

Effectiveness of Employee Additional Income towards Employee's Performances: A Study on Department of Employment, Administration and Public Services in Secretariat of The Administrative City of East Jakarta

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ABSTRACT

The objective of the research was to analyze the effectiveness of the employee additional income DKI Jakarta's civil servant to performances. This study focusing on DKI Jakarta's civil servant additional income as their income is the highest salary than other povice in Indonesia, and becoming such a masterpiece in DKI Jakarta Province. The civil servant may grateful by this situation, however people are having big expectation on employee's performances as they have a wealthy condition. Along with the expectation growth, the researcher found it is interesting to answer people question and delineate people expectation. This study takes places on Department of Employment, Administration and Public Places in Secretariat of The Administrative City of East Jakarta. The study employed descriptive and qualitative method using the effectiveness theory of William N Dunn; efficiency, adequacy, similarity and responsivity also accuracy. It is also used the theory of performances by Wirawan; work's results, work behavior, and personal traits. The result of research showed that employee additional income is moderately effective to raise the employee's performances. Based on the result of interview, documentation and observation, employee additional income becoming a motivation to the employee for increasing their performances. However, the government meets some difficulty in the process of implementing the program. Although there are some problem affect the program's effectiveness, the employee in the Department of Employment, Administration and Public Places in Secretariat of The Administrative City of East Jakarta, between staff and directions, are having mutual cooperation to solved the problem.

Keywords: Effectiveness; Employee Additional Income; Performances; Civil Servant;

Introduction

Performances is a result of collaborative activity between the members as an organization component in order to realizing the purposes of organization (Admin, 2021). Performances is determining the process to reach the organization's goals. As a main component of an organization, human resources having a main role for creating great performances. Greater implementation of performances leads to efficiency and effectiveness of the way human resources facing their responsibilities.

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Civil servant is a main mover for Indonesia's government to give their best public services to public in order for creating public's trust to government. The governmental institution expected that civil servant standing as a figure for public. Therefore, civil servant is required to show good attitude and always responsible for the task that has been given. The government are aware with the increasing of civil servant performances by fulfill their want, one of them is income. Besides they are receiving main salary, they also received extra income, depend on every province regulation. Extra income can be known as employee additional income. The employee additional income is focusing on reducing the facilitation money cultures and other violation which purposes for enrich themselves (Amarullah et al., 2017).

Regulation of Ministry of Home Affairs number 21 year 2011, declared to giving a chance for every province to increase the employee's performances by giving them motivation and prosperity through additional income which decent and proportional based on the objective consideration which cognizing the financial condition of every province and it must have a permission from DPRD (Amarullah et al., 2017). There are some other points regarding the requirement of the province's condition itself, some of them are fiscal capacity index and region's innovation index (Keputusan Menteri Dalam Negeri, 2019). The requirement creates a variation of amount in every region.

Civil servant who works in institutional state in DKI Jakarta, considered having the highest prosperity rate as an effect of the amount of the income which becoming the highest than the other region in Indonesia. It is also provided by good condition's facilities which help employee to work for their responsibilities. This situation leads to civil servant in DKI Jakarta's province become a center of attention. However, even the amount of the extra income is highest than others, on the other hand, DKI Jakarta province is not in the first place for the employee's performances.

In 2021, BKN, as a state employment bodies, was held an award to appreciate state institutional from every province and region which obey the point of management which has been declared by BKN, one of them is about the management of employment. From the awards session, DKI Jakarta's province leaving without any awards. However, the city of Medan was nominated as the second in categorized of Type A Governance from its attainment in implementing the performance's appraisal. By the time of the awardee night, it was leaving a question to DKI Jakarta's Province which has the higher amount of additional income than The Province of North Sumatera itself. However, DKI Jakarta's province wasn't got any of the awards from every category. North Sumatera has less amount of salary than DKI Jakarta. They also have larger region

to manage than DKI Jakarta. The BKN Award could be a representative of how great civil servant's performances of the winning region. By the time DKI Jakarta Province wasn't won any single award, people started to figuring on the highest amount of human resources development's budget effectiveness. Civil servant of DKI Jakarta has seen that they just want the pay and leave the work.

