



JEMSI:
Jurnal Ekonomi Manajemen Sistem
Informasi

E-ISSN: 2686-5238
P-ISSN: 2686-4916

<https://dinastirev.org/JEMSI> dinasti.info@gmail.com +62 811 7404 455

DOI: <https://doi.org/10.38035/jemsi.v6i6>
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Implementation of SIAKBA by the Bekasi City General Elections Commission (KPU) in Enhancing the Human Resources of the Ad Hoc Body for the 2024 Regional Head Elections

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Abstract: The Bekasi City General Election Commission (KPU) has conducted the recruitment of 60 Sub-District Election Committee (PPK) members using the KPU and Ad Hoc Body Member Information System (SIAKBA). Referring to the utilization of this application by the Bekasi City KPU, the author is interested in discussing the implementation of SIAKBA at the Bekasi City KPU in enhancing the human resources of the Ad Hoc Election Body for the 2025 Regional Head Election. This study is qualitative and descriptive-analytical in nature. The findings indicate that in the recruitment practice of the Sub-District Election Committee (PPK) for the Bekasi City Regional Head Election, the KPU and Ad Hoc Body Member Information System (SIAKBA) plays a crucial role as a digital gateway that guides the selection process towards objective, transparent, and measurable standards. This mechanism demonstrates the practical application of the "fit for the job" principle, where recruitment is no longer solely based on social relations or administrative approaches but rather on technical competence, relevant work experience, and personal integrity aligned with the job functions. Furthermore, the automated and digital recording within SIAKBA enables managers or administrators within the KPU environment to systematically conduct monitoring, evaluation, and performance trend analysis based on data.

Keyword: SIAKBA, KPU, Human Resources

INTRODUCTION

The mechanism of democracy at the regional level is manifested, among other ways, through the implementation of Regional Head Elections (Pilkada), which involve the direct electoral participation of the public. Pilkada serves as a crucial instrument to reinforce popular sovereignty and ensure that the authority to determine electoral choices lies within the local community. The selection of individuals to hold the positions of regional heads namely Governors, Regents, and Mayors at both the provincial and municipal/regency levels is carried out through voting processes that actively engage all segments of society. The constitutional foundation that governs the implementation of democratic regional elections is explicitly

outlined in Article 18 paragraph (4) of the 1945 Constitution of the Republic of Indonesia, which mandates that the appointment of Governors, Regents, and Mayors, as leaders of regional governments, must be conducted through direct elections by the people as an embodiment of electoral democracy (Syarifuddin & Hasanah, 2022).

In the digital era, the role of technology has become pivotal in facilitating the optimization of information dissemination regarding the schedules and programs of general elections or Regional Head Elections (Pilkada). Moreover, the utilization of digital technology significantly contributes to enhancing public literacy, understanding, and collective awareness of their constitutional rights and obligations in the electoral process. The integration of digital technologies into electoral implementation is projected not only to simplify operational tasks for the executing entities but also to enhance informational accessibility, strengthen transparency, and improve accountability to the public as part of a professional and credible public service (Istikomah, 2024).

The optimal use of digital tools is expected to facilitate public access to a corpus of information and foster a deep understanding of each electoral stage, which in turn can substantially accelerate public participation in the overall democratic process. Consequently, the implementation of digital technologies in the context of general and regional elections (Pilkada) is conceptualized as a critical innovation contributing to the establishment of a transparent, accountable, and sustainable electoral process (Fauziah et al., 2023). The General Elections Commission (KPU) has implemented this digital transformation through eight applications: Political Party Information System (SIPOL), Voter Data Information System (SIDALIH), Candidacy Information System (SILON), Recapitulation Information System (SIREKAP), Electoral District Information System (SIDAPIL), Logistics Information System (SILOG), Campaign Finance Information System (SIDAKAM), and the Information System for KPU Members and Ad Hoc Bodies (SIKBA). These eight digital platforms support the execution of all electoral stages to become more efficient, timely, effective, and accurate (Silfia & Mustoffa, 2024).

Transparent and accountable regional elections form a vital foundation for a healthy democratic system. In Indonesia, the General Elections Commission (KPU) bears full responsibility for organizing fair and honest elections, including managing the recruitment of ad hoc personnel such as the Sub-district Election Committee (PPK) and Polling Station Working Committee (PPS). Previously, conventional manual recruitment methods often presented various challenges, such as limited access to information for applicants, a lack of transparency in each stage, and a high potential for human error. To address these issues, the KPU took a strategic step by launching the Information System for KPU Members and Ad Hoc Bodies (SIKBA) a web-based digital platform specifically designed to facilitate and enhance the efficiency of the recruitment process (Wulandari et al., 2023).

