

The Effect of Employee Performance Activities on The Mang Bagja Application on The Performance Allowances Received By Employees at The Bandung City Cipta Karya, Construction and Spatial Planning Office

Maria Oktaviani Delbi Bia Mampu¹ and Widwi Handari Adji²

*Correspondence Author: mariaoktaviani162@gmail.com

^{1,2} Politeknik Piksi Ganesha, Bandung, Indonesia

INDEXING	ABSTRACT
<p>Keywords: Keyword 1; Employee Performance Keyword 2; Performance Allowance Keyword 3; Mang Bagja Application Keyword 4; Human resource management Keyword 5; Allowance</p>	<p>This research seeks to explore the impact of employee performance activities related to the Mang Bagja application on the performance allowances awarded to employees at the Bandung City Cipta Karya, Construction Development, and Spatial Planning Office. This research employs an associative quantitative methodology, utilizing a data collection technique that involves distributing questionnaires to a sample of 54 employees. The independent variable in this investigation is the employee performance activities within the Mang Bagja application, whereas the dependent variable pertains to the performance allowance awarded to employees. The findings of this analysis indicate a robust correlation between employee performance activities and the allowances received by employees, evidenced by a correlation coefficient value of 0.837. A straightforward regression analysis revealed that each enhancement in employee performance activities significantly influenced the increase in performance allowance by 0.893. The T-test score of 11.039 surpasses the t-table value of 2.006 ($11.039 > 2.006$), indicating a significant influence of employee performance activities on the Mang Bagja application regarding the allowances received by employees. The Coefficient of Determination (R^2) of 0.701 shows that employee performance activities in the Mang Bagja application explain 70.1% of the differences in the allowances employees receive, with the remaining 29.9% due to other factors not looked at in this study. The findings suggest that the Mang Bagja application plays a beneficial role in evaluating and distributing performance allowances while also fostering transparency and accountability and enhancing employee motivation within the governmental context.</p>

Article History

Received 22 July 2025; Revised 08 September 2025; Accepted 09 September 2025 :

Publish 29 September 2025

INTRODUCTION

Human resource management (HRM) asserts that the organization's personnel can achieve enhanced performance. Employees are regarded as a crucial asset for enhancing performance in any organization (Zhenjing et al., 2022). Human Resources (HR) is the main component in attaining the objectives and success of an organization, including governmental entities. The success of an organization and workplace is primarily influenced by the quality of the workforce present within it. Consequently, the function of this workforce is evaluated based on its capabilities. Consequently, in the professional

realm, there exist individuals generally designated as staff or employees. An employee is an individual who performs tasks and responsibilities for an organization to facilitate its operations and activities.

According to Tumanggor and Girsang (2021), the role of employees who work in the government greatly determines the success or failure to achieve goals for the public interest. The success of a work unit of a government agency is also influenced by the sincerity and willingness of each employee in carrying out and completing their duties. Employees in government agencies must fulfill their duties and responsibilities with effectiveness and efficiency. The results are measured by a performance system that is able to make a positive and profitable contribution to the services of other employees and to the community.

Employee performance serves as a primary criterion in executing duties and obligations within a work organization, contributing to the achievement of effective and efficient organizational management. Effective work outcomes enable companies or agencies to attain their established objectives and enhance public services. The employees' performance is contingent upon their willingness and openness to fulfill their responsibilities. Moreover, if personnel are eager and receptive to fulfilling their responsibilities, their productivity may increase, thereby enhancing overall performance (Raziq & Maulabakhsh, 2015).

Employee performance is the accomplishment attributed to an individual in executing job responsibilities aligned with their role and position, reflecting their capacity to engage with colleagues. As stated by Handari Adji and Zuarko Adji (2022), Employee performance is the condition and atmosphere when employees work and interact with fellow employees, the relationship between leaders and subordinates and also the work environment (environment) related to work facilities and infrastructure or in this case all of them are included in the work environment factor.