Method

This study employed qualitative method, the one using exploration and understanding of the objects by emerging question and procedures, collecting typically data, analyze data and creates a meaning's interpretation of data (Creswell, 2009). The study also using descriptive method to give symptom, fact or accident systematically and accurate about traits or populations. Theoretical basis is beneficial to give a common description about the study background. Collecting data techniques which used for this study is observation, interview, and documentation with a study instrument is the writer itself as a main instrument which collect all of the data and also using an interview guideline to make a systematic interview.

Result And Discussion

The Effectiveness of the Additional Income Program in Improving Employee Performance

1. Dimension of Efficiency

Efficiency is a measure of the extent to which additional employee-generating programs can have an impact on the performance classification of the employee concerned. The dimensions of efficiency in the provision of TPP were analysed through the criteria for the relationship between the outputs and the goals set. The government gives the right to a decent life for its employees, so the government demands the responsibility of employees to always improve their performance. In order to avoid misuse of Additional Employee Income, the government created a Web Based Programme, namely E-TPP. E-TPP is a system used to make it easier to monitor employee performance. E-TPP is a regeneration of E-Kinerja.

There are several objectives of web-based program aimed at leaders in an agency/work unit, including: (1) Monitoring Attendance, (2) Monitoring Cumulative Disciplines, (3) Monitoring Meal Payments, (4) Monitoring Additional Payments Employee Income, (5) Creating and Monitoring ASN Performance Reports, and (6) Making Employee Performance Targets, and (7) Conducting ASN Work Performance Assessments (Admin, 2022). By E-TPP, the performance

targets of employees will always be monitored and divided into four quarters in one year. Each employee needs to provide progress of work which has been divided into four quarters in one year.

2. Dimensions of Sufficiency

Adequacy refers to the extent to which the effectiveness of the TPP program satisfies the needs, values or opportunities obtained by ASN in personal and career development. The dimension is needed to show a comparison between the realization of the TPP obtained and the target set. The nominal amount of TPP received by employees has been regulated in DKI Jakarta Governor Regulation Number 19 of 2020 concerning Additional Employee Income. In the Attachment section to the Regulation of the Governor of DKI Jakarta Number 19 of 2020 concerning Additional Employee Income, it is stated clearly and transparently related to the nominal amount received based on positions under the auspices of the DKI Jakarta Provincial Government. The nominal earned cannot be increased but can be reduced. The reduction in the amount of additional employee income is referred to as deductions in DKI Jakarta Governor Regulation Number 19 of 2020 concerning Additional Employee Income.

3. Dimension of Similarity

All arrangements regarding Additional Employee Income have been regulated in full in DKI Jakarta Governor Regulation Number 19 of 2020 concerning Additional Employee Income. For newly inaugurated civil servants, the provision of TPP starts from the date of inauguration in accordance with DKI Jakarta Governor Regulation Number 19 of 2020 concerning Additional Employee Income Article 37, meanwhile for civil servants who occupy implementing positions, the provision of TPP begins after the position is determined.

TPP management is carried out through an integrated TPP information system, including: 1) Employee attendance system, 2) Personnel information system, 3) Government agency performance accountability system, 4) Information system related to KSD, 5) Regional financial management system, 6) System information on public complaints, and 7) Community satisfaction survey system, and 8) other supporting information systems managed by the Provincial Government of DKI Jakarta.

For Echelon II Officials and Structural Officials, CRM (Quick Response Community) greatly influences their TPP and even employees below them. CRM (Quick Response Community) is a special application or portal for the DKI Jakarta Provincial Government which has the aim of accommodating public complaints and complaints. Every month, the Mayor of DKI Jakarta

Province, more precisely every 8th of every month, recaps all complaints in the CRM (Quick Response Community). Complaints that come in every day must be processed immediately within 6 hours, if the complaint is not processed within a period of more than 6 hours, it is stated that the performance of the Mayor of the City of Administration concerned has decreased in performance and has an impact on reducing the TPP for all levels under the City Secretariat Administration.

