EVALUATION OF THE GOVERNANCE OF THE STAFFING SYSTEM ON THE PORCH OF THE RESEARCH AND STANDARDIZATION OF THE INDUSTRY BANDAR LAMPUNG USING THE COBIT FRAMEWORK

*Corresponding author
*Email
:[1]ochi.marshella@darmajaya.ac.id,
[2]ariesetyaputra@umitra.ac.id,

[1]Ochi Marshella Febriani, [2]Arie Setya Putra

**[1]Study Program Information System
Faculty of Computer Science, IIB Darmajaya
Lampung - Indonesia 35142
[2] Universitas Mitra Indonesia, Study Program
Information System, Lampung - Indonesia 35142**

Abstract

This research was conducted to help research and standardization of Industrial halls Bandar lampung in evaluating system of tatakelola kepegawaiannya. Particular Audit presence in the system as a whole in the use, benefits, and results were found from the utilization of IT tatakelola. By evaluating it staffing company governance systems can automatically detect accurately what is written about the actions of lies and so forth in the staffing system tailored to the regulation of GR No. 53 of the year 2010. System audit is carried out will make it easier to find flaws in it, and the benefit system. the Cobit (control objectives for information and related technology) that calculates overall and evaluate tatakelola IT Audit. produce recommendations for improvements to the staffing system and will provide a solution for the company.

Keywords : Cobit, IT Governance, staffing and attendance

1.0 INTRODUCTION

Hall research and standardization of the Industry or simply Bandar Lampung with Baristand Industries is a government agency under the Ministry of industry which was established in 1975, engaged in research, testing, technology mastery for food products, agro industry, as well as the training techniques in order to support the growth of the industrial sector in the province of Lampung. To achieve that goal required reliable human resources and quality so that tasks and functions at the Agency can run well. Hall research and standardization of Industrial Bandar Lampung has 50 staff officers into 5 sections, each section has expertise and it works each. To support active work performance of each staff employee of required supporting information systems governance namely Attendance system which is already available in its application at Baristand. However, with the existing Attendance systems don't quite support the system as a whole especially the influence system performance and discipline employees. Still the existence of anomalies conducted on existing systems either in the system or device in the system. Among his coordination to employees and also the benefits of the system it self.

Purposes of data often urgent and the absence of information which can be set as a reference with the existing system. On the process of the staffing system in particular absences, attendance process either enter, go home, get out, permit a permit service out and sick etc. The process can be accessed by the staffing system in particular absences on BARISTAND industry. So all the information data processing report also to the process of staffing files do not need to take a long time. But it is feared if the existing staffing system can store data definitely without any changes made both from within and outside the civil service system system itself particularly absences. Since it is possible with existing systems there will be the same between data storage section (duplicate data) and Inconsistency (lack of data simultaneously) because the data between the client or employee has not altogether if there is Genesis process licence followed.

1.2. outline of the Problem

How to evaluate and monitor the staffing system of governance on the porch of the industrial research and standardization of Bandar Lampung is good by utilizing information technology

1.3 limitation problem

Evaluation of the governance of the staffing system in Baristand Bandar Lampung on the scope of the Timesheet entry, go home, get out, permit a permit service out, sick and so on. So in this study the limitations of matter taken only on discussion of staffing his attendance system in BARISTAND industry. Given the limitations of time and resources

1.4 objectives and benefits research

a. objectives

- evaluate the governance of information technology by implementing COBIT method as a reference Framework in the audit system on project monitoring and evaluation in the process of Performence IT correctness of information technology at the agency or company.
- Perform evaluation of staffing information systems and it Team human resources for employees, who are able to give the right information technology recommendations fit the background of employees and the needs of agency or corporate criteria.

b. benefit

- accelerate the process of presentation of the staffing report daily.
- ease the process of monitoring the implementation of the staffing INDUSTRY BARISTAND in attendance.
- Increase the accuracy of the data as staffing
- Increase the effectiveness and efficiency of the performance of the employees.