To enhance employee performance in their duties, it is essential to implement motivational strategies. Aligning compensation, including salaries and allowances, with performance outcomes is an effective approach. This seeks to establish equitable and professional working conditions, ensuring that each employee is compensated for their contributions in alignment with their workload and responsibilities. Employee enthusiasm and motivation in job performance are likely to enhance overall productivity (Leitão et al., 2022). Trust is established through management support, leading to increased employee motivation, fostering a positive work attitude, enhancing employee commitment, and ultimately improving performance (Casper Fern & Thaichon, 2021).

In this regard, in addition to providing a salary, Allowance is also a form of bonus compensation given outside of the basic salary. The provision of performance allowances is one of the factors that motivate employees and to balance the workload and responsibility for the work given to employees, performance allowances are given as a reward for the employee's performance in achieving a goal. According to Utari et al. (2022), performance allowances serve as a mechanism to achieve the organization's vision and mission. They aim to establish a formal cooperative relationship between the organization and its employees, directing their abilities, skills, time, and manpower toward job satisfaction while also stimulating and motivating them to enhance performance. Performance allowances also encourage the level of employee discipline at work.

The Bandung City Cipta Karya, Construction Development, and Spatial Planning

Office is a Regional Apparatus Organization (OPD) in Bandung that is responsible for infrastructure development, construction services, and spatial planning. The Bandung City Cipta Karya, Construction and Spatial Planning Office is a government agency that implements a compensation principle for allowances based on performance activities. This agency is tasked with the planning, oversight, and regulation of the physical development and spatial organization of the City of Bandung, in alignment with the relevant plan. Employee performance is crucial for attaining this objective. High-performing employees may effectively design and oversee development, thereby enhancing public services and fostering a more structured, safe, and comfortable Bandung City. In this context, granting awards for exemplary performance through compensation, such as allowances, plays a crucial role. Consequently, these rewards will incentivize employees to perform more efficiently, thereby contributing to the accomplishments and primary objectives of sustainable development in the city of Bandung. A concrete manifestation of the execution of performance allowances within this service is evident in the Bandung Mayor Regulation Number 11 of 2025 about the Provision of Additional Income for Civil Servants.

Employees, equipment, and supplies must be furnished with the necessary resources to operate, irrespective of their skills and proficiency (Kuruparensothynathan et al., 2016). The Bandung City Cipta Karya, Construction Development, and Spatial Planning Office necessitates a robust monitoring and evaluation system for employee performance to facilitate effective and efficient development. One initiative is the implementation of the Bandung Performance Management (Mang Bagja) application, designed to digitally document and report staff performance actions. The Mang Bagja application was created by the Bandung City Personnel and Human Resources Development Agency (BKPSDM) to systematically capture, monitor, and assess employees' everyday actions in a digital format. All employees must document their daily activities in accordance with their responsibilities, which will then be evaluated by their supervisors. The system facilitates transparent, precise, and accountable performance assessments. The allocation of allowances to the Bandung City Cipta Karya, Construction Development, and Spatial Planning Office is contingent upon the completion of work activities in the Mang Bagja application. The Mang Bagja application utilizes the daily task data to allocate performance allowances to employees based on their recorded performance activities. This can enhance passion and incentivize personnel to improve their performance in executing their responsibilities. The Mang Bagja application aims to enhance employee performance to facilitate the attainment of optimal development and public services, particularly within the Bandung city government, including the Bandung City Cipta Karya, Construction, and Spatial Planning Office.

This study is to evaluate the impact of performance activities documented via the Mang Bagja application on the allowances paid by employees of the Bandung City Cipta Karya, Construction Development, and Spatial Planning Office. This research is key to understanding how the implementation of Mang Bagja as a performance information system influences transparency, accountability, and equity in the distribution of performance allowances to employees.