The SIKBA application functions as an essential digital platform for recruiting prospective PPK and PPS members. This system comprehensively facilitates the registration process, including online registration, uploading administrative requirement documents, and participating in all selection stages eliminating the need for candidates to be physically present at the KPU office. This digitalization aims to optimize procedural efficiency while ensuring transparency and fairness throughout the recruitment process. Furthermore, SIKBA provides the KPU with the capability to monitor the progress of the selection process in real-time, which is crucial for ensuring that every phase is implemented in accordance with established regulations. Thus, SIKBA represents an innovative contribution to the ongoing effort to modernize the recruitment system for ad hoc personnel in Indonesia (Frafidya et al., 2024).

The implementation of the Information System for KPU Members and Ad Hoc Bodies (SIKBA) is based on several legal foundations that support the digitalization of governance systems. Presidential Regulation Number 95 of 2018 concerning the Electronic-Based

Government System (SPBE) serves as a fundamental reference for accelerating digital transformation within government institutions, including the General Elections Commission (KPU). Specifically, the implementation of SPBE within the KPU is regulated through KPU Regulation Number 5 of 2021. This regulation aligns with the KPU SPBE Roadmap 2021–2025, as outlined in KPU Decree Number 13/TIK.03/14/2022. Subsequently, through KPU Decree Number 438 of 2022, SIAKBA was officially designated as a special application of the KPU. This designation emphasizes the KPU's commitment to realizing a recruitment process that is efficient, transparent, and technology-based. This entire regulatory integration reflects the KPU's progression toward a modern governance system that is adaptive to the demands of digitalization.

In the context of the 2024 Regional Head Elections, the KPU of Bekasi City has recruited 60 individuals to serve as Sub-district Election Committee (PPK) members through the SIAKBA platform. These sixty ad hoc personnel will be responsible for executing all stages of the simultaneous 2024 Pilkada at the sub-district level. Referring to the use of this application by the Bekasi City KPU, the author is thus interested in discussing how the implementation of SIAKBA at the Bekasi City KPU contributes to improving the human resources of ad hoc bodies for the 2024 Regional Head Elections.

METHOD

This study employs a qualitative research approach, grounded in the principles of naturalistic inquiry, wherein data is obtained through direct observation of the phenomena under investigation (Suwandi, 2008) in this case, the utilization of the SIAKBA application by the Bekasi City General Elections Commission (KPU). The research is descriptive-analytical in nature, focusing on an in-depth presentation and explanation of the collected data. This includes various conceptual perspectives and opinions that are relevant to the research topic (Kasiram, 2010). The primary objective of this study is to understand how the implementation of SIAKBA by the Bekasi City KPU contributes to the enhancement of human resources within the ad hoc electoral bodies for the 2024 Regional Head Elections.

RESULT AND DISCUSSION

Implementation of SIAKBA by The Bekasi City General Elections Commission (KPU)

The recruitment of Human Resources (HR) for the Ad Hoc body the Sub-district Election Committee (PPK) for the 2024 Regional Head Elections (Pilkada) in Bekasi City was carried out by the Bekasi City General Elections Commission (KPU). This recruitment process referred to the provisions of the General Elections Commission Regulation (PKPU) Number 8 of 2022 concerning the Establishment and Working Procedures of Ad Hoc Bodies for Elections and Regional Elections. The recruitment process began with a seven-day registration period, from April 23 to April 29, 2024. Prospective PPK members were required to register via the *Sistem Informasi Anggota KPU dan Badan Adhoc* (SIAKBA), an online platform accessible through the official website at <https://siakba.kpu.go.id>. Following online registration, applicants were instructed to download, complete, and physically submit the required administrative documents to the Bekasi City KPU office.

More specifically, the registration process for Ad Hoc members via the SIAKBA platform was designed to be user-friendly. It began with account creation and activation on the SIAKBA system. Once activated, users could log in and proceed to the registration menu to complete their personal information and curriculum vitae. Applicants were then required to select the type of selection and upload the necessary documents, including a photo, electronic ID card (e-KTP), latest diploma, registration certificate, supporting letters, resume (Daftar Riwayat Hidup/DRH), and a health certificate. After submitting the data, applicants could verify the completeness of their documents as received by the KPU. If the documentation was

complete, the system would issue a registration receipt via email. If not, the applicant would receive a notification to complete the missing documents before the deadline. The next stages involved administrative verification, followed by a written test, then interviews, and finally, the announcement of the overall selection results (Amir, 2025).