2.0 THEORETICAL

2.1 Audit of Information Systems

IT Auditing using controls to protect information assets (second edition) e-book (2012). Defined as a process of collection and evaluation of the facts/evidence to determine whether an information system protected asset, maintain data integrity, and enable the objectives of the Organization are achieved effectively by using resources efficiently [2]. In the implementation of the audit used the ethics of the profession are formulated by the organisation of the profession of Information System Audit and Control Association (ISACA).

2.2 COBIT (Control Objectives for Information and related Technology)

Identify COBIT framework 34 IT processes are grouped into 4 main domain, that domain:

1. Plan and Organize (PO),
2. Acquire and Implement (AI),
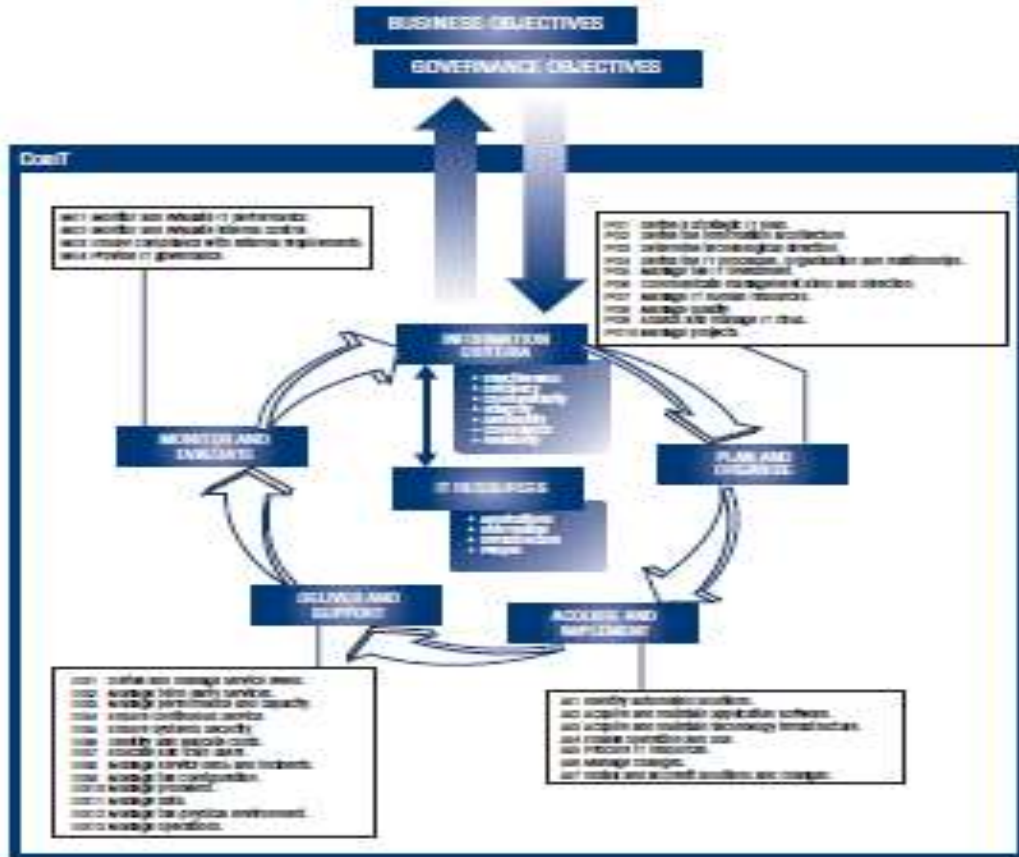3. Deliver and Support (DS), and
4. Monitor and Evaluate (ME).