LITERATURE REVIEW

Employee performance is the outcome and manner in which an individual executes their obligations and responsibilities in the workplace. Optimal performance is the

achievement of personnel in executing their tasks with efficacy and efficiency. The perspective of Widiyanti and Fitriani (2017) aligns with the idea that staff capability is reflected in performance, where superior performance is equivalent to optimal performance. The performance of these individuals is a crucial asset for attaining organizational objectives. Performance is typically described as an individual's effectiveness at executing a task. Employee performance is the outcome of an individual's execution of given duties to meet work objectives. Wau et al. (2021) stated that employee performance pertains to the caliber of human resources, encompassing the knowledge, skills, and talents possessed by an individual. Employee performance is essential for fostering employee satisfaction, enhancing working conditions for both employees and the business, and increasing profitability for employers.

A performance allowance is supplementary remuneration awarded in recognition of an employee's work accomplishments. Jumawan and Agus (2018) asserted that allowances are supplementary remuneration designed to incentivize employees to maintain high performance.

The Mang Bagja application is a digital system in the Bandung City government that is used to record and monitor the daily work activities of employees. This system helps performance appraisals to be more transparent and objective, as well as the basis for providing performance allowances. According to Hanif et al. (2024), Bandung Performance Management (Mang Bagja) is an electronic-based performance management program used by the Bandung City Government to manage employee performance within the Bandung City Government.

RESEARCH METHOD

This study employs an associative quantitative methodology to ascertain the link between two variables. According to Sugiyono in Pangtu et al. (2020), associative research seeks to identify the association between two or more variables. The objective of this study is to evaluate the impact of employee performance activities documented in the Mang Bagja application on the allowances earned by employees of the Bandung City Cipta Karya, Construction Development, and Spatial Planning Office. This study was carried out in the Bandung City Cipta Karya, Construction and Spatial Planning Office, situated at Jl. Cianjur No. 34, Bandung City. The study timeline is aligned with the data-gathering schedule.

The population encompasses the totality of the subject under investigation (Aini et al., 2023). The research population comprises all 214 employees of the Bandung City Cipta Karya, Construction and Spatial Planning Office. Aini et al. (2023) define a sample as a subset of a population whose features are examined and deemed representative of the total population, with the sample size being smaller than that of the population. The sample size determination in this study is based on Arikunto's (2012:57) perspective, as cited by Mado Y. Jibrail and Mado T. Wihelmina (2018), which posits that if the population is fewer than 100, it is preferable to include the entire population; conversely, if the population exceeds 100, a sample of 10-15% or 20-25% may be utilized. Based on these considerations, this study chose to take 25% of the total population to obtain more accurate and representative results. The sample calculation is carried out as follows:

information

n = Number of Samples

n = Total Population

% = Specified percentage

Known:

N = 214

% = 25%

Score: $n = N \times 25\% - 100 = 214 \times 25 - 100 = 53.5 \approx 54$

The sample included in this study comprises 54 individuals. The study sample comprised 54 employees. The sampling methodology employs random sampling, which involves selecting participants from the total population without regard to specific positions or work units, ensuring that each member has an equal chance of being chosen as a respondent.

This study utilizes primary data collected directly from employees of the Bandung City Cipta Karya, Construction Development, and Spatial Planning Office via a closed questionnaire distribution. The questionnaire was prepared on a Likert scale and contained statements about employee performance activities through the Mang Bagja application and its relationship with the performance allowances received. Respondents were asked to fill out the questionnaire honestly according to their work experience. The collected data is then processed for research analysis purposes.

In this study, two variables will be measured, namely the independent variable (X) "Employee Performance Activities in the Mang Bagja application" and the dependent variable (Y) "Performance Allowance received by Employees".

The Independent Variable (X), namely Employee Performance on the Mang Bagja application, is as follows: Quantity of work, Timeliness, Initiative, Ability, Communication.

The Dependent Variable (Y), namely the Performance Allowance awarded to the Employee, is as follows: Receipt of allowances in compliance with local government regulations. The received allowance contributes to the employee's income. Timeliness in the disbursement of performance allowances, The degree of sufficiency in addressing employee needs, Allowances are distributed based on the behavior of the employee.