Out of all applicants, 453 individuals registered through the SIAKBA system, consisting of 307 male and 146 female participants. However, by the administrative document submission deadline on April 29, 2024, at 11:59 PM (WIB), only 283 applicants had successfully submitted complete documentation. In response, the Bekasi City KPU extended the deadline, allowing 170 remaining applicants to complete their submissions by May 3, 2024, at 4:00 PM (WIB). The subsequent stages of the recruitment process included administrative selection and written testing for those who passed the initial screening. The announcement of results was scheduled for May 14–15, 2024. The outcome of the HR recruitment for the Ad Hoc PPK for the 2024 Bekasi City Pilkada was officially announced and followed up by the KPU. A total of 60 PPK members were inaugurated on May 16, 2024, to serve across the 12 sub-districts in Bekasi City, with five PPK members assigned to each sub-district (Janati, 2024).

The implementation of the *Sistem Informasi Anggota KPU dan Badan Ad Hoc* (SIAKBA) represents a strategic measure to optimize efficiency and accountability in the administrative management of ad hoc bodies at all levels of electoral administration. The system is designed to facilitate processes such as recruitment, personnel database management, and coordination of ad hoc personnel, all of which are essential to the successful implementation of election stages. With the adoption of SIAKBA, previously manual administrative workflows have been significantly simplified through automation. This contributes to minimizing data errors and improving the accuracy of information management. Moreover, SIAKBA provides faster and more integrated access for the General Elections Commission (KPU) to monitor and administer ad hoc personnel, including task scheduling and activity reporting (Putri & Muljanto, 2025).

The final outcome of the HR recruitment for the Ad Hoc PPK body for the 2024 Pilkada in Bekasi City, which was announced and acted upon by the KPU, illustrates the tangible results of SIAKBA's implementation. The 60 PPK members inaugurated on May 16, 2024, to serve in 12 sub-districts were the product of a recruitment process that was more efficient, accurate, and transparent through the use of the digital system. SIAKBA serves as a strategic initiative in the digitalization and automation of administrative processes for ad hoc bodies—from the selection stages to personnel database management. Through this system, the KPU has successfully reduced the potential for data errors and improved both the accuracy and accountability of information management. Furthermore, SIAKBA enables the KPU to access and monitor PPK performance in a more rapid and integrated manner, including task scheduling and performance reporting. The implementation of SIAKBA directly supports institutional quality within election administration and strengthens public trust in a professional, interference-free Pilkada process (Asia, 2024).

Enhancing The Human Resources of Ad Hoc PPK Bodies in the 2024 Bekasi City Pilkada SIAKBA

In the recruitment process of the Sub-district Election Committee (PPK) for the Bekasi City Regional Head Elections (Pilkada), the *Sistem Informasi Anggota KPU dan Badan Ad Hoc* (SIAKBA) plays a crucial role as a digital gateway that brings the selection process in line with objective, transparent, and measurable standards. Through this system, each PPK candidate is required to upload personal data, including educational background, certificates of training or expertise, and records of organizational and electoral experience. All submitted

documents are then verified through a factual verification module within the system, designed to ensure the authenticity and validity of the information provided by applicants.

This mechanism exemplifies the practical application of the "fit for the job" principle within the framework of Competency-Based Human Resource Management Theory, wherein recruitment is no longer based solely on social connections or administrative formality, but rather on technical skills, work experience, and personal integrity relevant to the function of the position. In this context, SIAKBA functions as a competency-based selection instrument, emphasizing the alignment between individual characteristics and organizational needs. As explained by Spencer & Spencer, competency encompasses knowledge, skills, attitudes, and values that directly influence an individual's success in performing specific tasks (Spencer & Spencer, 2008).

Moreover, digital systems such as SIAKBA support the principles of meritocracy and accountability in public sector recruitment. As Dessler (2013) states, the use of technology in human resource selection can reduce bias, improve efficiency, and ensure the traceability of recruitment decisions. Furthermore, the system reflects the adoption of e-Government principles in public sector HR management namely, the application of information technology to enhance the efficiency, effectiveness, and accountability of public service processes. Heeks (2006), in his study on the digitalization of public governance, highlights how such technologies can reshape institutional processes. Automation and system integration within SIAKBA not only simplify bureaucratic procedures but also reduce the risks of nepotism, human error, and data manipulation—problems often encountered in manual selection processes.

Therefore, SIAKBA serves not merely as an administrative tool but as a transformational mechanism that enables the PPK recruitment process to be conducted more professionally, accountably, and in alignment with the operational needs of electoral institutions. This practice also reinforces the principles of good governance within the context of local electoral administration.

