
Analysis of the Implementation of Inactive Records Management Through the Application of Sikardi, a Dynamic Archival Information System, Within the Central Java Provincial Agency for National Unity and Politics in 2025

Alicia Salsabila Fitriani*, Jazimatul Husna

Universitas Diponegoro, Indonesia

Email: aliciasalsabila6046@students.undip.ac.id*, jazimatulhusna@lecturer.undip.ac.id

Keywords:

inactive records; records management; SIKARDI implementation; government archives.

Abstract

Inactive records management plays an important role in supporting orderly governmental administration, as these records still possess administrative, legal, and informational value despite their decreasing frequency of use. In an effort to improve the effectiveness of records management, government institutions utilize information technology through the implementation of the Dynamic Archival Information System (SIKARDI). This study aims to analyze the implementation of inactive records management through the application of SIKARDI within the Regional Agency for National Unity and Politics of Central Java Province in 2025. This research employed a qualitative approach with data collection techniques consisting of interviews, observations, and documentation. The informants involved in this study were archivists who directly handled the management of inactive records. The findings indicate that the implementation of SIKARDI has supported inactive records management in a more systematic manner, facilitated the record retrieval process, and improved efficiency in archival management. Nevertheless, the implementation of the system still encounters several challenges, including limited human resources, insufficient technical understanding of the system, and the suboptimal utilization of available features. Therefore, enhancing human resource competencies and strengthening organizational support are necessary to optimize the implementation of SIKARDI in inactive records management.

INTRODUCTION

In today's modern era, technology has experienced very significant developments, requiring each generation to develop their own abilities and skills in the field of technology (Tjiptasari, 2018). In government agencies, archiving is one of the areas that has been oriented towards the application of digital-based technology. According to Nyfantoro et al. (2020), archives function as records that become the collective memory of an institution. These archives serve as a source of information and facilitate the retrieval process (Meirinawati & Prabawati, 2015). However, manual archive management procedures tend to be time-consuming and do not support the paperless concept, resulting in increasing paper use and making archive searches difficult. Along with the times, innovations in the form of electronic-based archive management

have emerged as a solution to various obstacles in conventional management (Faizah et al., 2025; Rahman et al., 2024). Such innovations are expected to play a role in providing information in a fast, precise, and accurate manner, while also making employee performance more efficient in managing archives in terms of time, cost, and energy (Iksaningtyas & Rukiyah, 2018).

Archives play a vital role as a source of information in supporting the implementation of government, development, and public services (Elvira & Susanto, 2024; Makmur, 2023). The definition of archives, as stated in Law No. 43 of 2009, specifies that archives are records of activities or events, created and received in various forms and media by local governments, state institutions, companies, educational institutions, social organizations, political organizations, and individuals in the conduct of national, social, and state life. Archives do not only function as administrative documents, but also serve as authentic evidence with legal force and high informational value, whether for managerial, accountability, or historical purposes (Sutopo, 2017).

Based on their function and utility, archives are divided into two types: dynamic archives and static archives. Dynamic archives are archives that are used directly in the operational activities of the creating institution and retained for a predetermined period of time. Dynamic archives are further grouped into two categories. First, active archives are archives that are still used in daily activities at the agency. Second, inactive archives are archives whose use has already begun to decline but which still hold legal, financial, and administrative value. Meanwhile, static archives are archives that possess historical value, are permanent in nature, and must be submitted to an archival institution. Managing inactive archives often faces unique challenges due to the ever-increasing volume of records, while storage capacity, management systems, and human resources remain limited. If not managed effectively, inactive archives can accumulate, become difficult to trace, and may even be damaged or lost, ultimately hampering administrative processes and reducing the quality of public services (Wahyudi, 2020).

The dynamic archive management process is a management activity that plays an important role for every institution, as it is directly related to the function of archives as authentic evidence and the basis of accountability. This condition has encouraged the government to develop an orderly archiving program within Republic of Indonesia government agencies. The State Defense and Legal Agency (2017) developed an electronic archive management application in line with government policy. The system is called the Dynamic Archival Information System (SIKARDI), which is an electronic-based application for managing dynamic archives covering both active and inactive archives in an integrated and efficient manner, functioning to support the dynamic archive management process.

The Dynamic Archival Information System was developed by ANRI to support orderly administration and archival management within government agencies. With this system, the processes of creation, management, storage, and disposition of archives can be carried out digitally, which facilitates monitoring and retrieval of archives, as well as enhancing accountability and transparency in archival management.

