International Journal of Innovation, Creativity and Change. www.ijicc.net
Volume 9, Issue 1, 2019

The Effects of Competence and Network System on the Effectiveness of E-Identity Card Printing in Gambir Sub-District, Central Jakarta

Akhmad H. Rahadian[a], Agus Wardjono[b], Paisal Halim[c], Syamsiah Badruddin[d], [a,b]Department of Puiblic Administration Post Graduate Institut Ilmu Sosial dan Manajemen STIAMI, Jakarta, Indonesia, [b,c]Department of Sociology Faculty of Social and Political Science Universitas Nasional, Jakarta, Indonesia, Email: [a]rahadian@stiami.ac.id, [b]aguswardjono@stiami.ac.id, cpaisalhalim@civitas.unas.ac.id, [d]syamsiah_badruddin@civitas.unas.com

The purpose of this study to determine the influence of competence and network systems on the effectiveness of e-identity card printing. The theory used in this study refers to the opinion of the Mulyasa Mc Ashan on competence, Siagian on network systems, and Steers of the effectiveness of e-identity card printing. The method used in this research is quantitative method through a survey, with a sample of 40 people. The sample calculation used was a saturated sample of the entire population. An analysis using SPSS version 23 for Windows has indicated that the t test results showed that the competency has a positive and significant impact on the effectiveness of e-identity card printing amounted to 0.681 or 68.1%, since t is greater than t table. In the second partial t test results showed that the network system has a positive and significant impact on the effectiveness of e-identity card printing of 0667 or 66.7% because t is greater than t table. The independent variables simultaneously competence and networking system tested F has a positive and significant impact on the effectiveness of e-identity card printing of 0.725 or 72.5%, since F count larger than F table.

Key words: *Competence; Effectiveness of E-Identity Card Printing; Network Systems.*

Introduction

Public service is an amenityprovided by the government to serve the community in order to have quality of life. One of the government's responsibilities for the community is to provide an organised public service and, most importantly, to ensure the satisfaction of the services provided to the public. However, the implementation of public service performed by government officials in many areas among other services related to the fulfillment of civil rights and basic needs of the population, remains inadequate.

The lack of service provided to the public causes an employee to work ineffectively, and time wasted as the era of globalization requires way of working quickly, efficiently, and effectively. Effectiveness is one of the goals aimed to be achieved by an organization. To obtain effectiveness, researchers were able to use the concepts of management and organization theory, with a focus on the effectiveness of the theory.

Effectiveness cannot be equated with efficiency because both have different meanings even though in a variety of word usages, efficiency and effectiveness are related. Efficiency implies a comparison between costs and outcomes, while effectiveness is directly linked to the achievement of objectives. Atmosoeprapto (2002: 139) states that effectiveness is doing the right thing, while the efficiency is doing things right. It can also be said that effectiveness is the extent to which we achieve the goals and efficiency is how we mix all the resources carefully. The effectiveness of the activities of the organization can be defined as the level of the target embodiment shown and the extent to which the objectives have been achieved.

Martoyo (2002: 4) defines effectiveness as a condition or state in which the pick of the goals to be achieved and the means or equipment used, along with an appropriate capabilities, so that the desired goals can be achieved with satisfactory results. Effectiveness is generally seen as the level of achievement of operative and operational objectives. Basically effectiveness is the level of achievement of organizational goals or objectives corresponding set. Effectiveness is how well the work is done, the extent to which a person produces in accordance with the expected output can be interpreted if something can be done with a good job as planned, it can be said to be effective regardless of the time, energy and others.

Much can be seen from the number of complaints, either public complaints submitted directly to the leadership of the service unit or through letters from readers on a variety of media. In the manufacture of e-identity card, many people complain about the long manufacturing process. The e-ID card is a document that contains demographic information security and control systems both in terms of administration or information technology based on national population database. Residents are only allowed to have one (1) ID card listed Population Identification Number (VIN).

NIK is a single identity of each population and is valid for life. VIN number in the e-ID card will be used as the basis for issuance of Passport, Driving License (SIM), a Taxpayer Identification Number (TIN), the Insurance Policy, Certificate on Land Rights and the issuance of identity documents, etc. (Article 13 of Law No. 23 of 2006 on Adminduk).

Population and civil registry in the process of regional development has a function that greatly affects the value development as a product of government services, therefore it needs to be implemented optimally in order to create optimal service and excellence in the field of population. The E-identity card program is motivated by the conventional ID card-making system/national in Indonesia in which one can have more than one ID card. This is due to the lack of a unified data bases that collect the data from the entire Indonesian population. These facts provide opportunities for residents who want to cheat on certain things by duplicating their identity cards. For an example, it can be used for tax evasion, to facilitate the creation of a passport that cannot be made throughout the city, securing corruption, or conceal identity (such as terrorists).

Therefore, driven by the implementation of electronic government (e-Government) and to improve the quality of services to the public, the Ministry of Interior of the Republic of Indonesia has implemented a system information based on population technology that is an electronic National Identity Card or e-identity card printing. E-ID stands for Electronic Identity Card, in which the government' program is to replace the conventional identity cards. E-ID's function is to ensure that the Indonesian population census to be more uniform. In doing so, residents may only have 1 piece of e-ID cards and is valid for a lifetime, only need to first create it.