Table 1. Identification of SIAKBA's Role in Enhancing the Human Resources of Ad Hoc PPK Bodies in the 2024 Bekasi City Pilkada

Theoretical Element	SIAKBA Implementation	Impact on PPK Human Resources
Competency Identification	SIAKBA requires the input of data such as experience, education, certifications, and track records.	Helps select candidates based on actual competencies rather than networks or recommendation.
Competency-Based Selection	The selection and verification process is standardized.	Ensures that selected PPK members are the most competent, not merely the most connected.
Job-Competency Alignment	The system enables more accurate profiling of candidates.	Enhances work effectiveness by assigning roles to individuals whose capabilities match the roles.

Source: Research Data

Furthermore, the establishment of a centralized database within the *Sistem Informasi Anggota KPU dan Badan Ad Hoc* (SIAKBA) has significantly transformed the paradigm of human resource data management, particularly in the context of electoral administration at the ad hoc level, such as with Sub-district Election Committees (PPK). This system has replaced the previous fragmented and manual practices, which were prone to administrative errors including data duplication, information mismatches, and delays in updating personnel status. With an integrated database, all data related to PPK members—including active/inactive status, transfers, ethical violations, and performance records—can be accessed and updated in real time by authorized officials.

This automated and digital recordkeeping allows KPU managers or administrators to conduct systematic monitoring, evaluation, and performance trend analysis through evidence-based management. This feature aligns with the core functions of a Human Resource Information System (HRIS), which, according to Kavanagh, Thite, and Johnson, plays a critical role in storing personal and historical employee data and serves as a foundational element for strategic decision-making in HR management. (Kavanagh et al., 2013) Moreover, information systems like SIAKBA significantly increase efficiency in terms of time, labor, and cost. As Hendrickson (2003) affirms, HRIS generally enhances organizational productivity and enables the integration of various HR functions such as performance appraisal, attendance tracking, and documentation of training and development programs.

This efficiency extends beyond internal institutional processes and directly impacts the dimensions of transparency and public accountability, as every piece of data and decision can be traced through digital audit trails embedded in the system. The centralized information system for ad hoc electoral recruitment and management has reduced administrative burdens, accelerated workflow processes, and strengthened the integrity of institutional data (Waruwu et al., 2024). Therefore, it can be concluded that the implementation of a centralized database in SIAKBA not only simplifies work processes but also fosters a more accurate, efficient, and adaptive ecosystem for human resource management, particularly in the dynamic and integrity-focused context of regional election administration.

Table 2. Utilization of SIAKBA Based on Human Resource Information System (HRIS) Framework

HRIS Element	SIAKBA Implementation	Impact on PPK Human Resources
Digital Database	HR Participant data is systematically stored and digitized.	Improves efficiency and accuracy in managing ad hoc personnel.
Performance Monitoring	SIAKBA provides a performance evaluation menu.	Delivers data-driven feedback for future improvement.
Digital Recruitment	Registration and selection are conducted online via SIAKBA.	Creates a more transparent, accountable, and efficient recruitment process.

Source: Research Data

The implementation of the *Sistem Informasi Anggota KPU dan Badan Adhoc* (SIAKBA) as a medium for improving the quality of human resources (HR) for Sub-district Election Committees (PPK) has produced several strategic implications. These reflect institutional strengthening, governance modernization, and an enhancement of local democratic quality, including:

1. Improvement of Professionalism

SIAKBA standardizes the selection and evaluation processes of PPK members through measurable, competency-based parameters. This fosters a culture of professionalism among ad hoc personnel, as each member operates under uniform standards in terms of integrity, technical capacity, and job responsibility. The system facilitates merit-based recruitment with clear selection criteria. As Rivai (2009) asserts, professionalism develops when selection and performance evaluations are based on objective measurements rather than subjectivity or personal connections

2. Strengthening of Public Accountability

SIAKBA records all stages of recruitment—from registration and selection to assignments—within a centralized, publicly accessible platform. Citizens can verify the authenticity of candidate documents or report procedural violations directly through the system. This transparency minimizes manipulation and strengthens voter trust in the neutrality of the electoral commission. Dwiyanto (2005) emphasized that public accountability relies on

the openness of information access. Through SIAKBA, the KPU builds public trust via procedural transparency, a cornerstone of democratic legitimacy.