4. Responsiveness Dimension

To find out whether the program that has been made has been implemented properly and according to its objectives, it is necessary to know the policy feedback in the form of responsiveness. The results of an interview with the Head of the Civil Service, Management and Public Service Section of the East Jakarta City Administration Secretariat, it was found that the provision of TPP may seem excessive in a large amount. According to him, this is very commensurate with the tasks that must be completed by the employees. In addition, living in a big city is a challenge for the employees themselves. The level of need is increasing while prices circulating in the market are also increasing.

The Head of the Management Sub Division also expressed his agreement and fully supports the TPP program. According to him, it is natural for humans to be realistic, everyone works to meet their needs so that the provision of TPP is one of the strongest motivations for employees in improving their performance at work. Meanwhile, the Head of the Sub-Division of Personnel said that with the provision of TPP, the employees were happy to compete in improving their abilities, skills and knowledge at work. This increase is evidenced by the personal encouragement of employees to continue their studies to a higher level.

An employee in the Management Sub Division also confirms this opinion which agrees that the amount of TPP in DKI Jakarta Province provides a decent living for its employees and the higher the level of position. The higher the level of welfare. This motivates employees to always improve their abilities, knowledge and skills. For one of the employees of the Head of the Public Service Sub-Section, the TPP is a spur to stay away from the slightest sanctions, including attendance problems that have the risk of cutting the TPP obtained in the month concerned.

5. Dimensions of Accuracy

The dimension of accuracy can be seen based on criteria in the form of program object targets and program objectives. All government agencies fully expect to improve employee performance. Employee income programs are highly expected by all government agencies in order

to have a full effect on improving the performance of their employees. For civil servants, DKI Jakarta Province has a system called a single salary where salary is an accumulation of every allowance obtained.

TPP is given to all employees listed in the Regulation of the Governor of DKI Jakarta Province Number 19 of 2020 concerning Additional Employee Income so that it adjusts the positions of the employees. If an employee commits a violation, the TPP is given but the amount received will be reduced according to the violation committed. This also applies to employees who take long leave. Because attendance is an important indicator that affects the amount of TPP received by employees.

6. Dimensions of Work

Dimensions of work results are seen based on criteria in the form of work quality and work quantity. The quality of work and quantity of work are directly shaped by employees. Employees are only given targets, so the employees themselves are the ones who manage the management of their duties, principals and functions. With the presence of the E-TPP page, employees can carry out their duties as they should. Everyone has their own share of work. The existence of E-TPP provides space for employees to work in accordance with their main duties and functions and not to do excessive work that can cause employees to experience pressure or fatigue. Meanwhile, how value of the work that has been done is not always perfect. Misperceptions that often occur between new policies issued by the government and employees who act as implementers of these policies. However, to avoid this, the leaders in the Division of Personnel, Administration and Public Services of the Secretariat of the East Jakarta City Administration cross-check every work done by employees. There are efforts from the leadership and employees to reduce errors in writing and spelling, so that the results of work seen from quality criteria can run well and are getting better every day.

7. Dimensions of Work Behaviour

The behavioural dimension of performance is seen based on two criteria, namely work behaviour and personal behaviour. Work behaviour is directly related to the duties or work of employees, for example work discipline and employee patience. Meanwhile, according to an employee at the Public Service Section, the major motivation for employees to improve work behaviour is through controlled additional employee income through E-TPP. For employees, with the E-TPP page, all work is monitored so that it does not cause 'bias' when giving TPP to

employees. How employees work will be clearly visible through E-TPP. In addition to work behaviour, personal behaviour has a major influence on how employees work.

8. Personality Dimension

In improving performance, the personality dimension criteria above can encourage the acceleration of employee performance improvement. It is also able to encourage the establishment of a healthy work environment. However, from the results of interviews conducted by researchers with several employees at the Department of Employment, Administration and Public Services of the Secretariat of Administrative City of East Jakarta, it was found that employees tend to be more dominant in having an Agreeableness where they are sympathetic to each other and very easy to reach out to others when they need help. On the other hand, it was found that one of the criteria on the personality dimension that employees lacked was Extraversion. Only a handful of employees tend to have this trait. Extraversion or extroversion can be one of the keys to colouring a work environment.