NIK-based Application ID (Population Identification Number) in accordance with Article 6 of Presidential Decree 26 of 2009 on the application of the ID card-based Population Identification Number Nationwide Jo Presidential Decree No. 35 Year 2010 regarding the amendment of Presidential Decree No. 26 Year 2009 which reads: a. NIK-based ID cards containing security codes and electronic recording as a means of verification and validation of identity of the population; b. Electronic records referred to in paragraph (1) contains biographical data, signature, photograph, and fingerprint hands of the population concerned; c. Recordings entire hand fingerprints stored in a database resident population; d. Capturing the entire fingerprint hands of the population referred to in paragraph (3) is performed at the time of submission of application for ID card-based NIK, with the following provisions: For the citizen, carried out in the District; and for foreigners who have permanent residency made in the Implementing Agencies; e. Recording fingerprints contained in the hands of the population NIK-based ID cards are referred to in paragraph (2) containing a fingerprint left index and forefinger of the right hand the population concerned; f. Recording the entire fingerprint hands

of the population referred to in paragraph (3) can be accessed by interested parties in accordance with laws and regulations; g. Further provisions concerning the procedures for recording fingerprints governed by regulation.

The Head of Household Equipment and Director General of Population and Civil Administration of the Ministry of Home Affairs (MOHA), Ahmad Riduan, states that the purpose of the implementation of the e-ID card system on the data base network online connects the village government to the central government. In addition, e-ID helps to avoid actions that could threaten Indonesia, such as international terrorism, which are always changing demographic identity. Therefore, the e-ID card that will be implemented in 2012 will relate to various parties such as the Police, the Commission, Immigration and other Government agencies to facilitate the implementation of the data collection. The data base of e-ID card can also be used for data validation for elections. In the e-ID card, there are seven layers including the existing chip and an antenna to detect the location of the owner of the ID card.

The Minister of the Interior (Home Affairs), Tjahjo Kumolo, has ordered the Governors and Regents/Mayors throughout Indonesia for immediate effectiveness of e-ID service recording and issuance of birth certificates. The Interior Minister asked the Governor, Regents/Mayors throughout Indonesia to open a special window for services for people who have not received the e-ID card at the time of recording and provide services beyond the printed record of domicile as mandated by Minister Regulation No. 8 of 2016. In addition, Governors, Regents/Mayors need to take more responsibility with mobile services for recording in schools, colleges, malls, corporations, nursing homes, prisons, and rural/urban. "For people who are born on 1 May 2016 or those who are more than 17 years old or married and not being settled abroad, they are required to conduct the recording later than September 30, 2016," reads one point from a letter Affairs Minister.

Based on the above information, it is apparent that has not met the e-identity card evenly among the communities. There are a lot of requests despite of the too old printing of e-ID cards among the community. There are still a lot of re-recording of the request on e-ID cards. ID card printing are needed by the citizens of Jakarta (approximately as much as 395 241 citizens of Central Jakarta have been recorded for the e-ID card program. There are about 48 percent of the number of compulsory ID cards needed for about 818 526 people. There are still many people who have not been recorded due to their time constraints to come to the village office. Summons to citizens to record the data of e-ID have been delivered to all residents. However, because of the tight work schedule, many are yet to come. For those people who are still residing abroad, it will take longer for them to return to their homeland. The e-ID card should be personally done and should not been delegated. Their old ID cards are not yet expired and are still valid. When they returned to Indonesia, the cards should be replaced with the e-ID

card. The effectiveness of e-ID card printing is dependant on the speed of the employees in performing the task. In this matter, there is a need for highly competent employees.

Based on the results of preliminary observations, the effectiveness of printouts of e-ID has not run optimally and not achieved its target in the time set. In Gambir, it is only reached 54 percent of the total of 82 595 compulsory ID cards. This is because the competence of the apparatus is still low and there is a lack of skill/knowledge of the modern computer network system. Additionally, the network system also inhibits the printing process as well as it taking many attempts by recording devices as the equipment may not work as it should. The network system also greatly affects the effectiveness of printing in which data is sent from the village/district and into a server at the center or the Mayor at the Department. This has not been received well due to the reason of network system loading very slowy. The other factor in the effectiveness of the printing of e-ID is the lack of printing engines available in every village/district. Even those that already have them will stillbe experiencing problems such as fail to record data that has been done. The apparatus of e-ID card printing machine cannot be distributed to the community and the waiting list is longer. There is no certainty when the e-ID card can be ready to be used by the public and can be used appropriately for utility well as identity. Based on the above justifications that have been observed and analysed by the authors, the authors havebased the research paper with the title: " The Effect Of Competence And Network System To the Effectiveness Of E-Identity Card Printing In Gambir Sub-District, Central Jakarta" on these issues.

Research Method

The research method for this paper uses descriptive and explanatory research methods that aims to analyse the influence between independent and dependent variables. Furthermore, the present invention will be described by observation and research as well as to define the nature of the ongoing events at the time of the study by examining the causes and symptoms.

Quantitative methods can be interpreted as a method of research that is based on the philosophy of positivism used to examine the population or a sample data collection using research instruments, and quantitative data analysis/statistics with the aim of testing the hypothesis that has been set Sugiono (2012: 8). The quantitative study for this research involved using surveys. Kerlinger in Sugiono (2011: 7) states tgat survey research is research conducted in the large and small populations. The data studied was data from a sample taken from the population, so they found events are relatively distributed, and the relationships between the sociological and psychologically variables are obvious. Data was collected through interviews and questionnaires. In this study, it is expected that the effects of competence and network system on the effectiveness of e-ID card printing. Dimensions of this research is the dimension of explanation. Explaining the study of research data will be presented and will explain the

influence of indicators of independent variables on the dependent variable indicators. Therefore, based on the dimensions of the purpose of explanation, this study applies dimensional explanation.

Results And Discussion

For this study, the researchers first conducted a survey of employees and results from interviews which were very useful and helpful in the process of writing this thesis and to the continuation of the process of the study. At this stage, the researchers analyzed the information as data collection was completed. A number of questionnaires (40 copies) were deployed to a sample of respondents who were predetermined. From the questionnaires distributed everything can be collected, so the full number copies of the questionnaires were analysed.