The Central Java Provincial Government has used the Dynamic Archival Information System (SIKARDI) as a means of improving the effectiveness of the dynamic archive management process. The development of this system is implemented by the Central Java Provincial Archives and Library Service, which plays a role as the provincial-level archival

supervisor and is responsible for overseeing the distribution of archives from various Regional Device Organizations (OPD). Through the implementation of SIKARDI, dynamic archive management is expected to produce information that is authentic and whose integrity is maintained (Central Java Provincial Archives and Library Service).

As a Regional Device Organization, the Central Java Provincial Agency for National Unity and Politics operates under the coordination of the Governor and is directly accountable to the Governor through the Regional Secretary, and is responsible for national unity, politics, and community protection. Based on field observations, the condition of archives at the National Unity and Politics Agency of Central Java Province indicates that the dynamic archive management process is already being carried out in accordance with applicable archival procedures. Archival management activities at the National Unity and Politics Agency of Central Java Province are divided into two fields. The first is active archives that still serve an operational function and are managed or utilized daily in the processing unit. The second is inactive archives that are no longer used regularly or whose retention period has begun to decline and must be transferred to the agency's archival unit.

Under the supervision and guidance of the Central Java Provincial Archives and Library Service, the Central Java Provincial Agency for National Unity and Politics is one of the regional government agencies that has implemented the Dynamic Archival Information System (SIKARDI) in its archival management activities. The implementation of this system is a strategic step towards realizing an optimal and efficient archive management system that meets established provisions and is in accordance with modern archival principles. Through SIKARDI, dynamic archive management within the Kesbangpol Agency can be carried out in an integrated manner, covering all stages of archival management from creation, utilization, and maintenance, to disposition thereby facilitating the retrieval of information and improving administrative accountability. The implementation of SIKARDI at the Central Java Provincial Kesbangpol Agency is also in line with government policy in strengthening the Electronic-Based Government System (SPBE). With this system, archive management is not only focused on document storage, but also on the provision of authentic and accountable information as evidence of administrative activities and public services (Amalia, 2023; Elharon & Hassan, 2025).

The research gap addressed by this study is threefold. First, no previous study has comprehensively analyzed SIKARDI implementation for inactive records management at a non-archival government agency (Badan Kesbangpol). Second, previous research has not simultaneously examined the technical, human resource, and organizational factors affecting the effectiveness of SIKARDI implementation. Third, most prior studies were conducted at provincial or central-level archival institutions, leaving a gap in understanding implementation at political and national unity agencies, which handle sensitive documents requiring special archival treatment. The urgency of this research is driven by several factors. First, Law Number 43 of 2009 mandates orderly archive management across all government institutions, including non-archival agencies. Second, the Central Java Provincial Agency for National Unity and Politics handles politically sensitive documents for which proper archival management is critical for accountability and transparency. Third, field observations indicate that SIKARDI implementation at the agency still faces significant obstacles, including slow system performance, mismatches between physical and digital records, and limited employee

competency. Fourth, without systematic evaluation, the agency cannot identify specific areas for improvement, potentially compromising administrative accountability and public trust. Fifth, as the government continues to advance the Electronic-Based Government System (SPBE), understanding implementation barriers is essential for policy refinement.

Based on field observations, the author recognized that SIKARDI at the National Unity and Politics Agency has not yet achieved the expected level of efficiency. In its implementation, SIKARDI has encountered several recurring obstacles: suboptimal routine supervision and evaluation, an underutilization of available system features, insufficient access speed, and limited human resources for managing inactive archives. Based on the author's direct experience while inputting inactive archives, the internet connection was frequently slow, SIKARDI could not advance pages automatically and required manual clicks to proceed, and discrepancies were found between the information content of physical archives and the corresponding data recorded in SIKARDI.

Through the implementation of the Dynamic Archival Information System at the Central Java Provincial Agency for National Unity and Politics, the management of inactive archives is expected to be effective, efficient, and accountable. However, its implementation still faces a number of challenges in terms of both human resources and technical aspects, as well as the suboptimal utilization of system features. Therefore, a more in-depth analysis is needed regarding the system's implementation, its effectiveness in supporting archival activities, and the factors influencing its successful implementation in realizing orderly and professional administrative governance within the agency.

