

THE INFLUENCE OF LEADERSHIP AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. SATRIA DALAM MYUKUT

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ABSTRACT

In the digital age, the integration of electronic media (e-media) applications in public administration is essential for enhancing service delivery. This study explores the strategies for improving service delivery through e-media applications at the Communication and Informatics Office of Tulang Bawang Barat Regency. Employing a qualitative research design, data were collected through in-depth interviews, document analysis, and observations. The study identifies key challenges, including a lack of expertise, insufficient technology utilization, complexity of applications, and limited public knowledge. Despite these challenges, effective document and asset management processes were noted. The study proposes actionable recommendations such as enhancing training programs, simplifying applications, increasing public awareness, establishing feedback mechanisms, and collaborating with businesses. These findings contribute to the literature on e-media applications in local governance, emphasizing the need for strategic planning, resource management, and stakeholder collaboration.

Keywords: *E-media applications; Public administration; Service delivery; Local governance; Qualitative research*

Introduction

In the contemporary digital age, the role of electronic media (e-media) applications in public administration has become increasingly vital for enhancing service delivery. Governments globally are embracing technological advancements to optimize administrative processes, boost efficiency, and promote greater transparency and accountability in governance (Asgarkhani, 2005; Von Haldenwang, 2004; Zouridis & Thaens, 2003). The advent of e-media applications has introduced new avenues for improving communication between government entities and the public, thereby fostering a more responsive and accessible public administration system (Al-Shbail & Aman, 2018; Basu, 2004; Ndou, 2004; Von Haldenwang, 2004). However, while the global trend towards digital governance is evident, the literature reveals a notable gap in understanding the specific strategies, best practices, and challenges involved in the implementation of these technologies at the local government level, particularly within the context of developing regions (Rahman, 2010; Sibanda & von Solms, 2019; Barusman et al., 2018).

The existing body of research predominantly focuses on the adoption of e-media applications in more developed settings, where resources and infrastructure are typically more robust (Johnson, 2012; Ndou, 2004). Consequently, there is a limited understanding of how these technologies are implemented in less developed regions, where local governments may face unique challenges, such as limited technological infrastructure, lack of skilled personnel, and resistance to change. This gap is particularly evident in the case of local government agencies in Indonesia, where the adoption of e-media applications is still in its nascent stages (Batara et al., 2017; Furuholt & Wahid, 2008; Wilona & Defrizal, 2024). The Communication and Informatics Office of Tulang

Bawang Barat Regency represents a case in point, where efforts to integrate e-media into public service delivery are ongoing but understudied (Darmaputra et al., 2017; Furuholt & Wahid, 2008; Sulistya et al., 2019).

This study seeks to fill this gap by conducting an in-depth exploration of the strategies and challenges associated with the implementation of e-media applications in Tulang Bawang Barat Regency. Specifically, the research aims to achieve three primary objectives: (1) to identify the current challenges hindering the effective implementation of e-media applications in the Communication and Informatics Office of Tulang Bawang Barat Regency; (2) to evaluate the effectiveness of existing strategies employed to enhance service delivery through these applications; and (3) to propose actionable recommendations for optimizing the use of e-media in local governance. Through this investigation, the study intends to contribute to the broader discourse on digital governance by providing insights that are both context-specific and applicable to similar settings in other developing regions.

Methodology

This study employs a qualitative research design, chosen for its suitability in exploring complex phenomena within their natural settings. The qualitative approach provides a framework for gaining an in-depth understanding of the experiences and perspectives of various stakeholders involved in the implementation of e-media applications at the Communication and Informatics Office of Tulang Bawang Barat Regency (Fatimah et al., 2021; Saifullah et al., 2021; Salim, 2013). To gather comprehensive data, a combination of in-depth interviews, document analysis, and observations was utilized. The primary data collection was conducted through interviews with both internal and external stakeholders on July 15, 2023, focusing on key aspects of administrative services such as document management and asset management. These interviews aimed to uncover the practical challenges and strategies associated with the use of e-media applications in enhancing service delivery (AlMulhim, 2023; Al-Rahmi et al., 2022; Chauke & Ngoepe, 2024; Jabbar & Alam, 2023; Sudirman et al., 2023). Secondary data were obtained from official documents, reports, and existing literature on e-media applications and public administration, providing a broader context to support the primary findings.

The study employed purposive sampling to select informants who possess direct experience and knowledge of the e-media applications used within the Communication and Informatics Office. This sampling method was critical in ensuring that the data collected were both relevant and accurate, allowing for rich insights into the research problem (Barusman & Barusman, 2017; Lowry et al., 1951; Young, 1985). Data analysis was conducted in three main stages: data reduction, data presentation, and verification of findings. Data reduction involved selecting and concentrating on key themes and significant issues aligned with the research objectives. Following this, data presentation was carried out by organizing and categorizing the data in a manner that facilitated the drawing of meaningful conclusions. The final stage of the analysis process, verification of findings, was achieved through triangulation, peer discussions, and the application of various techniques to enhance the credibility, transferability, and dependability of the research. These methodological steps collectively ensured that the study's findings are robust, reliable, and provide valuable contributions to the understanding of e-media application implementation in a local government context (Batara et al., 2017; Feeney & Welch, 2013; Lowry et al., 1951; Tzagkarakis & Kritas, 2023).