3. Optimization of Resource Utilization

SIAKBA automates approximately 80% of administrative tasks, such as document validation (e.g., diplomas, training certificates) and assignment mapping for PPK duties. The time saved allows the KPU to reallocate budgets toward capacity-building programs, such as IT training or digital vote-count simulation. Mardiasmo, (2002) noted that budget efficiency is a principal tenet of modern governance. Digitalization reduces repetitive workloads, enabling a strategic shift toward service innovation

4. Data-Based Policy for Sustainable HR Development

The historical data accumulated through SIAKBA serves not only as an archive but also as a strategic information base for long-term HR planning within the KPU. Through data analytics, the commission can identify high-performing profiles, performance trends, and recurring training needs. Hasibuan (2016) explains that well-documented information enables adaptive, forward-looking HR planning and helps avoid reactive policy decisions (Hasibuan, 2017)

5. Development of Integrated Information Systems

The success of SIAKBA paves the way for developing an integrated digital ecosystem, such as real-time campaign finance reporting modules or dashboards to monitor voter participation. Integration with external systems (e.g., the civil registry database/Dukcapil) improves data accuracy and reduces the risk of administrative errors. Laudon & Laudon (2020) assert that integrated systems enhance inter-agency information exchange, improve coordination, and enable swift responses to field dynamics.

Challenges in Using SIAKBA for Recruiting and Managing Ad Hoc PPK Human Resources

The use of the *Sistem Informasi Anggota KPU dan Badan Adhoc* (SIAKBA) in the recruitment and management of human resources for Sub-district Election Committees (PPK) encounters several significant structural and technical challenges, including:

1. Resistance to Change

Although SIAKBA offers an efficient digital solution, some committee members at the sub-district level continue to exhibit resistance toward this transformation. Many prefer the familiarity of traditional manual systems, despite their inherent limitations in terms of speed, accuracy, and transparency. According to Venkatesh (2003) in the *Technology Acceptance Model (TAM)*, such resistance often arises from low perceptions of **perceived usefulness** and **perceived ease of use**. Manual systems are perceived as “safer” due to fewer technical errors, even though they may result in long-term administrative inefficiency.

2. Limitations in ICT Infrastructure

Technical constraints such as unreliable internet access, unstable electricity supply, and inadequate hardware remain major obstacles, especially in the peripheral areas of Bekasi City. These issues slow down document uploads and real-time online validation by prospective PPK members. The *World Bank* (2020) reports that approximately 35% of peri-urban regions in Indonesia still experience network and power instability. SIAKBA’s real-time data validation requires a minimum of 2 Mbps bandwidth, particularly for uploading large-size documents. A study by Kurnia (2023) found that 60% of Bekasi sub-districts do not yet have sufficient infrastructure to support effective e-government implementation.

3. Low Digital Literacy Among Personnel

Although the SIAKBA interface is designed to be user-friendly, some prospective PPK members and sub-district KPU officers still struggle to operate the system independently. The absence of adequate digital training or orientation results in certain procedures being manually assisted, thereby undermining the intended efficiency of the platform. The limited digital literacy of PPK candidates reflects a gap in the *Digital Competence Framework*, particularly in the dimensions of technical proficiency and problem-solving (Sunuantari et al., 2021).

4. Data Security and Privacy Concerns

SIAKBA processes highly sensitive personal data, including national ID numbers (KTP), diplomas, and professional histories. Without a robust cybersecurity framework, the system is vulnerable to threats such as data breaches or identity theft, which could erode public trust in the recruitment process. According to Whitman & Mattord, (2021), systems managing sensitive data must implement encryption layers, access control protocols, and regular audit trails to ensure data confidentiality and system integrity.

5. Regulatory and SOP Gaps

Although the General Election Commission (KPU) has issued technical regulations governing the use of SIAKBA, field implementation requires more detailed and contextualized Standard Operating Procedures (SOPs). Variability in interpretation and execution of SOPs across sub-districts leads to inconsistencies in implementation quality. As Etin Indrayani (2023) points out, clear and measurable technical regulations are essential in digital bureaucracy reform to ensure uniformity and effective system deployment.

CONCLUSION

The implementation of the *Sistem Informasi Anggota KPU dan Badan Ad Hoc* (SIAKBA) in the recruitment and management of PPK members for the 2024 Regional Head Election (Pilkada) in Bekasi City represents a strategic step toward enhancing professionalism, accountability, and efficiency in electoral governance. As a technology- and competency-based system, SIAKBA enables transparent selection processes, data-driven performance management, and long-term human resource planning. Nevertheless, several challenges must still be addressed to ensure the system's full effectiveness and sustainability. These include resistance to digital transformation, limited ICT infrastructure, low digital literacy among users, data security risks, and inadequacies in technical standard operating procedures (SOPs). Overcoming these structural and technical obstacles is critical to realizing the full potential of SIAKBA as a modern governance tool in electoral administration.

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