Figure 1 COBIT framework

2.3 Representasi level of maturity COBIT

Table 1. COBIT 4.1. IT Governance, 2007

Index of Maturity	Maturity level
0-0.5	*0-Non-Existent*
0.51-1.5	*1- Initial / ad Hoc*
1.51-2.5	*2 -Repeatable but Intituitive*
2.51-3.5	*3- Defined*
3.51-4.5	*4 -Managed and Measurable*
4.51-5	*5 –Optimised*

3.0 METHODOLOGY
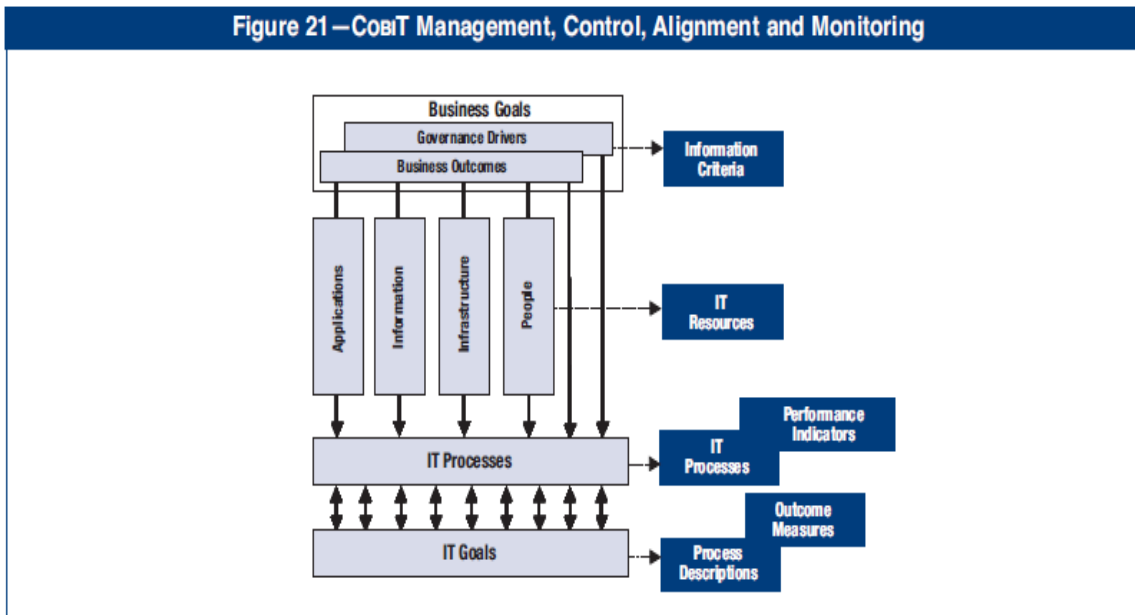
3.1 Stages of the Audit with the COBIT

Figure 2 Stages of the Audit with the COBIT

4.0 RESULANTS AND DISCUSSION

4.1 RESULANTS AND DISCUSSION

Evaluation of the governance of the staffing System In research and standardization of Industrial Halls Bandar Lampung using COBIT Framework, is expected to help in the existing system benefits recommendations specifically Attendance system utilization of current and that will come in the BARISTAND INDUSTRY which is necessary in helping to take a decision.
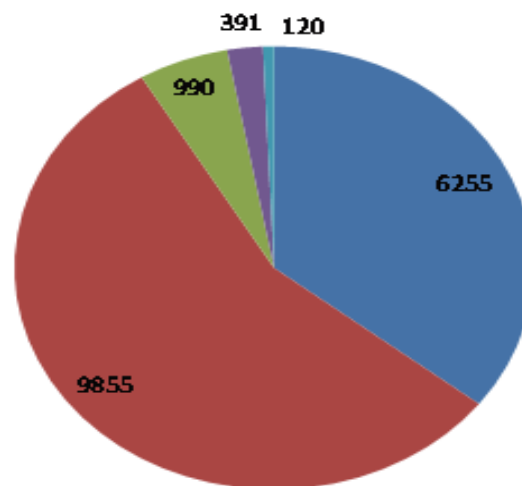