Inhibiting Factors in the Implementation of the TPP Granting Program in Improving Employee Performance

1. Efficiency Dimensions

The E-TPP page is a forum for the TPP program in providing an assessment to its employees, whether the employee deserves to be given the full nominal amount or there is a discount. Provision of full TPP occurs if there are no violations and carry out their duties and responsibilities properly. though E-TPP is *online*, all data is integrated, but employees who are lazy and just absent can still miss it. It can be concluded that no matter how sophisticated the system is, they still need direct human supervision, in this case, of course, requires leadership participation. E-TPP only integrates data with several other systems used by PNS of DKI Jakarta Province. The web page does not contain evidence of attendance at certain hours which is actually important to be taken into consideration for employee attendance so that it is not fictitious. In addition, it is deemed necessary to remember that the leaders must see the reality on the ground.

2. Dimensions of Adequacy

The implementation of providing additional employee income to civil servants of DKI Jakarta Province is in accordance with the amount in Governor Regulation Number 19 of 2020 concerning Additional Employee Income, it's just that employees are given TPP in accordance with their attitudes and behaviour, leaders need to be active to know how the employees work. Based on an interview with one of the employees in the Personnel Section, Erind Chrisinina

Prasetyo on January 6, 2022, who said that there should be some employees who received TPP not full. This can just happen because the leadership is not actively seeking to find out the truth in the field and feels sorry for the employee concerned so that what should be used as a violation stops being an internal problem. This certainly gives the impression of being unfair to several other employees, so that it can cause social jealousy and lead to conflicts between groups and individuals.

3. Dimensions of Similarity

Each employee has their respective duties and functions in accordance with their authority. In the Division of Personnel, Management and Public Services, there are three sections that deal with different matters. There is one section that regulates staffing issues, one section for management and the last is about public service issues. As one of the divisions under the auspices of the Secretariat of the City of East Jakarta Administration, the matters that are managed cover one area of the City Secretariat and the whole of East Jakarta. As in the Sub-Division of Personnel, which must recapitulate the entire attendance list of employees who are in the Secretariat of the City of East Jakarta Administration. In addition, at certain times such as during the promotion period, all agencies will contact the Personnel Division while the employees in the Sub-Section only consist of six people. This makes employees feel bored due to the work that is piling up.

The workload given continuously to employees causes employees to experience excessive pressure so that the work targets that have been given are stretched. In addition, on several occasions when the work given is very tight, each person can do more than 2 main tasks. Apart from the Personnel Sub-Section, the Public Service Sub-Section also feels the same way. The Public Service Sub-Section which oversees the Sub-District in East Jakarta must carry controlling out continuous Public service is one of the important values in the provision of TPP.

4. Responsiveness Dimensions

The response of employees and leaders is very good in the implementation of the TPP program, it's just that in its implementation there is still an attitude of not having. This is manifested by the attitude of employees who are indifferent and only enjoy when there is an increase in TPP without increasing their performance or progress. However, if there is a decrease in the amount of TPP given, all employees hope to demonstrate in front of the central government building. there are still many employees who do not take advantage of the presence of the TPP. This happens more often behind the supervisor, so it can be seen that the implementation of the system has not been able to run 100% well.

5. Dimensions of Accuracy The

Provision of TPP for civil servants who are already running provides a large space for employees to increase the amount received by way of promotion or promotion/class. Each employee is not given a distinction in the provision of TPP, this is because the system is running which makes all employees get their respective share. This system is sometimes a 'blunder' in assessing people's work behaviour. Leaders have a stake in determining whether the employee is given full TPP or cut off indirectly. In this case, of course, employees need leaders who are active in participating in activities and active in socializing to employees so that they can directly assess how they work. Leaders have a stake in determining whether the employee is given full TPP or cut off indirectly. In this case, of course, employees need leaders who are active in participating in activities and active in socializing to employees so that they can directly assess how they work.