Although the Dynamic Archival Information System (SIKARDI) has been implemented at the National Unity and Politics Agency of Central Java Province to support the management of inactive archives, its implementation in 2025 still faces various challenges that hinder the optimization of archival functions. Technical constraints, limited human resources, and insufficient infrastructure readiness cause the archive management process to fall short of the expected level of effectiveness. Therefore, an analysis is needed of the implementation of SIKARDI, the obstacles encountered, and the efforts made to address them in order to improve the quality of inactive archive management at the agency. Based on this, the study addresses several problem formulations: how inactive archive management is implemented through SIKARDI at the National Unity and Politics Agency of Central Java Province; what obstacles arise in the process of managing inactive archives using SIKARDI; and what efforts are made by the agency to overcome these obstacles and increase the effectiveness of inactive archive management. The purpose of this study is to identify and describe the implementation of inactive archive management through SIKARDI, to analyze the various obstacles encountered, and to examine the efforts made to overcome those obstacles and improve the effectiveness of inactive archive management within the National Unity and Politics Agency of Central Java Province.

METHOD

Type Study

This type of study utilized descriptive research with a qualitative approach. study qualitative that is something method Which the goal for understand in depth the phenomena faced by the research subjects, for example perception, motivation, behavior and actions in a

comprehensive and holistic manner. This understanding is displayed in the form of descriptions verbal uses words and language in a natural context, and by utilizing several natural methods Moleong (2011:6)

Descriptive research is used to explain the actual conditions that occur in the field related to processes and obstacles. and the results obtained in the application of SIKARDI, Data collection techniques such as interviews, documentation and observation. Therefore, this study is not aimed at testing the hypothesis, but rather to obtain a comprehensive understanding of the effectiveness and use of the system.

Approach study

The approach used in this study is the case study method, an approach Which emphasize on exploration deep to something real phenomenon, in its implementation researchers gather data through various methods such as literature studies of journals and books related to the research topic

Location study

This research was conducted at the National Unity and Politics Agency of Central Java Province located on Jl. Ahmad Yani No. 160, Karangkidul, Central Semarang District, Semarang City, Central Java

Subject And Object study

The subjects in this study were **archivists** who worked in research institutions, that is Body Unity Nation And Political Province Java Middle. Archivist selected as subject study Because own role direct in Implementation of inactive archive management, starting from the process of organizing, storing, maintaining, to retrieval of archives using the Dynamic Archival Information System (SIKARDI). In addition, archivists are considered to have technical understanding and experience. practical Which relevant to give information in-depth information about the implementation of SIKARDI, the disruptions experienced, and the efforts made to optimize the management of inactive archives.

Object on studies This is manage archives inactive through implementation Dynamic Archival Information System (SIKARDI) within the National Unity and Politics Agency of Central Java Province. The research object focuses on the inactive archive management mechanism, which includes aspects of planning, implementation, evaluation, and utilization of SIKARDI as a supporting tool for systematic archive management. And integrated. Study This Also highlight constraint technical and non-technical issues that arise in the implementation of SIKARDI and efforts made to increase the effectiveness of inactive archive management.

Technique collection data

Forg et data Which complete and accurate. Researchers utilize the following techniques:

1. Interview

An interview is a data collection technique conducted through a question and answer session between the researcher and the informant to obtain information related to the conflict being studied. According to Esterbeg (2002) in Sugiyono (2018:232), an interview is a meeting process between two individuals who exchange information and ideas through a question and answer session, so that the meaning of a specific topic can be constructed. This type of interview is structured because the researcher has prepared several questions before the interview begins. In this method, each informant is given the same questions.

2. Observation

Observation done for observe in a way direct activity or conditions that are the focus of the research. According to Nasution (2003) in Sugiyono (2018:226), Observation is base from all science, where researchers use their observation skills to Collecting real data from the field. This study uses passive participatory observation, where the researcher is present at the research location and observes archive management activities. The results of the observations are used to strengthen the interview data and provide a factual picture of inactive archive management through implementation SIKARDI in environment Body Unity Nation and Central Java Province Politics

3. Documentation

In this study, researchers also supplemented data through documentation methods. This technique was used to obtain information. general related profile Body *Kesbangpol* as well as collecting photos activity Which related with implementation study in the agency. This documentation technique helps researchers verify data from interviews and observations and provides empirical evidence regarding the implementation of SIKARDI in the agency.

Technique analysis data

Qualitative data analysis is more complex than quantitative analysis. Therefore, researchers need to understand the theory in depth to ensure objective and scientific results. Qualitative research can be broad and overlapping because the data obtained is multifaceted. No always centered on focus problem beginning. But can develop according to conditions in the field. To avoid deviations in the direction of the research, systematic steps are needed so that the discussion is focused.