The questionnaire contains questions that refer to research three variables, namely, as Competence (X1), network systems (X2) and the third variable is printing effectiveness of e-ID in the Office of Gambir, Jakarta. The District office Gambir, Jakarta is located in the Tanah Abang 1 No. 10 South Petojo Village, Gambir, Central Jakarta (zip code 10130) Telephone 021-380 0731/380 0172.

Description respondents research

The descriptions of respondents that researchers selected for data analysis were categorised by the following criteria:

Age respondents

Respondents in this study were grouped by age i.e. from 20-30 years, 31-40 years, 41-50 years, and the following explanation of the age of respondents in tabular form:

Table 1: Age Respondents

Age	Amount	%
20-30 years	20	50%
31-40 years	11	27.5%
41-50 years	9	22.5%
Total	40	100%

Source: *Data Processing 2016*

From the table above it can be seen that there were many respondents were aged 20-30 years. Respondents aged 20-30 totalled about 20 people, 11 respondents aged 31-40 years and the respondents aged 41-50 years only totalled nine people.

Education respondents

Respondents in this study were grouped according to the latest education: high school or equivalent, D3, S1. For more details, refer to the following table:

Table 2: Respondents Education

Last Education	Amount	%
Senior High School	37	92.5 %
D3	3	0.075%
Bachelor	1	0.025%
Total	40	100%

Source: Data Processing 2016

From the table above,it can be seen that there were limited respondents in this research from D3, 1 bachelor. Respondents with an educational background equivalent to high school are higher, which total about 37 people.

Gender respondents

Respondents in this study are grouped by gender - males and females, as shown in the following table:

Table 3: Gender of Respondents

Gender	Amount	%
Male	32	80%
Female	8	20%
Total	40	100%

Source: 2016 Data Processing

Based on the above table, it can be seen that the respondents in this study comprised of 32 men and 8 women.

Description of research

The results of this research are the outcome of the extrapolation of research from raw data collected from the questionnaire results. This information was then translated in the form of numbers before analysis. Data was obtained from a sample of respondents of the population in Central Jakarta. The data was obtained by distributing questionnaires in the research sites in Gambir, Jakarta and later retrieved collectively and gradually.

This section will explain the test results including the data validity,reliability, and the validity of test results analysis requirements. In the next section, it will explain the descriptive data such as the average, median, mode, standard deviation, variance and presentation of data in the form of a histogram graph.

Test result validity and reliability

In testing the validity and reliability of the respondents, data were processed using statistical SPSS version 23 for windows for researchers to describe or explain it as follows:

Validity

Validity of this study was conducted using SPSS23 for windows validity test and results can be seen in detail in the following table:

Table 4: Test Results validity

Item Statement	Pearson Correlation	Item Statement	Pearson Correlation	Item Statement
Item 1	0344	Item 13	0326	Item 25
Item 2	0332	Item 14	0325	Item 26
Item 3	0398	Item 15	0308	Item 27
Item 4	0352	Item 16	0347	Item 28
Item 5	0344	Item 17	0397	Item 29
Item 6	0340	Item 18	0372	Item 30
Item 7	0367	Item 19	0317	Item 31
Item 8	0318	Item 20	0305	Item 32
Item 9	0329	Item 21	0353	Item 33
Item 10	0348	Item 22	0320	item 34
item 11	0353	item 23	0347	item 35
item 12	0315	item 24	0435	item 36

Source: Data Processing Statistics 2016

Based on the 40 respondents in Central Jakarta, it can be determined that there are 36 items statement of each variable. Based on the test results on the validity of this study on the 48 items questionnaire statement, the overall study result is valid. This is evident from the value of r count is greater than the value of r table or critical value of 0.3.

Reliability

Reliability test in this study was conducted with SPSS23 for windows. Reliability test results can be viewed in detail in the following table:

Table 5: Test of reliability

Cronbach's Alpha	N of Items
.885	4

Based on the results of the reliability test in this research, the research data are reliable, it is because the value of coefficient Alpha Cronbach of 0.885.

Requirements analysis test results

Requirements Analysis Test is conducted to determine whether the regression model created can be used as a good predictor. Test requirements analysis is to be performed in the form of a normality test, multicollinearity, autocorrelation, and heteroscedasticity test.

Normality test results

Normality Test aims to test whether the dependent variable and independent variables in the regression model has a normal distribution or not. A good regression model is by a having normal or nearly normal distribution. If the respondents are ≤ 40 then, table Kolmogorov-Smirnov is used and the data is said to have a normal distribution and p ≥ 0.05 on a table test of normality. Thus, to be able to determine the normality of the data, we need to refer to the table following Normality Test table:

Table 6: Normality Test

		Competence	Work Discipline	Effectiveness of printing e-ID
N		40	40	40
Normal Parameters	Mean	48.0250	47.7000	48.0500
	Std. Deviation	3.87952	3.52427	3.73445
Most Extreme Differences	Absolute,	.150	.153	168
	Positive,	.150	.153	168
	Negative	-.125	-.094	-.114
Test Statistic		.150	.153	.168

Asymp. Sig. (2-tailed)	.023[c,]	.019[c,]	.026[c]
a. Test distribution is Normal.			
b. Calculated from data.			
c. Significance Lilliefors Correction.			

From the table above it can be seen that the p or sig in table Kolmogorov-Smirnov are in total more than 0.05 so that the data on the third variable is said to have a normal distribution.

Linearity test resultan

According to Sugiyono (2008: 265), the linearity test is used to detect the presence of a linear relationship between the variables X and Y. The basis of decision making in Test Linearity can be done by looking at the value of significance. If the significance value> 0.05, there is a significant linear relationship between the independent variable (X) and dependent variable (Y).