6. Dimensions of Work Results

In recent years, the government has made adjustments and improvements to the government system to facilitate bureaucratic flow. The adjustment and improvement of the government system has an impact on new rules for a system in the bureaucracy. This has a good impact on the future of the agency; however, it becomes a big task for the employees to be able to adapt to the new system in a short time. This adjustment to the new system is an obstacle to the rate of improvement in the performance of employees, especially in the Division of Personnel, Administration and Public Services at the Secretariat of the City of East Jakarta Administration. It is known that the performance of employees is slowing down due to lack of socialization about the new SKP model so that employees are still not used to making new SKP models while some systems in staffing such as promotions require attaching SKP as one of the requirements.

7. Dimensions of Work Behaviour

Personal conditions of employees have a major influence on the work attitude shown by employees in the office. These personal conditions have a relationship with the personal feelings of employees. The personal problems they experience at home when they are brought to the office will affect how the employee works. Not infrequently some employees lose focus at work because the problems experienced at home haunt their minds. In addition, employees' personal problems sometimes prevent them from reaching the point of maximum attendance. found a condition that can routinely occur following the moment because it is directly related to the lives of employees.

Problems that occur in the work environment have an influence that runs continuously, this is because more time is spent in the office for one day. If the work environment and work culture that is established within an agency is bad, it can reduce the employee's sense of comfort at work. In addition to perceived external problems, individual employee internal problems with subordinates, partners and superiors affect the employee's work attitude. Employees are more likely to delay work and often feel lazy to come to the office even though in e-TPP there should be no vacant performance and attendance is also the final assessment to determine whether the TPP obtained is full or cut.

8. Personality Dimension

Each employee has their own personal characteristics and no one has a character with a high degree of similarity. Therefore, it is necessary to have an understanding from each individual and leader in order to be able to understand and act when dealing with one of these employees. Based on the results of interviews that researchers have conducted, it is found that employees in the Personnel, Management, and Public Service Sections tend to have Agreeableness, where this trait is inversely proportional to Extraversion. Agreeableness leads to shy, quiet, and obedient nature.

A person's personality cannot be forced, but if all employees have a shy, quiet and obedient nature it hinders the course of creative thinking and innovation. If the population of employees with an attitude of agreeableness is greater than that of extraversion, it is likely that it will have an impact on the work environment. If it should be a work environment can be crowded and a pleasant place, because of the original nature that prefers to be alone and silent other employees with Extraversion time consuming.

Solutions for Department of Employment, Administration, and Public Services of the Secretariat of the Administrative City of East Jakarta towards the TPP Program in Improving the Performance of Civil Servants

1. Efficiency Dimension

Giving TPP can run well if employees feel justice in every amount they receive. Based on the regulations regarding the TPP, it is explained that the provision of the TPP looks at the position, rank and class as well as work behaviour. If there is a difference between one another, especially with regard to work behaviour, then it will balance the clash between groups and groups. The DKI Jakarta Provincial Government needs to update the E-TPP system in order to provide full supervision of the way employees work. With the on-cam or face recording, there will be no opportunity for other employees to escape and be absent from their responsibilities. In addition, employees tend to be absent in real without being able to intend to deceive the leadership. If these

features are developed, then leadership supervision will be much easier. Leaders do not need to ask the truth of an employee's presence to other employees who have the potential to be 'biased', but only through the activity records that appear from the E-TPP page. Leaders also have their own desire not to intervene. Regulations need to be made and it is necessary to develop a system so that supervision and control of employee performance can run smoothly.

2. Dimensions of Adequacy

Leadership support to employees is a very important thing for employees. One of the advantages of being a civil servant in DKI Jakarta Province is the large nominal TPP. However, to get the TPP in full and with a large nominal, there are conditions that must be carried out by employees. If the employees have ambitions to get a large nominal TPP then the employees must occupy a higher position, to achieve this position the employees must conduct training or raise their education level status. With regard to training and education, civil servants need approval from the leadership to continue their education or participate in training.