Indicators of these two variables are measured using a likert scale with five levels of assessment ranging from:

STS = strongly disagree (1)

TS = Disagree (2)

N = Neutral (3)

S = Agree (4)

SS = Strongly Agree (5)

This study employs a multi-stage data analysis technique to establish the authenticity and reliability of the obtained data, as well as to ascertain the relationship between employee performance activities via the Mang Bagja application and the allowances earned by employees. The further phases of data analysis procedures employed include validity testing, reliability testing, correlation testing, simple linear regression testing, T testing,

and determination coefficient testing.

RESULT AND DISCUSSION

A. Employee Performance on the Mang Bagja application at the Bandung City Cipta Cipta, Construction and Spatial Planning Office

Employee performance assessment at the Bandung City Cipta Karya, Construction and Spatial Planning Office with 54 respondents involving indicators of Work Quantity, Punctuality, Initiative, Ability, and Communication with the following results:

Table.1 Employee Respondents to Employee Performance on the Mang Bagja application

	Strongly Disagree	Disagree	Neutral	Agree	Strongly agree
Statement 1	0	0	2	30	22
Statement 2	0	0	2	29	23
Statement 3	0	2	3	37	12
Statement 4	0	0	11	23	20
Statement 5	2	3	2	29	18
Statement 6	0	0	1	31	22
Statement 7	0	0	1	37	16

Source: Data Processed, 2025

Based on the table above, the respondents' attitude towards the first statement "Employees record work activities regularly using the Mang Bagja application" shows positive results. No respondents disagreed, 2 people were neutral, while the majority said they agreed (30 people) and strongly agreed (22 people). This shows that most employees routinely record work activities and are compliant in using the application.

The respondents' attitude to the second statement "Employees complete work on time according to the target on the Mang Bagja application" showed a positive response. The majority agreed (29 people) and strongly agreed (23 people), 2 people were neutral, and no one disagreed. This reflects that most employees feel that the Mang Bagja application supports punctuality in completing work.

The respondents' attitude to the third statement "Employees complete work on the Mang Bagja application according to the deadline" showed positive results. The majority agreed (37 respondents) and strongly agreed (12 respondents), while only a few were neutral (3 people) and disagreed (2 people), and no one strongly disagreed. This shows that the Mang Bagja application is considered quite effective in helping employees complete work on time, although there are slight doubts from some respondents.

The respondents' attitude to the fourth statement "The use of the Mang Bagja application encourages employees to be more active in work" showed a positive response. Most agreed (23 people) and strongly agreed (20 people), 11 people were neutral, and no one disagreed. This shows that the Mang Bagja application is considered to help increase initiative and work activity, and is well received as a productivity support tool.

The respondent's attitude to the fifth statement "Employees feel able to complete tasks and record them according to the format of the Mang Bagja application" showed a positive response. The majority agreed (29 people) and strongly agreed (18 people), 2 people were neutral, and 5 people showed disagreement (3 disagree and 2 strongly

disagree). Overall, respondents felt that they were able to use the app well, and the negative responses were relatively small compared to the dominant positive responses.

The respondent's attitude to the sixth statement "Employees understand how to fill out and use the Mang Bagja application properly" showed a very positive response. A total of 31 people agreed and 22 people strongly agreed, only 1 person was neutral, and no one disagreed. This shows that the majority of employees already understand the use of the application well, which indicates that the socialization or training of the application is running effectively.

The respondents' attitude to the seventh statement "Employees feel helped when submitting work reports because the data in the application can be used as evidence" showed a very positive response. A total of 37 people agreed, 16 people strongly agreed, and only 1 person was neutral. No one disagrees. This shows that the Mang Bagja application is considered effective in supporting communication and work reporting.