Table 7: Test Linearity

Effect Competence Work to Effectiveness E-Identity Card Printimg							
			Sum of Squares	df	Mean Square	F	Sig.
Effectiveness of E-identity card printing*Competence	Between Groups	(Combined)	300.430	13	23.110	2.468	.024
	Within Groups		243.470	26	9.364		
	Total		543.900	39			
Effect Network System to Effectiveness E-Identity Card Printing							
			Sum of Squares	df	Mean Square	F	Sig.
Effectiveness of E-identity card printing*Competence	Between Groups	(Combined)	328.011	11	29.819	3.867	.032
	Within Groups		215.889	28	7.710		
	Total		543.900	39			

Source: 2016 Data Processing

Based on the table, the significance value = competence (X1) = 0.024, network system (X2) = 0.032 greater than 0.05, which means that the results are significant and linear.
There is a relationship between the variables of competence and network systems (X) with variable printing the effectiveness of e-ID (Y) in Gambir, Central Jakarta.

Multicollinearity test results

Multicollinearity Tests aim to examine whether there is a significant correlation between the near-perfect independent variables. If there is significant correlation between the members of the independent variable, then in the linear regression model is symptomatic multicollinearity. The following table presents the results of testing multicollinearity:

Table 8: Multicollinearity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.823	4.977		.567	.574		
	Competence	.210	.102	.219	2.069	.146	.683	1.463
	Network System	.050	.153	.047	.326	.747	.368	2.717
a. *Dependent Variable: Efektivitas pencetakan e-KTP*								

Based on test results multicollinearity, computed values tolerance seen that there is no independent variable that has a value of tolerance <0.10, which means there is no correlation between independent variables. Likewise, the results of calculation VIF, of the two independent variables tested no VIF is more than 10, it can be concluded that there is no multicollinearity between independent variables in the regression model.

Autocorrelation test results

Autocorrelation Test is used to test a model of what the confounding variables of each independent variables affect each other. To determine whether the regression model can be used to contain the autocorrelation approach DW (Durbin Watson). According Singgih Santoso (2012: 241) autocorrelation criterion No 3, namely:

a. The value of DW below indicated -2 means there is positive autocorrelation.
b. The value of DW between -2 to 2 means indicated no autocorrelation.
c. The value of DW above 2 means indicated no negative autocorrelation.

Table 9: Autocorrelation Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.852[a]	.725	.703	2.03651	1,866
a. Predictors: (Constant), Job Skills, Competence, Work Discipline					
b. Dependent Variable: The effectiveness of e-ID card printing					

Based on the table above, it can be seen that the value of DW is 1.714 or be between -2 to 2 and therefore, it can be concluded that there is no autocorrelation.

Heteroscedasticity Test Results

To detect the presence or absence of heteroscedasticity test glacier to see the level of significance of the results of the regression residuals absolute value as the dependent variable with variable characteristics. A good regression model is that homoscedasticity or not happen heteroscedasticity (Ghozali, 2005: 105).

Table 10: Heteroscedasticity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.823	4.977		.567	.574
	Competence	.210	.102	.219	2.069	.046
	Network System	.350	.153	.047	.326	.747

a. *Dependent Variable: Efektivitas pencetakan e-KTP*

From the output, the significant value of both independent variables is more than 0.05. It can be concluded that the data in the study, there is no problem of heteroscedasticity in regression models.

Data descriptive statistics and graphs histogram

On testing the descriptive data statistics and chart histograms, statistic of each variable will be tested to determine the minimum and maximum on the total sample and average values, mean, mode, standard deviation, variance and range. The histogram chart is used to determine whether the deployment of these variables or even close to normal. To see more clearly and in detail, the author described in the table in the graph as follows:

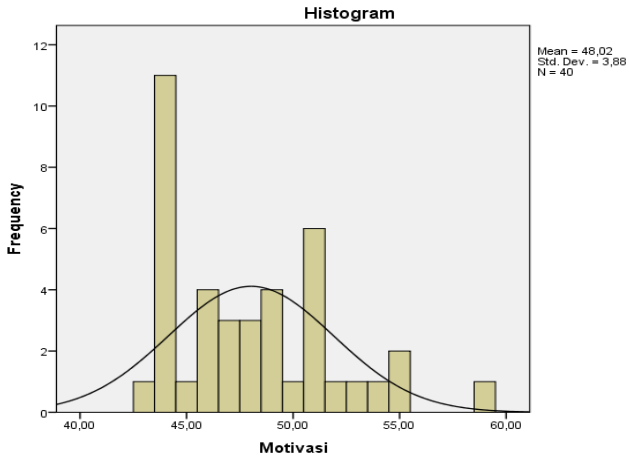
Table 11: Descriptive Statistics Data Competence

N	Valid	40
	Missing	0
Mean		48.0250
Median		47.5000
Mode		44.00
Std. Deviation		3.87952
Variance		15 051
Range		16:00
Minimum		43.00
Maximum		59.00

Source: Data processing 2016

From the above data, it appears that the average value of variable data competence of 48.0250 median amounted to 47.5000, the mode of 44.00, standard deviation of 3.87952, and a variance equal to 15 051, range 16:00.

Fig, 1: Competence Histogram



From the histogram data, it can be seen that the curve competence variable data dissemination spread close to normal.