Employees in the Personnel, Management and Public Service Section, especially in the Personnel Section, carry out a study permit program to continue their studies to the S2 (Strata 2) level. Meanwhile, based on an interview with the Head of Sub-Division of Management, it was found that DKI Jakarta Provincial Civil Servants tend to rarely take study assignments, this is due to the complex work problems of DKI Jakarta Province and employees find it difficult to leave their positions.

The support from these leaders is not only limited to providing easy permits but also leaders tend to assist employees in obtaining information related to training and scholarships. In addition to self-development support, the leaders in the Division of Personnel, Management and Public Services always embrace the employees. This is in accordance with the statement of the Head of the Division of Personnel, Management and Public Services which stated that in order to maintain the morale of the employees, the leadership is expected not to act as judges directly in dealing with employees who commit violations.

3. Similarity Dimension

In order to produce a streamlined bureaucracy, of course, a lot of job simplification has been carried out, even to the limitation of recruitment. This provides little opportunity for some employees to work normally. In the Civil Service, Management and Public Service Section, the Secretariat of the City of East Jakarta Administration, especially in the Personnel Section, has a

small number while the workload is heavy. The Personnel Department divides their duties and jobs, so that everyone is focused on his/her job. However, if it turns out that there are work partners who have no work activities or assignments, they can step in to help others. This is a 'doctrine' for employees to continue working together under a common vision.

4. Dimensions of Responsiveness

The TPP or e-TPP integration system was formed with the aim of monitoring the work of employees. Even though this is good and has been running as it should, there is still a need for rules to regulate the performance of employees who may veer a little. The regulations that the government makes are strictly adhered to and implemented in accordance with the legislation. This is because the demands from the public for good civil servant performance are increasing and the political participation of the public is increasingly open which makes whatever bad things happen to DKI civil servants, it will become a warm word of mouth throughout the region. The threat that brings this salary is very effective in improving employee performance. With the condition of the Indonesian economy which is currently in a difficult period, employees need money for their daily needs, so that they will indirectly stay away from all kinds of violations and focus on self-development in order to generate a larger nominal amount of money.

In addition to the internal support of employees, the Provincial Government of DKI Jakarta is aware of and provides full involvement in the development and improvement of employee performance. The DKI Jakarta Provincial Government continuously provides policy innovations by adjusting the conditions that occur in the field. The government always tries to follow and provide the best 'facilities' for PNS of DKI Jakarta Province. In addition to slack time for work, the DKI Jakarta Provincial Government also provides convenience for employees who will develop their abilities. Through the Human Resources Development Agency, they can conduct training centrally or online, and international training programs are even provided. In addition, the DKI Jakarta Provincial Government also provides a scholarship quota for all DKI Jakarta civil servants who wish to continue their studies at a higher level. This certainly has a big impact on the ease of work for DKI Jakarta civil servants and also the level of welfare they get is increasing.

5. Dimensions of Accuracy

Employee development is always carried out in order to fulfil the level of employee performance. However, the Institute seems to have forgotten that there is a leadership group that not everyone comes from professional. Academic competence is not necessarily proficient in speaking and so on. Sometimes, leaders forget the nature that they are leaders, this has an impact

on neglecting the supervision and control of employee performance. Things like this make errors in a series of TPP delivery systems.

Therefore, in an interview with the Head of the Personnel, Management, and Public Service Division, it was found that as the highest leader, the Head of the Division made an appeal to the Head of the Sub-Division to always pay attention to the employees. This method is taken persuasively so that leaders are moved to pay attention to employees one by one so that there will be no problems in the work environment.

6. Dimensions of Work

In order to achieve good quality and quantity of work, it is necessary to have support from various parties. However, from the government itself, it seems that if there is a new arrangement, the socialization is not perfect, causing chaos in the middle of the program implementation. In an interview with the Head of the Personnel, Management, and Public Service Division, it was found that in the Personnel, Management and Public Service Division there were several activities that were not routine but were carried out together several times, namely, studying new regulations simultaneously.