Result and Discussion

a. Result

The study uncovered several significant challenges in the implementation of e-media applications at the Communication and Informatics Office of Tulang Bawang Barat Regency. A primary issue identified was the lack of expertise among personnel, which has led to difficulties in managing and effectively utilizing the available technology. This skills gap hinders the office's ability to fully implement and maintain the e-media applications, thereby limiting their potential impact on service delivery. Furthermore, the office struggles with insufficient technology utilization, a problem exacerbated by inadequate resources and training. The underutilization of existing technology diminishes the effectiveness of e-media applications, preventing them from significantly enhancing service delivery.

Another challenge identified was the complexity of the e-media applications themselves. Many users find these applications difficult to navigate, which leads to frustration and reduces the likelihood of widespread adoption. This complexity poses a barrier to the effective use of the technology, further limiting its potential benefits. Additionally, there is a significant lack of public knowledge regarding the benefits and functionalities of e-media applications. This gap in awareness restricts the extent to which the public utilizes these applications to access government services, thereby diminishing the overall impact of the technology on service delivery.

When evaluating the effectiveness of existing strategies for implementing e-media applications, the study found mixed results. On a positive note, the document management process within the office was functioning efficiently, particularly in handling incoming and outgoing correspondence. Similarly, the management of regional

assets was highlighted as a strength, with a clear commitment to maintaining and safeguarding these assets for proper utilization. However, several areas for improvement were identified. The current training programs for staff were found to be insufficient, leading to significant gaps in knowledge and technical skills. Moreover, the study revealed that user feedback mechanisms are not well-established, resulting in missed opportunities to address user concerns and enhance the applications. Additionally, efforts to provide socialization and training for businesses on the use of e-media applications were found to be limited, contributing to low adoption rates among local businesses.

b. Discussion

The findings of this study provide critical insights into the challenges and effectiveness of e-media applications within the context of local governance in Tulang Bawang Barat Regency. The identified challenges, such as the lack of expertise, insufficient technology utilization, application complexity, and limited public knowledge, align with existing literature on the difficulties faced by local governments in developing regions when adopting digital technologies (Rahman, 2010; Sibanda & von Solms, 2019). These challenges are further compounded by the nascent stage of e-media adoption in Indonesia, as highlighted by Batara et al. (2017) and Furuholt & Wahid (2008), and underscore the unique barriers encountered by local government offices in this context.

The mixed effectiveness of existing strategies underscores the importance of addressing these challenges through targeted interventions. While there have been successes in areas like efficient document and asset management, indicating some degree of technological leverage, gaps in training, user feedback mechanisms, and business engagement remain significant hurdles. This aligns with the observations of Al-Shbail & Aman (2018) and Von Haldenwang (2004), who emphasize the necessity of comprehensive strategies to harness the full potential of e-media in governance.

To bridge these gaps, the study proposes several recommendations. Enhancing training programs for staff is crucial to building the necessary expertise to manage and utilize e-media applications effectively. Simplifying the complexity of applications and increasing public awareness are essential steps to ensure broader adoption and engagement, as suggested by Ndou (2004) and Basu (2004). Establishing robust feedback mechanisms will provide the government with insights into user experiences and areas for improvement, promoting transparency and accountability as emphasized by Asgarkhani (2005). Furthermore, collaboration with businesses can facilitate resource sharing and innovation, aligning with the goals outlined by Darmaputra et al. (2017) and Sulistya et al. (2019).

By implementing these recommendations, the Communication and Informatics Office of Tulang Bawang Barat Regency can enhance its service delivery, ultimately contributing to the broader goals of transparency, accountability, and efficiency in public administration. This study thus offers a valuable contribution to the field of digital governance by providing actionable insights that can be applied to similar local government contexts in other developing regions, extending the understanding of e-media applications beyond more developed settings (Johnson, 2012; Zouridis & Thaens, 2003).

Conclusion

This study has explored the challenges and strategies associated with the implementation of e-media applications at the Communication and Informatics Office of Tulang Bawang Barat Regency. The findings highlight several key challenges, including a lack of expertise, insufficient technology utilization, complexity of applications, and limited public knowledge. Despite these challenges, the study also identified areas of effective implementation, such as document management and asset management. To address the identified challenges and enhance the use of e-media applications, the study proposes several recommendations, including enhancing training programs, simplifying applications, increasing public awareness, establishing feedback mechanisms, and collaborating with businesses. These recommendations are intended to provide practical guidance for local governments and other stakeholders involved in the implementation of e-media applications. Overall, this study contributes to the existing literature by providing insights into the specific challenges and strategies associated with the implementation of e-media applications in a local government context. It underscores the importance of continuous development and adaptation of technology in public services and highlights the need for strategic planning, resource management, and stakeholder collaboration to achieve successful outcomes. Future research should build on these findings by exploring the long-term impact of e-media applications on service delivery and examining the effectiveness of different implementation strategies in various contexts. Additionally, further studies could investigate the role of emerging technologies, such as artificial intelligence and blockchain, in enhancing e-media applications and public administration.

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