Figure 3 Result Grafik Audit with the COBIT

The standardized monitoring and evaluating system on the maturity level for IT performance was calculated through the COBIT 4.1 standard as it was shown in **Table 2**

Table 2 The standardized monitoring and evaluating system on the maturity level for IT performance using the COBIT 4.1 standard

	Strongly Agree	Agree	Medium	Disagree	Strongly Disagree	Total
Strongly Agree	2085	1668	1251	834	417	6255
Agree	3285	2628	1971	1314	657	9855
Medium	330	264	198	132	66	990
Disagree	115	92	69	92	23	391
Strongly Disagree	40	32	24	16	8	120
Total: 14.94 (15%)						17611

Comments
Strongly Agree: {(417x5)+(417x4)+(417x3)+(417x2)+(417x1)}
Agree: {(657x5)+(657x4)+(657x3)+(657x2)+(657x1)}
Medium: {(66x5)+(66x4)+(66x3)+(66x2)+(66x1)}
Disagree: {(23x5)+(23x4)+(23x3)+(23x2)+(23x1)}
Strongly Disagree: {(8x5)+(8x4)+(8x3)+(8x2)+(8x1)}

Total : (31x38 of the total of this sample))=1178
17611/1178 = 14.94 (15%)

The standardized monitoring and evaluating system on the compliance level for the internal controls was calculated through the COBIT standard as it was shown in Figure **Table 3**

Table 3 The standardized monitoring and evaluating system on the compliance level for the internal controls using the COBIT 4.1 standard

Strongly Agree:	6255
Agree:	9855
Medium:	990
Disagree	391
Strongly Disagree:	120
Total :	17611

Formula of Compliance Level:

> **= Total/scale 5 x total of all items on the questionnaires (31x38)**

Comments:
31 was obtained from 1 item of the questionnaire
38 was obtained from the number of the sample that had been filled
Level of Compliance System:

> 17611/5890 : 2.98 or 3,0 (30%)
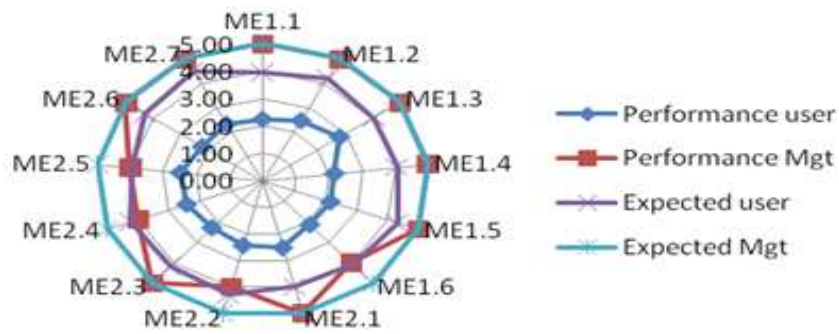
Figure 4 Result Grafik Audit with the COBIT for user and management

4.2 Recommendation of This System

This research eventually stepped on the final stage. The advantages of this research provided the easiness that facilitated the users (the staffs of the Baristand Industri). However, there was also the disadvantages of this staffing system of Baristand Industri. This research used the Cobit Method on IT governance auditing systems resulting the ME1 domain for monitoring and evaluating IT performance and the ME2 domain for monitoring and evaluating internal controls. The recommendation of this research was that the ME3 and ME4 domains are able to be created through the same sub domain on the next-year research as a comparative material for this research. Moreover, the development of this staffing system raises several recommendations for the Baristand Industri as follow:

- The formal planning must be prepared in the human resource division with responsibilities and duties regarding the system development life cycle. Therefore, the attendance lists are not only able to be accounted for but they also facilitate the head of the Baristand Industri in obtaining data quickly and effectively.
- The development system process must be implemented formally and on schedule through the coordinative patterns and effective reports so that this access provides the feedback and revision and the protection systems also brought the system not to be able to be changed continuously.
- The staffing system should be able to socialize the benefits to all parts so that the benefits are acquired by all parts
- The implementation of the maturity model of the staffing system must be classified and based on the scale so that the implementation is able to be determined either the conversion pattern project and system or the determined data based on the evaluated standards (Government Regulation No. 53 of 2010).
- The entire plans, implementation processes, monitorings, and test results must be documented based on the standard for the responsibility of the concerned parties.