Table 12: Descriptive Statistics Data Network Systems

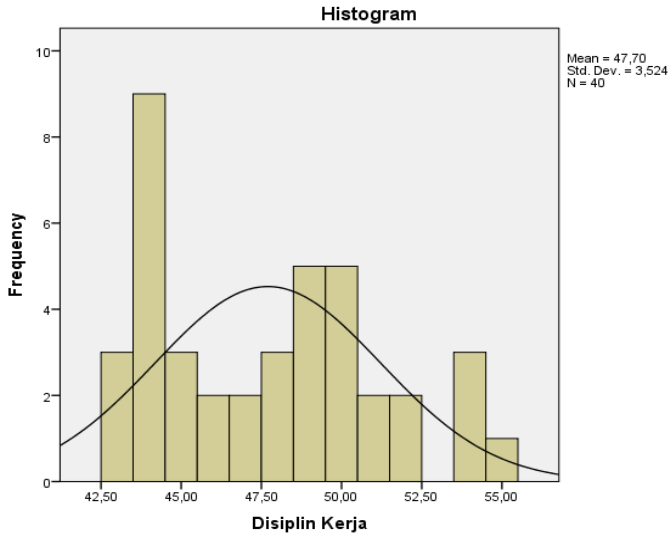
N	Valid	40
	Missing	0
Mean		47.7000
Median		48.0000
Mode		44.00
Std. Deviation		3.52427

Variance	12 421
Range	12:00
Minimum	43.00
Maximum	55.00

Source: Data Processing 2016

From the data, it appears that the average value of variable data network system amounted to 47.7000, the median of 48.0000, mode of 44.00, standard deviation of 3.52427, and a variance equal to 12 421, range 12:00.

Fig. 2: Network System Histogram



From the histogram, it can be seen that the curve of variable data dissemination network system spread are close to normal.

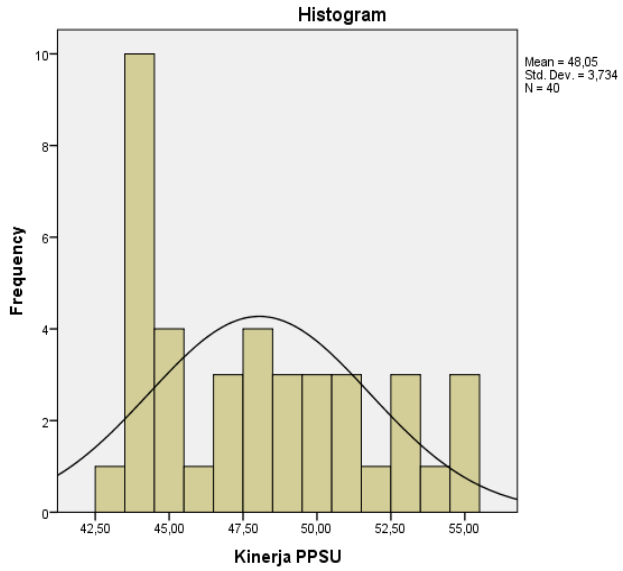
Table 13: Descriptive Effectiveness of E-Identity Card Printing Data Statistic

N	Valid	40
	Missing	0
Mean		48.0500
Median		48.0000
Mode		44.00
Std. Deviation		3.73445
Variance		13 946
Range		12:00
Minimum		43.00
Maximum		55.00

Source: Data processing 2016

From the above data, it appears that the average value of variable data of Effectiveness of printing e-ID of 48.0500 median amounted to 77.0000, the mode of 77.00, standard deviation of 2.80894, and variance by 7890, range 27.00.

Fig. 3: Effectiveness of E-ID Card Printing Histogram



From the histogram data above, the curve deployment effectiveness of variable data printing of e-ID cards spread close to normal.

Based on the calculation of multiple linear regression, analysis was performed through statistical analysis using SPSS23 for windows result of the analysis is as follows:

Effect of Competence the Effectiveness E-Identity Card Printing in Gambir, Central Jakarta

Based on the statistical data processing results, the value of R square on competence variable (X1) is tabulated as the following:

Table 14: Model Summary Variable Competence Influence Effectiveness of E-ID card Printing

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.618[a]	.381	.365	2.97557	1.767

a. Predictors: (Constant), Competence
b. Dependent Variable: Printing e-KTP Effectiveness

Based on table, the correlation coefficient R of 0.618 or correlation between the Competence of the effectiveness of e-ID card printing is quite high. The coefficient of determination (R square) of 0.831 means variable printing competence affects the effectiveness of e-ID in Gambir, Central Jakarta amounted to 0.381 or 38.1%.

Table 15: Coefficients Variable Influence Effectiveness Against Competence E-ID card printing

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.500	5.917		3.296	.022
	Competence	.594	.123	.618	4.840	.045

a.Dependent Variable Efektivitas Pencetakan e-KTP

Based on the coefficient table, it can be established that the relationship regression equation Y = 19.500 + 0.594X1. Dependent Variable are Effectiveness of e-ID Printing and Independent Variable competency.

Based on the regression model, constants amounted to 19,500 which states that if the competence variable is zero, then the effectiveness of e-ID card printing amounted to 19.500 units. Coefficient Variable regression of competence 0.594 means that each increase of one unit of the competence of an increase in effectiveness of e-ID card printing of 0.594 (59.4%).

In the table above, it shows that t>t table is 4,840> 1,671. Thus, it is concluded that partial competency has a positive and significant relationship to the effectiveness of e-ID card printing in Gambir, Central Jakarta.

Table 16: ANOVA Variables Influence Effectiveness Against Competence E-ID card printing

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	207.447	1	207.447	23.430	.020[b]
	Residual	336.453	38	8.854		
	Total	543.900	39			

a. Dependent Variable: Effectiveness E-Identity Card Printing
b. Predictors: (Constant), Competence

Based on the ANOVA Table, obtained F value of 23.430 so have met the test F 23.430> 3.11 or it can be said that the regression model has a meaning and H_0 is rejected.

