Head of the Ministry of Religion of Medan City, H. Abir Juhdi Daulay, was AR's biological father. Tarup Daulay, thus very wise at that time H. Abir Juhdi Daulay rehabilitated and built the house and made it an office, the second floor he made for his family's residence and the first floor as a workspace for the Medan City Ministry of Religion Office until 1984, until now the building is still standing although it is not known what the status of ownership of the assets of the former office.

Starting from the history of the Medan City Department of Religion, according to several sources, in 1980 some religious affairs, namely the Education Affairs Division, had moved to Jalan Sei Batu Gingging No. 12 which at that time was the Regional Office of the Ministry of Religion of North Sumatera Province, but the Head of the Office of the Ministry of Religion The city of Medan along with other sections still had an office at Jalan Bintang until 1984.

As a final note, juridically in 1984 with the construction of the Office of the Department of Religion of the Province of North Sumatera on Jalan Gatot Subroto, the handover of the use and ownership of the Office was carried out by the Regional Office of the Department of Religion of the Province of North Sumatera to the Office of the Department of Religion of Medan City and is currently occupied.

The description of the organization of the Ministry of Religion based on the Decree of the Minister of Religion Number 53 of 1971 (Regarding the Establishment of Representatives of the Provincial Ministry of Religion and the Office of the Ministry of Religion of the Regency and the Representative Inspector), the composition of the position of the Ministry of Religion is divided into 3 parts, namely Representatives of the Provincial Ministry of Religion, Representatives of the Regency Ministry of Religion and the Office of Religious Affairs.

Supervision is the representative inspectorate. In 2002 the Minister of Religion decided that the Medan City Department of Religion was included in Typology I.J. with the Organizational

Structure and work procedures of the Ministry of Religion of Medan. Typological structure of the Department of Religion of Medan Province of North Sumatera, consisting of the Administrative Section, the Division of Islamic Religious Affairs, the Division of Hajj, Zakat and Endowments, the Sector of Madrasas and Islamic Religious Education in Public Schools, the Education Sector Religious Affairs, Islamic Boarding Schools, Islamic education in the community and mosque empowerment, Christian Community Guidance, Catholic Community Advisors, Hindu Community Advisors, Buddhist Community Advisors, Functional Position Groups and Organizational Structures.

The organizational structure of the Ministry of Religion of Medan is in the form of lines and staff which are arranged based on considerations for achieving organizational goals both long and short term. If an organization is relatively small, the line organization form can still be used. However, if the organization grows wider and wider, various difficulties and problems will arise, so it needs assistance from experts who are considered more capable of providing

solutions in solving problems (Sinambela, 2021).

Based on the Decree of the Minister of Religion Number: 53 of 1971 concerning the Establishment of Representatives of the Provincial Ministry of Religion and the Office of the Regency Ministry of Religion and the Representative Inspectorate, the composition of the Ministry of Religion is the Representative of the Provincial Ministry of Religion, Representatives of the Regency Ministry of Religion and the Sub-District Office of Religious Affairs (Antoni Silaban, 2019).

While the Supervisory Affairs is the Representative Inspectorate Meanwhile in accordance with the Decree of the Minister of Religion No. 18 of 1975 concerning the organizational structure and working procedures of the Ministry of Religion of the Province of North Sumatera, the Ministry of Religion of the Province of North Sumatera consists of: Regional Offices of the Ministry of Religion of the Province, the Office of the Ministry of Religion of the Regency/Municipality, District Religious Affairs Office. It was at this time that the Medan Municipal Department of Religion entered a period of preparation

for its independence, which was initially based on Jalan Bintang until 1980, before moving to Jalan Sei Batu Gingging which at that time was the Regional Office of the Department of Religion of the Province of North Sumatera (Hasibuan, 2011).

2. PAIS Office at the Ministry of Religion of Medan City

Before discussing the Management Information System at the Office of Islamic Religious Education (PAIS), the researcher will describe the functions and organizational structure in the field of Islamic Education according to the Ministry of Religion of Medan City. The functions and roles of the PAIS (Islamic Religious Education) Section include 3 things (Fahmiani, 2021). First, preparing the formulation of technical policies and planning for the Islamic religious education section. Second, providing services, carrying out guidance and coaching, arguably Islamic religious education from PAUD, Kindergarten, SD/SDLB, SMP/SMPLB, SMA/SMALB/SMK education levels as well as managing Islamic religious education information systems. Third, evaluate and prepare reports in the field of Islamic religious education (Fahmiani et al., 2020).