5.0 CONCLUSION
5.1. Conclusion

The conclusion of this research is that Baristand Industri of Bandar Lampung has already implemented the system that reaches the recent maturity level for the users (3.53 or scale 4) and the managament units (4.58 or scale 5) so that the IT performance value of Baristand Industri seen on the users was in the range of 2.33-2.38 (scale 5) and the that of Baristand Industri of Bandar Lampung seen on the management units was in the range of 4.83-4.57

(scale 5). Therefore, there should be an improvement for staffing system either on the protect system or socialization conducted to the staffs of Baristand Industri.

5.2. Suggestion

The staffing system is created so that it can help users or employees in terms of motivating themselves to   improve performance and discipline in work. there needs to be an evaluation of the implementation and implementation within the company.

REFERENCES

[1] www.itgi.org, (2007). *e-book COBIT 4.1*, IT Governance Institute.

[2] Balai Riset Standardisasi, peraturan PNS No.53, 2010

[3] Balai Riset Standardisasi,Sipeg, (2009), *buku panduan dan standar.*

[4] Suryabarat Sumadi, (2006), *Metodologi Penelitian*, Grafindo Persada, Jakarta

[5] IT Governance Institute, *CobiT Audit Guidelines*, 3rd Edition., July 2000

[6] IT Auditing using controls to protect information assets (second edition) e-book.

[7] Raymond, George, (2004), *Manajement Informaation System*, ninth edition, Pearson Prentice Hall, Inc., New Jersey

[8] Riyanarto Sarno, (2009), *Audit Sistem & Teknologi Informasi,* UPT Penerbitan ITS, Surabaya

[9] Riyanarto Sarno, (2009), *Strategi Sukses Bisnis dengan Teknologi Informasi Berbasis Balanced Scorecard & Cobit,* UPT Penerbitan ITS Press, Surabaya

[10] L.Whitten, Jeffery., D.Bentley, Lonnie & C. Dittman, Kevin. 2004. Metode Desain & Analisis Sistem edisi 6. Andi. Yogyakarta.

[11] Nugroho, Adi. 2012. Perancangan & Implementasi Sistem Basis Data. Andi, Yogyakarta.

[12] Sutabri, Tata. 2012. Analisis Sistem Informasi. Andi. Yogyakarta.

[13] O. M. Febriani and A. S. Putra, "Sistem Informasi Monitoring Inventori Barang Pada Balai Riset Standardisasi Industri Bandar Lampung," J. Inform., vol. 13, no. 1, pp. 90–98, 2014.

[14] D. P. Sari, O. M. Febriani, and A. S. Putra, "Perancangan Sistem Informasi SDM Berprestasi pada SD Global Surya," in Prosiding Seminar Nasional Darmajaya, 2018, vol. 1, no. 1, pp. 289–294.

[15] Muslihudin, Muhamad, and Miswan Gumati. "A System To Support Decision Makings In Selection Of Aid Receivers For Classroom Rehabilitation For Senior High Schools By Education Office Of Pringsewu District By Using Simple Additive Weighing Method." *IJISCS (International Journal Of Information System and Computer Science)* 1.2 (2017): 1-9.

[16] H.M., Jogiyanto. 2005. Analisis & Desain Sistem Informasi: pendekatan terstruktur teori dan praktek aplikasi bisnis. Andi. Yogyakarta.

[17] Isa, Irwan. 2012. Reengineering Sistem Informasi. Graha Ilmu. Yogyakarta.