7. Dimensions of Work Behaviour

According to the Head of the Management Sub-Section, before demanding employees to behave well, it would be better if the leadership gave an example of how good civil servants should behave. This is also in line with the opinion of the Head of the Sub-Division of Personnel who stated that one of the best lessons if you want to improve the ability of employees is to set an example. Persuasive words will only last temporarily, but if they are related to behaviour and provide learning through examples, the changes will be faster.

This change in behaviour can be said to be fast because the employee adjusts his situation to the leader. For this reason, the Personnel, Management, and Public Service Section prioritizes giving examples to employees so that employees can immediately adjust and attach good work behaviour and personal behaviour from the leader.

8. Personality Dimension

Personnel, Administration, and Public Service Division employees tend to have traits that can be said to be close to introverted. Knowing this, the Head of the Personnel, Management, and Public Service Division carried out a series of ways to increase employee participation in organizational development. One of them is by involving employees in several activities that

trigger them to appear in public. In addition, the Head of the Division of Personnel, Management, and Public Services also carries out a series of activities internally in order to encourage their skills in public.

In addition to speaking skills, the Head of the Personnel, Management, and Public Service Division also makes the work environment a family atmosphere and is very embracing with one another through an appeal to the leadership, namely the Head of Sub-Division, so that employees feel comfortable and not pressured during work.

Additional income has become an effective way to increasing human resource's performances in DKI Jakarta. This program is leading people to work not just for the pay but they should create an output for the institute and region. The government of DKI Jakarta Province creating a software-based-program along with this program in order to maintain and give the amount of additional income based on their performances. By this research, writer found small reason of the not win condition of DKI Jakarta Province in BKN Award. The writer found that there's some program that has just been upgraded and lacks of socialization to the civil servant bodily leaving people to learn more and to be more conscientious while working. It's slowing down the speed of their work and affect the satisfaction rate of public services.

The Government of DKI Jakarta Province is likely to create an innovation and leaving a job of adaptation to its civil servant. This situation has become a challenge for the superior and subordinate because they have to maintain their additional income by working properly and give their best services to public. As a rule of to-get-full-salary, maintaining performances and public services rate, the civil servant of Personnel, Management, and Public Service Division in Secretariat of The Administrative City of East Jakarta has improved yearly. It's said by Head of Personnel that civil servant are more likely to compete in positive ways, it's proven by the spirit of taking higher education level, they also care to each other by cheering up if someone has a problem and yet to be solved. It's also said by her that people in other province may seeing civil servant in DKI Jakarta Province has a greater prosperity with little of responsibility compared to them, but the fact is civil servant in DKI Jakarta Province is taking a big responsibility as this region is The Capital City of Indonesia which means it's not just Indonesia's citizens center of attention but also worldwide. On the other hand, DKI Jakarta Province actually has high amount of income since it's economic, tourism, governmental places for national and international bodies. Therefore, civil servant in DKI Jakarta Province getting the highest amount of additional income,

the government also seeing from the social economic condition where the prices of life necessities has rising.

Conclusion

The Implementation of the additional income program viewed from the five dimensions of effectiveness and the three dimensions of performance, it is found that the additional income program is the best plan, and is quite effective in motivating employees to improve performance as its programmed also facilitated by software-based-programmed which E-TPP monitored and controlled civil servant's performances. The civil servant's may found difficulties in the middle of working, as the innovation and transformation of program and technology come across rapidly, these obstacle can't be their reason to stop working as they performances is being monitored by the software-based-program or E-TPP. They should keep going or they loss the additional income. The obstacle itself could be specified as not insurmountable obstacle. Judging from the five dimensions of effectiveness and the three dimensions of performance constraints that occur in each dimension, a solution can be found, meanwhile, several other dimensions need further development in order to produce better performance improvements. Even the government already created a software-based-program, supervision should keep their eye to controled and maintained civil servant's performances in order to achive the objectives of the implementation of Additional Income Program.

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