Influence Effectiveness of Network Systems Printing E-KTP in Gambir, Central Jakarta

Based on the statistical data processing result, it can be seen the value of R square on the network system variables (X2) as follows:

Table 17: Model Summary Variable Influence Network Systems Against Effectiveness E-ID card Printing

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.683[a]	.467	.453	2.76321	1.135

a. Predictors: (Constant), Network Systems
b. Dependent Variable: Effectiveness E-Identity Card Printing

Based on the table, the correlation coefficient R of 0.683 or correlation between the effectiveness of the network system of e-ID card printing quite high. The coefficient of determination (R square) of 0.467 means of Networks systems variables affect the effectiveness of of e-ID Printing in Gambir, Central Jakarta amounted to 0,467 (46.7%).

Table 18: Coefficients Variable Influence Network Systems Against Effectiveness E-ID Card Printing

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.526	6.005		2.253	.030
	Network Systems	.724	.126	.683	5.765	.125

a. Dependent Variable: Effectiveness E-Identity Card Printing

Based on table, it can be established that the relationship of regression equation Y = 13.526+ 0,724X2. Dependent Variable Namely Effectiveness of e-ID Printing in Gambir, Central Jakarta and Independent Variable namely network systems. Based on the regression model, constants are amounted to 13.526 which states that if a network system variable is zero, then the effectiveness of e-ID card printing is amounted to 13 526 units. Value of Variable regression coefficient the network system by 0.724 means that for each increment of one unit of the network system, there is an increase of e-ID card printing Effectiveness of 0.724 (72.4%).

In the above table, it shows that t> t table is 5.765>1.671 thus it is concluded that the partial network system has a positive and significant relationship to the effectiveness of e-ID card printing in Gambir, Central Jakarta.

Table 19: ANOVA Variables Influence Network System Against Effectiveness E-ID Card Printing

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	253.758	1	253.758	33.235	.040[b]
	Residual	290.142	38	7.635		
	Total	543.900	39			

a. Dependent Variable: Effectiveness E-Identity Card Printing
b. Predictors: (Constant), Network System

Based on the table, the obtained F value of 33.235 has met the test F 33.235> 3:11.It can be said that the regression model has a meaning and H0 is rejected.

Effect of Competence and Network System to Effectiveness E-Identity Card Printing in Gambir, Central Jakarta

Based on the results of statistical data processing, it can be seen that the value of R square on competence variable (X1), Network system (X2) together on the variable effectiveness of e-ID Printing (Y) are presented in the following table:

Table 20: Model Summary Effect Competence Variable and Network Systems Against Effectiveness of E-Identity Card Printing

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.852[a]	.725	.703	2.03651	1.866

a. Predictors: (Constant), Network System, Competency
b. Dependent Variable: Printing e-KTP Effectiveness

Based on the Table, the correlation coefficient R of 0.852 or correlation between competence and network systems of the Effectiveness of e-ID card printing is high. The coefficient of determination (R square) of 0.725, means that the variable competence and network system jointly affect the effectiveness of e-ID card printing in Gambir, Central Jakarta amounted to 0.725 or 72.5%.

Table 21: Coefficients Influence Competence Variable and Network System Against Effectiveness of E-Identity Card Printing

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.823	4.977		.567	.574
	Competence	.210	.102	.219	2.069	.046
	Network System	.350	.153	.047	.326	.747

a. Dependent Variable: Effectiveness of E-Identity Card Printing

Based on the coefficient table above, it can be determined that there is a relationship between regression equation Y = 2.823 + 0.210X1 + 0.350X2 with Dependent Variable namely as Effectiveness of e-ID card printing in Gambir, Central Jakarta and Independent Variable competency and network system.

Based on the regression model, it can be seen that constants amount 2.823 which states that if the variable competence and network systems valued at zero, the effectiveness of e-ID card printing amounted to 2.823 units.

Competence variable regression coefficient amount 0.210 and for the network system 0.350 which means that any increment of competence and network systems for one unit. then there will be an increase of 0.210 (21.0%), and 0.350 (35.0%) on the Effectiveness of e-identity card printing in Gambir, Central Jakarta.

Table 22: ANOVA Effect Competence and Network Systems And Job Skills Against Effectiveness E-Identity Card Printing

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	626.712	2	313.356	30.788	,034[b]
	Residual	549.604	55	10,178		
	Total	1176.316	57			

a. Dependent Variable: Efektivitas Pencetakan e-KTP
b. Predictors: (Constant), Sistem jaringan, Kompetensi

In statistical calculations between variables the Independent and Dependent Variables, the effectiveness can be interpreted on each variable. Based on the ANOVA table, the value of F counts equal to 30.788, which means F count> F table is 30.788>3:11 .It can be concluded that the competence and network systems give a positive and significant impact on the effectiveness of e-ID card printing in Gambir, Central Jakarta.

In proving the hypothesis, each independent variable (X) has been tested by calculating SPSS Version 23 for Windows to determine its relation to the dependent variable (Y) can be described as follows:

Proof of Competency Influence Against Effectiveness of E-Identity Card Printing in Gambir, Central Jakarta

H0 = 0: There isn't positive and significant impact competence of the Effectiveness of e-ID card printing in Gambir, Central Jakarta.

H1 ≠ 0: There is a positive and significant impact competence of the Effectiveness of e-ID card printing in Gambir, Central Jakarta.

Based on the results presented in the table, summary the value of R square positive value of 0.681 (68.1%), and sig<0.05 which means that H0 is rejected that there is a positive and significant impact competence of the Effectiveness of e-ID card printing in Central Jakarta.

Thus, the competence variable to the effectiveness of e-ID card printing variable shows that there is a relationship of causality that can enhance the effectiveness of e-ID card printing for the better.