B. Performance Allowances Received by Employees at the Bandung City Cipta Cipta, Construction and Spatial Planning Office

The Bandung City Cipta Karya, Construction and Spatial Planning Office evaluated the performance allowances granted to 54 employees, concentrating on the indicators of allowance receipt that adhere to local government regulations. Increased employee income from allowances received, timeliness of performance allowance distribution, appropriateness in fulfilling employee demands, and receipt of allowances aligned with employee discipline yield the following outcomes:

Table.2 Employee Respondents to Performance Allowances Received by Employees

	Strongly Disagree	Disagree	Neutral	Agree	Strongly agree
Statement 1	0	0	4	34	16
Statement 2	0	0	3	26	25
Statement 3	1	0	4	28	21
Statement 4	1	3	6	19	25
Statement 5	0	1	11	21	21
Statement 6	0	0	6	25	23
Statement 7	0	0	6	25	23

Source: Data Processed, 2025

According to the chart above, respondents provided a favorable reaction to the initial statement, "The process of disbursing performance allowances considers the work results documented in the Mang Bagja application." A total of 34 individuals expressed agreement, 16 individuals indicated strong agreement, 4 individuals remained neutral, and no individuals expressed disagreement. The majority of employees perceive the allocation of allowances as rule-compliant, equitable, and performance-oriented, and they regard the application procedure positively. The respondents' perspective on the second item, "The performance allowance provided is sufficient to enhance work morale," indicates highly favorable outcomes. Twenty-six individuals expressed agreement, twenty-five indicated strong agreement, three remained neutral, and none disagreed. The evidence indicates that performance allowances are perceived to enhance revenue while also boosting employee morale.

The respondent's attitude towards the third statement, "Additional income from performance allowances feels comparable to work activities inputted in the Mang Bagja application," indicates a positive evaluation. A total of 28 individuals expressed agreement, with 21 indicating strong agreement, 4 remaining neutral, and only 1 expressing strong disagreement. The data indicates that most employees perceive the performance allowance as equitable relative to their workload, and they regard the system as transparent and motivating. The respondents exhibited a predominantly positive response to the fourth statement, "Employees receive performance allowances on time every month." A total of 25 individuals strongly agreed, 19 agreed, 6 remained neutral, 3 disagreed, and 1 strongly disagreed. The data indicates that the majority of employees perceive timely receipt of benefits; however, a minority experiences delays, suggesting that the consistency of disbursement requires enhancement.

The respondents had a favorable opinion of the fifth statement, "The performance allowance received corresponds to effort and work responsibilities." Twenty-one individuals expressed agreement, twenty-one indicated strong agreement, eleven remained neutral, and one person disagreed. This result indicates that the majority of employees believe that benefits correspond to their work obligations; yet, lingering uncertainties necessitate further assessment. The respondents exhibited a favorable attitude towards the sixth statement, "The amount of performance allowance is sufficient to help meet the needs of life." A total of 25 individuals concurred, 23 individuals strongly concurred, 6 individuals remained neutral, and no individuals expressed disagreement. This result indicates that the majority of employees believe that performance benefits sufficiently address their living requirements; however, a minority remains skeptical about the adequacy of these perks. The respondents exhibited a favorable opinion towards the seventh statement, "Performance allowance reflects the level of discipline at work." A total of 25 individuals expressed agreement, 23 individuals indicated strong agreement, 6 individuals remained neutral, and no individuals expressed disagreement. The majority of employees perceive that benefits are allocated equitably and in alignment with work discipline, and the system is regarded as transparent and pertinent.

C. Validity Test

$$R_{table} = n = 54 = 0.2632$$

1. Variable X

Table.3 Variable X Validity Test

No	Validity (Calculate)	R Table	Information
X.1	0,708	0,2632	Valid
X.2	0,766	0,2632	Valid
X.3	0,725	0,2632	Valid
X.4	0,780	0,2632	Valid
X.5	0,754	0,2632	Valid
X.6	0,718	0,2632	Valid
X.7	0,580	0,2632	Valid

Source: Data Processed, 2025

Based on the table above, it can be seen that the correlation between indicators X.1

to X.7 with a total score of 0.708 is consecutive; 0,766; 0,725; 0,780; 0,754; 0,718; 0,580; there is a correlation of the seven statements which means that the questionnaire is declared valid and feasible to measure employee performance activities because the calculation is greater than the Rtable, which is 0.2632.