The organizational structure of the Islamic religious education section includes 4 sections (Afdilah, 2021). 1) The Islamic religious education section 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 section at SD/SDLB tasks: to prepare materials for service implementation, technical guidance, and guidance in the field of Islamic religious education at SD/SDLB. 3) The Islamic religious education section at SMP/SMPLB tasks: prepare materials for service implementation, technical guidance, and guidance in the field of Islamic religious education at SMP/SMPLB. 4) Islamic religious education section 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 section of Islamic religious education duties: to prepare materials for service implementation, technical guidance and development in the field of Islamic religious education

information systems (Fahmiani et al., 2020).

3. SIM SIAGA at the PAIS Office of the Ministry and Religion, Medan City

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 is an effectiveness in managing data so that it becomes very easy to apply in an administration, especially educational administration. It will be very effective if the management information system used is technology-based so that inputting data does not require a long time and can be accessed anywhere and anytime. Like the SIAGA application, which can be used by all school teachers, education supervisors and principals (Kurniyah et al., 2021).

So, the Management Information System at the PAIS Office in Medan Regency 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 PAIS sector. In providing services,

guidance and coaching to PAI teachers. Siaga is an Information System and a Religious Teacher Admnistra. Which was developed in 2019 by the Directorate of Islamic Religious Education which functions to verify, validate the data of teachers and supervisors of Islamic education. This Alert Application is a tool used to monitor several programs of the Directorate of Islamic Religious Education. For that reason, PAI teachers are required to use the application (Azwir, 2020).

SIM SIAGA is an information system in the form of a web address that has been used by the PAIS Section, an application that 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 or coaching and so on. District Ministry of Religion Institutions in particular the Section in Islamic Religious Education also play a role in providing services to PAI teachers at the elementary, junior high, high school/vocational school in Medan Regency. The Alert application has several account doors such as provincial, district, madrasa and teacher accounts

that can process various administrative needs such as in Simpatika (Kurniyah et al., 2021).

The menu on SIAGA is the Verval which consists of the Biodata Verval, Teaching Schedule Verval, and additional assignments, Certification Verval, and NRG Verval. Certification consists of eligibility for TPG, dispensation, SK for disbursement, disbursement of TPG. Educators consist of portfolio data, personal, employee status, education, family, training history, achievements. Schools consist of main schools, non-parent schools, schedules and assignments. The last is the administrative data for certification, NRG, TPG, SKMT, and mutations (Kurniyah et al., 2021).

According to Arief, who served as the operator of the Standby Application at the PAIS Office of the Ministry of Religion Medan City, admitted that the application is very effective to use compared to the EMIS application where several features are very supportive in it, and did not find any obstacles at all. Although there are some features that still cannot run effectively because the application is still relatively new which requires innovations in its development.

Siaga is considered to facilitate the tasks of the PAIS section in monitoring data in the Standby application which includes CAR, Verval, Certification, TPG Reports, and budget shortages which in its management are considered more effective and easier to apply both by PAIS, PAI teachers and also PAI Supervisors (Arief, 2021). Another advantage offered by standby is that it is proven that this application can speed up the disbursement of teacher allowances. Arief 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 (Arief, 2021).

Another thing in standby is the ease of evaluating teacher performance. Teacher evaluation can also be carried out on standby, one of which is by assessing the completeness of teacher administration such as teaching schedules, attendance and so on (Rofiqoh, 2021). 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 easily complete their respective tasks, so Arif said that as long as he was an Alert operator at the Ministry of Religion, Medan, there were no problems and this standby application is an effective and suitable application in the PAIS section considering how easy it has been so far (Arief, 2021).

In its application, the benefits of being on standby have been very helpful 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. Medan, 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 is able to make PAI teacher performance effective by being given teacher allowances as motivation in each of their performances.

D. CONCLUSION

The management information system has undergone many developments in supporting the activities and effectiveness

of an employee's performance, especially Pais Employees in charge of monitoring PAI teachers and PAI supervisors who are in two institutions. The monitoring implementation is under the control of the Medan Ministry of Religion while in educational activities it is still under the authority of the Education Office so that the SIM Siaga application was launched as an appreciation of the performance of Islamic education teachers which the application is very effective to use.

Where the office is located in the capital city of Medan in its Management Information System, it is also very well managed to provide services, guidance and guidance to PAI teachers at the same time as the Standby Application platform which is technically a SIM that includes all aspects of management. Even though it is located in Medan, which is more 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 PAIS Office also provides space for PAI teachers to get guidance on the technical use of the standby application. Being the center of Islamic Religious Education management, this field also functions as Public Relations

which is devoted to PAI teachers in providing services.

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