Proof Influence Network System Against Effectiveness of E-Identity Card Printing in Gambir, Central Jakarta

H0 = 0: There is no positive and significant impact on the Networks Systems to effectiveness e-ID card printing in Gambir Sub-district, Central Jakarta.

H1 ≠ 0: There is a positive and significant impact on the network system to effectiveness of e-ID card printing in Gambir, Central Jakarta.

Based on the results shown in the table, the value of R square positive value of 0.667 (66.7%), and sig<0.05 summarises that H0 is rejected, therefore, there is a positive and significant impact on network system to effectiveness of e-ID card printing in the District Gambir, Central Jakarta.

Thus, for the network system variable to Effectiveness of e-ID card printing variable, there is a relationship of causality that can increase the effectiveness of e-ID card printing in Gambir, Central Jakarta.

Proven Effects of Competence and Network Systems Against Effectiveness E-Identity Card Printing in Gambir, Central Jakarta

H0 = 0: There is no positive and significant influence competence and network systems together on the effectiveness of e-ID card printing in Gambir, Central Jakarta.

H1 ≠ 0: There is a positive and significant influence competence and network systems together on the effectiveness of e-ID card printing in Gambir, Central Jakarta.

Based on the results presented in the table, a summary of the value of R square positive value of 0.725 (72.5%), and sig<0.05 means that H0 is rejected that there is a positive and significant influence competence and network systems to Effectiveness of e-identity card printing in Gambir, Central Jakarta.

Discussion

On testing the hypothesis based on the results of the analysis, competence and network systems are jointly competent and affect positively and significantly to the effectiveness of e-ID Printing in Gambir, Central Jakarta.. It can be concluded that the higher competence and network systems are, the higher increment of the effectiveness of e-ID card printing in Gambir, Central Jakarta. According to Roe (2001: 73) as follows:

"....Competence is defined as the ability to adequately perform a task, duty or role. Competence integrates knowledge, skills, personal values and attitudes. Competence builds on knowledge and skills and is acquired through work experience and learning by doing"

In connection with the network system, according to Yudianto (2007: 5), the Network system is a system that consists of a computer designed to be able to share resources (printer, CPU), communication (e-mail, instant messaging), and can access the information (web browser). Based on the above description, it is clear that the competence and network systems influence to effectiveness of e-ID card printing. Effectiveness basically shows the extent of the achievement of results, often or always associated with the notion of efficient, despite the fact that there are differences between them. Emphasis on the effectiveness of the results achieved, while the efficiency is to look at how you can achieve the results achieved by comparing the input and output (Preparedness, 2001: 24).

Effectiveness is a measure that states how far the target (quantity, quality and time) has been reached. Where the greater percentage of the target is achieved, the higher its effectiveness will be in relation to the process of printing ID cards electronically. The effectiveness here means that the work of government officials who implement and make the process of printing ID cards

electronically related directly with less competence and network systems are well of course are much faster and better the results of the e-ID card printing. In other words, the work of e-ID card printing is more effective if it is supported by the competence of employees who have the skills with good and effective network systems that complement it..

The influence of variable competence and network systems on the effectiveness of e-ID card printing in Gambir, Central Jakarta leads the author to describe in detail in the following discussion

The Effect of Competence against the Effectiveness of E-Identity Card Printing in Gambir, Central Jakarta

Competence is a set of knowledge, skills and behaviors that must be owned, lived, ruled, and actualised by each employee in Gambir, Central Jakarta in implementing the tasks of professionalism, in line with the opinion of the experts. According to Robbins (2007: 38), competence is the "ability or a person's capacity to perform various tasks in a job, which is determined by the ability of two (2) factors which intellectual ability and physical ability.
Based on the results of data processing research, it is shown that the correlation coefficient (rho) between the competences of the effectiveness of e-ID card printing by 0.681.This value reflects that the competence of the effectiveness of e-ID card printing positively and significantly related at strong levels and show causality relationship orientation.

The magnitude of the effect of the competence of the effectiveness of e-ID card printing in Gambir, Central Jakarta 68.1%. As for the rest, it is amounting up to 31.9% of the influence of other variables which are not included in this study. Thus, it can be said that there us a positive and significant impact on the effectiveness of e-ID card printing in Gambir, Central Jakarta.

The Effects of Network Systems Against Effectiveness of E-Identity Card Printing In Gambir Central Jakarta

The network system is an operating system that consists of a number of computers and other network devices that work together to achieve similar goals or a network that consists of nodes which are connected to one another, with or without cable in line with the opinion of the experts.

According to Marakas (2008, p24), the network system is a group of interrelated components and work together towards a common goal by accepting input and produce output in the management process of transformation/change.

Based on the results of data processing research, it is shown that there is a correlation coefficient (rho) between the network systems with the effectiveness of the electronic ID card printing at 0.667. This value reflects that the network system with the effectiveness of e-ID card printing are positively and significantly related at a strong level and shows causality relationship orientation.

The magnitude of the effect of the competence of the effectiveness of e-ID card printing in Gambir, Central Jakarta is 66.7%. As for the rest, it is amounting up to 33.3% of the influence of other variables which are not included in this study. Thus, it can be said that the network system has a positive and significant effect on the effectiveness of e-ID card printing in Gambir, Central Jakarta.

The Effects of Competence and Network Systems by Together against Effectiveness of E-ID card printing in Gambir, Central Jakarta

The above results show clearly that any change in the variable competence and network systems affect positively and significantly to the effectiveness of e-ID card printing. Competence effect of i variable (X1) accounted for 0.681 or 68.1% of Effectiveness of the e-ID card printing (Y). The influence of the network system variables (X2) accounted for 0.667 or 66.7% of Effectiveness of e-ID card printing (Y). Competence (X1) and the network system (X2) together accounted for 0.725 atau 72.5% of the effectiveness of e-ID card printing in Gambir, Central Jakarta (Y).