2. Variable Y

Table.4 Variable Y Validity Test

No	Validity (Calculate)	R Table	Information
Y.1	0,545	0,2632	Valid
Y.2	0, 758	0,2632	Valid
Y.3	0, 706	0,2632	Valid
Y.4	0, 729	0,2632	Valid
Y.5	0, 690	0,2632	Valid
Y.6	0, 739	0,2632	Valid
Y.7	0, 739	0,2632	Valid

Source: Data Processed, 2025

Based on the data above, it can be seen that the correlation between indicators Y.1 to Y.7 with a total score is consecutively 0.545; 0,758; 0,706; 0,729; 0,690; 0,739; 0,739; there is a correlation of the seven indicators which means that the questionnaire is declared valid and feasible to measure the allowance received by employees because the calculation is greater than the Rtable, which is 0.2632.

D. Reliability Test

1. Variable X

Table.5 Reliability Test Using Cronbach's Alpha Test

Reliability Statistics	
Cronbach's Alpha	N of Items
,833	7

Source: Data Processed, 2025

Based on the analysis table above, it can be known that the alpha value is 0.833, it can be concluded that the instrument consisting of these 7 statements has excellent reliability, meaning that the statements in the questionnaire are consistent in the measurement of the data because the alpha value is greater than the r of the table which is 0.2632.

2. Variable Y

**Table.6 Reliability Test Using Cronbach's Alpha Test
Reliability Statistics**

Cronbach's Alpha	N of Items
,809	7

Source: Data Processed, 2025

The analysis table indicates an alpha value of 0.809, concluding that the instrument comprising these seven statements exhibits excellent reliability. This suggests that the questionnaire statements are consistent in data measurement, as the alpha value exceeds the table's r value of 0.2632.

E. Pearson Correlation Coefficient Analysis

Table.7 Pearson Correlation Coefficient Test

		Aktivitas Kinerja Pegawai	Tunjangan Kinerja Yang Diterima
Aktivitas Kinerja Pegawai	Pearson Correlation	1	,837**
	Sig. (2-tailed)		,000
	N	54	54
Tunjangan Kinerja Yang Diterima	Pearson Correlation	,837**	1
	Sig. (2-tailed)	,000	
	N	54	54

** Correlation is significant at the 0.01 level (2-tailed).

The correlation coefficient analysis indicates a value of 0.837, signifying a very strong relationship between employee performance activities and the performance allowances received. The significance value of 0.000 indicates a significant relationship between employee performance activities and the allowances received by employees. $0.000 < 0.05$

F. Simple Linear Regression Analysis

Table.8 Simple Linear Regression Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,267	2,422		1,349	,183
	Aktivitas Kinerja Pegawai	,893	,081	,837	11,039	,000

a. Dependent Variable: Tunjangan Kinerja Yang Diterima

Source: Data Processed, 2025

Based on the table above, it shows that the constant value is 3.267 and the regression coefficient value is 0.893 which means, if there is an increase in the variable of employee performance activity, it will result in an increase in the additional variable of allowances received by employees by 0.893.

G. T-Test

Table.9 T-Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,267	2,422		1,349	,183
	Aktivitas Kinerja Pegawai	,893	,081	,837	11,039	,000

a. Dependent Variable: Tunjangan Kinerja Yang Diterima

According to the table, the T_{hcal} value is 11.039, while the T_{table} value, determined at a significance level of 0.05 with df=54, is 2.006. This means that T_{hcal} (11.039) is greater than T_{table} (2.006), showing that the activities related to employee performance in the Mang Bagja application significantly affect the performance allowance that employees receive.