1. Reduction data

Data reduction is the phase of summarizing and filtering information. so that only things important Which maintained in accordance research focus. This stage is carried out continuously throughout the research, so that researchers can obtain the essence of the data obtained, data reduction helps simplify the field data that is complex or No in accordance with theme, remove information Which No relevant, and guard so that results study stay focused

2. Presentation data

The data presentation stage is carried out by organizing the information that has been collected so that it is arranged systematically and is easy to understand. Because data qualitative generally nature narrative, this presentation is necessary to simplify the information without reducing its substance. Researchers Then classify data based on the main theme to obtain a general overview and support the conclusion drawing process.

3. Conclusion or verification

Step final in analysis data is process drawing conclusions and verification. In stage This, researchers compare the findings with the underlying theory to ensure that meaning Which produced in line with draft study which is utilized.

RESULTS AND DISCUSSIONS

General Description of The Application of SIKARDI (Dynamic Archiving Information System) In the Management of Inactive Archives Within The National Unity and Politics Agency of Central Java Province

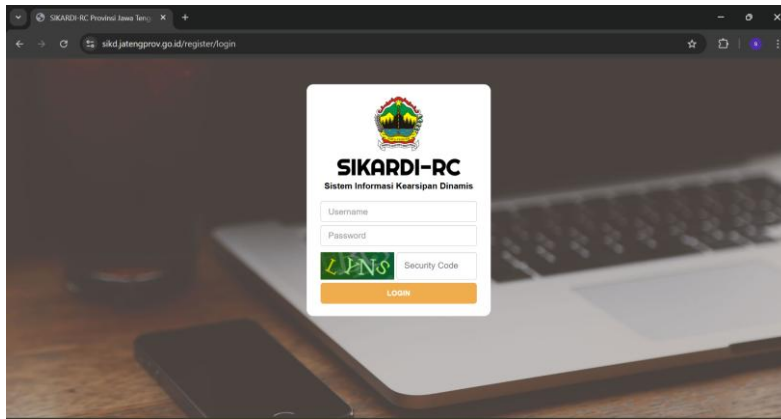


Figure 1. Display of the Dynamic Archiving Information System login page (SIKARDI-RC)

Source : <https://SIKARDI.jatengprov.go.id/register/login>

Implementation System Information Archives Dynamic (SIKARDI) in environment The National Unity and Politics Agency of Central Java Province is directed to support the management of inactive archives resulting from the implementation of the duties and functions of the agency. Archives inactive is archives Which level utilization has been experiencing decline, but still has administrative, legal and informative value so that its existence needs to be managed in a regular, planned and systematic manner. In context management archives inactive, SIKARDI play a role as supporting facilities in the process of data collection, classification, and retrieval of archives inactive, archives the originate from various activity between other political facilitation, development of community organizations, national vigilance and administration general. Through SIKARDI, information about archives inactive noted electronically, so that its existence can be known more clearly and under control.

In general, the application of SIKARDI in the management of inactive archives at the National Unity and Politics Agency of Central Java Province has been implemented starting in 2022. Management of inactive archives through this system is centered on the archives management unit which is tasked with inputting archive data, grouping according to archive classification, and updating archive information, while the transfer of archives from each field still requires coordination and adjustment of work procedures between units. The application of SIKARDI in the management of inactive archives provides benefits in improving the order of archives and facilitating the process of retrieval of archives when needed. In addition, this system helps agencies in monitoring the number, type and status of archives owned.

Based on Description it can be concluded that that implementation SIKARDI, which manages inactive archives within the Central Java Province *Kesbangpol* Agency, has been implemented as part of an archival modernization effort. However, its implementation still requires further optimization, particularly in terms of in matter consistency use system as well

as improvement understanding employee to management asrip inactive based SIKARDI so that all over archives inactive can be managed more effectively and sustainably.

Implementation Management Archives Inactive Through Implementation SIKARDI

The implementation of inactive archive management through the application of the Dynamic Archives Information System (SIKARDI) is one of the efforts of the Central Java Province *Kesbangpol* Agency to improve orderly archive administration and support effectiveness organization government. Transfer archives inactive from the processing unit to the archiving unit is an important stage in the dynamic archive management cycle. In the Central Java Province *Kesbangpol* Agency, archives which has passed the active period administratively transferred from each processing unit to the archiving unit to be managed as inactive archives that have been recorded in SIKARDI.