From the results of this study and other studies, it can be concluded that certain policy able to make effectiveness of e-ID card printing increase, so that expectations can be met and requests on e-ID card can continue to increasing.

Conclusions and Recommendations

Based on the analysis that has been done and presented in the previous chapters, it can be concluded that:

1. There is a positive and significant influence on employee competence to the effectiveness of e-ID card printing. The employees' competence will also increase the effectiveness e-ID card printing performed by employees in Gambir, Central Jakarta. The magnitude of the effect of employee competence on the effectiveness of e-ID card printing in the Office of Gambir, Central Jakarta. The effect amounts up to 0.681 or 68.1%. Regression Coefficient Value showed that t> t table is 4.840> 1.671, so it is concluded that partial competency has a positive and significant relationship to the effectiveness of e-ID card printing in Central Jakarta.

2. There is a positive and significant influence on the Networks System to the effectiveness of e-ID card printing. Good existing network system also increases the effectiveness of e-ID card printing and can meet the expectations and the services provided on the community and the impact of 0.667 or 66.7%. Regression Coefficient Value showed that t> t table is 5.765> 1.671 so that partially inferred network system has a positive and significant relationship to the effectiveness of e-ID card printing in Central Jakarta.
3. There is a positive and significant influence competence and network systems together on the effectiveness of e-ID card printing and influence of 0.725 or 72.5% Based on Table ANOVA, obtained F value of 31.714, which means F count> F table is 31.714> 3:11 so that it can be concluded under the competence and network systems together have a positive and significant impact on the effectiveness of e-ID card printing in Central Jakarta.
4. In other words, competence and network system have contributed to the effectiveness of e-ID Printing implication. Good competence of employees in performing their duties as well as network systems updated to more quick process of the data recording, so that the printing of e-ID card can be printed effectively. e-ID card printing in Central Jakarta and will be providing excellent services to the public.

Based on the results, there are some suggestions for those who are competent in the e-ID card printing process. These are presented as the following:

1. To the competent authority in the management of the e-ID card:

    a. Investigate the handling of the apparatus of the e-ID card;
    b. Training and education on the government apparatus that operates a computer equipment in doing duties can work faster and better;
    c. Conduct surveillance; and
    d. Apparatus reward to excel in their performance.

2. To the officials or employees in handling the process or manufacture of e-identity card printing, they should :

    a. Improve the quality of competence.
    b. Improve knowledge and skills.
    c. Provide the public with friendly manners, smile and has courtesy.

3. The effectiveness of e-ID card printing in Gambir, Central Jakarta, need to be increased by improving the competence and sophisticated network system that can support the completion of the process of printing the e-ID card.

REFERENCES

Argyris, C. (1999). On organizational learning. Malden. *MA: Blackwell*.

Atmosoeprapto, K. (2002). Empower Your Human Resources (Berdayakan Sumber Daya Manusia Anda). PT Elex Media Komputindo, Jakarta.

Combe, C. (2012). *Introduction to E-business*. Routledge.

Emerson, H. (1912). *The twelve principles of efficiency*. Engineering magazine.

Fullan, M. (2006). Leading professional learning. *School Administrator*, *63*(10), 10.

Gibson, J. L., Ivancevich, J. M., Donnelly, J. H., & Konopaske, R. (1991). *Organizations: Behavior, structure, processes*. Irwin Homewood, IL.

Hall, M. (2018). *The theory of groups*. Courier Dover Publications.

Hanafi, A., & Rindyah. (2002). *Pengantar Manajemen*. Yogyakarta: Graha Ilmu.

Kerlinger, F. N. (1973). The Foundation of Behavioural Research. In *The Foundation of Behavioral Research*.

Kreuger, L. W., & Neuman, W. L. (2006). Social work research methods: Qualitative and quantitative applications. *Boston and New York: Pearson & Allyn Bacon*.

Martoyo, S. (2001). Workforce Management Design in the Utilization and Development of Workforce Elements. Sinar Baru, Bandung

McAshan, H. H. (1979). *Competency-based education and behavioral objectives*. Educational Technology.

O'Brien, J. A., & Marakas, G. M. (2005). *Introduction to information systems* (Vol. 13). McGraw-Hill/Irwin New York City, USA.

O'Brien, J. A., & Marakas, G. M. (2011). Computer software: Management information systems. New York, NY: McGraw-Hill/Irwin.

Odom, W. (2004). *Computer Networking first-step*. Cisco Press.

Prayitno, T. P. B. K. N. (2003). Guidelines for the Preparation of Civil Service Position Competency Standards. BKN Research and Development Center, Jakarta ...

Robbins, S. P. (2009). *Organizational Behavior*. Pearson Education India.

Roe, R. A. (2002). What makes a competent psychologist? *European Psychologist*, *7*(3), 192.

Satzinger, J. W., Jackson, R. B., & Burd, S. D. (2011). *Systems analysis and design in a changing world*. Cengage learning.

Steers, R. M. (1980). *Organizational effectiveness (rules of behavior). Erlangga Publisher.*

Sugiyono. (2012). *Statistics for Research. Bandung: Alfabeta.*

Wahyuni, Y. (2011). Basics of Descriptive Statistics. Bantul: Mulia Medika.

Wesha, P. (1992). Organizational Performance. Yogyakarta: Renewal.

Wijaya, A. T. (1993). Management An Introduction. First printing. Jakarta: Rineka Cipta Jaya.

Yudianto, M. J. N. (2007). Computer Networks and Their Understanding. Journal of the Computer Elearning Community of Computers. Com