INFLUENCE FACTORS COMPETENCE OF HUMAN RESOURCES ON THE PERFORMANCE OF EMPLOYEES IN THE IMPLEMENTATION OF e-PROCUREMENT SYSTEM (CASE STUDY IN THE MINISTRY OF PUBLIC WORKS)

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ABSTRACT

Systems of government procurement of goods and services electronically, known as e-Procurement, is part of the implementation of bureaucratic service reform aimed to provide fast service, easy and inexpensive. Ministry of Public Works is one of the government agencies that have implemented e-procurement system since these rules are set by the government in 2004. Nevertheless, human resource competencies in implementing e-procurement system is still lacking and thus require an increase in the standard of competence of human resources in the Ministry of Public Works, so that the general impact on improving the performance of public services, in this case the process of e-Procurement.

This study was done by spreading the questionnaire consists of two parts: the main respondent data and questionnaire. Respondents in this study were employees at the Directorate General of the Ministry of Public Works, amounting to 237. The results of the questionnaire survey were analyzed using factor analysis and path analysis through SPSS statistical software Series 17 For Windows.

The results showed of 5 factors that shape the competence, sub variable motive and nature of the components that significantly improve the competency of human resources. The results of path analysis showed that the influence of Motive, Nature, Self-Concept, Knowledge and Skills on performance simultaneously is 37.9%. Ministry of Public Works is expected to continue to increase employee competence through socialization and continuous training program, which emphasizes on increasing the number of employees involved in training. Improved performance of e-Procurement emphasis on competitiveness and personal integrity, to continue to improve the technical aspects of the knowledge and skills operational e-Procurement system.

KeyWords : Competence Human Resource, Employee Performance, e-Procurement