H. Determination Coefficient Analysis (R²)

Table.10 Analysis of Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,837 ^a	,701	,695	1,932

a. Predictors: (Constant), Aktivitas Kinerja Pegawai

The examination of the determination coefficient indicates that a correlation value

of 0.837 signifies a very strong relationship between employee performance activities and the rewards received by employees. The determination coefficient (R Square) is 0.701, indicating that variable X (employee performance activities in the Mang Bagja application) influences variable Y (allowances received by employees) by 70.1%, while 29.9% is affected by other variables not included in this study.

CONCLUSION

This study seeks to ascertain the impact of employee performance activities related to the Mang Bagja application on the allowances earned by employees at the Bandung City Cipta Karya, Construction and Spatial Planning Office. The analysis concludes that employee performance activities via the Mang Bagja application at the Cipta Karya, Construction Development, and Spatial Planning Office of the City of Bandung received a favorable response from most employees. Employees find this application: Supports regular job logging, improves punctuality in task completion, encourages initiative and work activeness, Is well understood thanks to effective training or socialization, Helps in work reporting through documented data. This positive response indicates that the use of the Mang Bagja application is effective in supporting employee productivity and performance management.

Regarding performance allowances, most respondents stated that: The process of disbursing allowances is performance-based, fair, and transparent, Allowances are considered sufficient to meet the needs of life, the mechanism for providing allowances reflects the discipline and contribution of employees. However, there is a slight negative response regarding the timeliness of the disbursement of benefits, so further evaluation is needed to increase the satisfaction and sense of justice of all employees. In conclusion, the use of the Mang Bagja application has a positive impact on employee performance and benefits received, with a system that is considered fair, transparent, and effective in increasing work motivation.

The validity test results indicated that all questionnaire instruments for both variable X and variable Y were deemed valid, confirming their suitability for assessing employee performance activities on the Mang Bagja application and the additional allowances received by employees, as the calculated R exceeded the tabulated R. The reliability test results indicated that all questionnaire instruments for both variable X and variable Y exhibited excellent reliability, signifying that the statements in the questionnaire consistently measured the data. The correlation coefficient test results showed a strong link between employee performance activities in the Mang Bagja application and the allowances employees receive, with a significance value of 0.837, indicating a very strong correlation. The findings of the simple regression analysis indicate that an increase in employee performance activities correlates with a 0.893 rise in the allowances earned by employees. The T-test findings indicated a T-value of 11.039, exceeding the T-table value of 2.006, signifying a significant impact of employee performance activities on the performance allowance earned by employees in the Mang Bagja application. The results of the coefficient of determination test indicated an R-squared value of 0.701, signifying that variable X (employee performance activity) influenced variable Y (allowance received by employees) by 70.1%, while 29.9% was attributable to other variables not included in this study.

According to the research conducted, the researcher recommends that all employees

consistently enhance their use of the Mang Bagja application to facilitate more precise and transparent performance evaluations. The Bandung City Cipta Cipta, Construction and Spatial Planning Office is anticipated to conduct regular training and support, particularly for employees requiring a deeper comprehension of the application. Assessing the allowance disbursement process is crucial to guarantee a timely and equitable distribution. The establishment of a more complete evaluation system is strongly advised to ensure that the allocation of rewards accurately reflects the quality and contributions of employee performance. Future studies should also consider additional elements that may influence employee performance allowances.

REFERENCES

Journal Articles

- Casper Ferm, L. E., & Thaichon, P. (2021). Customer pre-participatory social media drivers and their influence on attitudinal loyalty within the retail banking industry: A multi-group analysis utilizing social exchange theory. *Journal of Retailing and Consumer Services*, 61. <https://doi.org/10.1016/j.jretconser.2021.102584>
- Handari Adji, W., & Zuarko Adji, W. (2022). Dampak Disiplin Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Balai Pemberdayaan Sosial Bina Remaja (Bpsbr). *Jurnal Co Management*, 4(2), 659–664. <https://doi.org/10.32670/comanagement.v4i2.1232>
- Hanif, I. I., Rudiana, R., & Taryana, A. (2024). Pelaksanaan Program Manajemen Bandung Kinerja (Mang Bagja) Di Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Pemerintah Kota Bandung. *Jurnal Administrasi Pemerintahan (Janitra)*, 4(2), 343-352.
- Jumawan, & Agus, D. (2018). Pengaruh tunjangan kinerja dan kepemimpinan terhadap kinerja pegawai di Biro Umum Kementerian Koordinator Bidang Perekonomian. *Jurnal Ilmiah Akuntansi Dan Manajemen*, 14(1), 63–71.
- Kuruparensothynathan, P., Vimalendran, G., & Maryselestena, V. (2016). *Impact Of Working Environment On Employees' Performance: An Emprial Study Of Insurance Companies*. March, 1–8. <https://doi.org/10.13140/RG.2.2.12235.54563>.
- Leitão, M., Correia, R. J., Teixeira, M. S., & Campos, S. (2022). Effects of leadership and reward systems on employees' motivation and job satisfaction: an application to the Portuguese textile industry. *Journal of Strategy and Management*, 15(4). <https://doi.org/10.1108/JSMA-07-2021-0158>.
- Mado, Y. J., & Mado, T. W. (2018). Pengaruh Sistem Informasi Manajemen Kepegawaian Terhadap Perencanaan Sumber Daya Manusia Pada Badan Kepegawaian Daerah Kabupaten Sikka. *High Education of Organization Archive Quality: Jurnal Teknologi Informasi*, 10(1), 49–58. <https://doi.org/10.52972/hoaq.vol10no1.p49-58>
- Raziq, A., & Maulabakhsh, R. (2015). Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*, 23. [https://doi.org/10.1016/s2212-5671\(15\)00524-9](https://doi.org/10.1016/s2212-5671(15)00524-9).
- Tumanggor, B., & Girsang, R. M. G. (2021). Pengaruh Kompetensi Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Upt Badan Pendapatan Daerah Kecamatan Gunung Malela Kabupaten Simalungun. *Manajemen: Jurnal Ekonomi*, 3(1), 42–55. <https://doi.org/10.36985/manajemen.v3i1.91>

- Utari, D. S., Rinah, S. A., & Irwansyah, M. (2022). Pengaruh Tunjangan Kinerja Terhadap Kinerja Pegawai pada Kantor Imigrasi Kelas II Tanjung Uban Administrasi Publik , STISIPOL Raja Haji Tanjungpinang mewujudkan visi dan misi organisasi dengan tujuan untuk menciptakan suatu pemerintahan yang efektif dan e. *Jurnal Ilmu Sosial Dan Ilmu Politik*, 4(1), 142–161.
- Wau, J. (2021). Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Di Kantor Camat Somambawa Kabupaten Nias Selatan. *Jurnal Ilmiah Mahasiswa Nias Selatan*, 4(2). <https://jurnal.uniraya.ac.id/index.php/jim/article/view/237>
- Widiyanti, W., & Fitriani, D. (2017). Motivasi Kerja terhadap Kinerja Pegawai pada Dinas Kependudukan dan Pencatatan Sipil Kota Depok. *Cakrawala*, XVII(2), 132–138.
- Zhenjing, G., Chupradit, S., Ku, K. Y., Nassani, A. A., & Haffar, M. (2022). Impact of Employees' Workplace Environment on Employees' Performance: A Multi-Mediation Model. *Frontiers in Public Health*, 10. <https://doi.org/10.3389/fpubh.2022.890400>

Website

- Peraturan Wali Kota Bandung, N. 11. (2025). *Pemberian Tambahan Penghasilan Bagi Pegawai Negeri Sipil*. 2, 9–12. Accessed from : <https://peraturan.bpk.go.id/Details/316565/perwali-kota-bandung-no-11-tahun-2025>