After conducting an interview with Mas Dipta as the Archivist of the *Kesbangpol* Agency regarding the inactive archives that have been received by the archives unit, the next step is to carry out data collection and recording of the archives into the Dynamic Archives Information System (SIKARDI). The recording process for this system includes inputting the contents of archive information such as

1. period time,
2. code implementer
3. results,
4. code classification,
5. content information,
6. mark use,
7. media the archives that in input,
8. level development,
9. condition archives as well as
10. attachment

By systematizing inactive archives into SIKARDI, the existence of archives becomes more structured and electronically documented. From a management perspective, the use of SIKARDI for inactive archives that have been transferred provides convenience in control and search archives. Archives Which

distributed across each processing unit can be monitored centrally in the archive's unit, thereby minimizing the risk of archive loss and irregular archive storage. In addition, SIKARDI enables archive managers to monitor status retention archives Which become base in planning action further management of archives, such as maintenance or reduction of archives.

Utilization and Performance System Information Archives Dynamic (SIKARDI) in the Management of Inactive Archives

Interview results indicate that the implementation of SIKARDI has made a positive contribution to increasing the efficiency of inactive archive management. Utilizing this system allows for the search and retrieval stages of archives to be carried out. in a way more fast And structured compared to with method manual archive searches. This condition indicates that SIKARDI has functioned as an effective support tool in providing the archival information needed by agencies.

In addition to improving work efficiency, SIKARDI is also considered to have a fairly

good level of ease of use. Most users can operate it. system without experience difficulty Which means. However, still there is need will process adaptation and habituation for employee who do not have experience in using archival information systems. This indicates that human resource factors, especially user experience and understanding in the field of archiving influences the optimization of the use of SIKARDI.

Technically, the interview results revealed limitations in the system. This especially caused by Because system Which often slow, feature Which Incompleteness, as well as other errors in the system, impact the smooth use of SIKARDI and potentially hinder the electronic management of inactive archives. However, these technical constraints do not completely diminish the role and benefits of SIKARDI, as the system is generally considered helpful and provides added value in supporting the management of inactive archives.

Overall, the analysis shows that the use of SIKARDI in managing inactive archives at the National Unity and Provincial Politics Agency Java Middle Already give benefit real for agency. However, to increase the effectiveness of implementation in a sustainable manner, strengthening efforts are needed on aspect technical system as well as improvement competence and user familiarization so that SIKARDI can be utilized more optimally and consistently

Constraint in Implementation Management Archives Inactive Through Implementation of SIKARDI

In the implementation of the Dynamic Archiving Information System (SIKARDI), it is still found that a number of constraints Which influence level optimization Inactive archives management. The main obstacle faced relates to limited human resources with specialized competencies in archiving and information technology skills. This situation has resulted in the suboptimal utilization of SIKARDI in sustainable inactive archives management activities.

According to Dipta, not all employees have adequate educational background or training in archiving. As a result, inactive archive management through SIKARDI cannot be carried out routinely every day, but only at certain periods with the support of student staff. apprenticeship. Situation the cause Still the presence of amount inactive archives that have not been documented and input into SIKARDI, so that the management of inactive archives has not been fully integrated electronically. In addition to limited resources Power Another obstacle affecting the implementation of SIKARDI is the limited supporting facilities. Inadequate computer hardware and unstable internet connections hamper smooth system access and use. These technical constraints impact the efficiency of the inactive archives management process and reduce the intensity of SIKARDI's use in daily archival activities.

Besides resource and infrastructure factors, there are limitations to the features in SIKARDI. Also hinder in management archives inactive. System Not yet Fully supports the need for electronic archive management, such as the lack of *helpdesk features* and digital signatures. Another issue that arises is limited storage capacity, particularly when uploading files. document in a way repetitive without realized, which in term length causes increased server load and decreases overall system performance. Besides That, from experience writer system This Still must manually navigate to access certain pages. This condition affects comfort and effectiveness use system in supports inactive archive management.

Overall, these various obstacles indicate that optimizing the implementation of SIKARDI in managing inactive archives depends not only on the system's existence, but also on the readiness of human resources, the adequacy of facilities and infrastructure, and the

completeness of the system's features. Therefore, efforts are needed to improve the competence of the apparatus, improve infrastructure, and develop SIKARDI features so that inactive archives management can be implemented more effectively and sustainably.

Effort Overcome Constraint Implementation SIKARDI

The efforts undertaken by the National Unity and Politics Agency of Central Java Province to address various obstacles to the implementation of the Dynamic Archival Information System (SIKARDI) demonstrate the agency's response to human resource challenges, supporting facilities, and optimizing system utilization. The steps taken reflect the agency's commitment to achieving more orderly and sustainable management of inactive archives. One effort main Which done is giving mentoring and technical guidance to employees involved in archives management. This mentoring aims to improve employee understanding of archival procedures and the use of SIKARDI in daily activities. Through this approach, the agency make an effort overcome limitations competence Human resources which were previously an obstacle in managing inactive archives. In addition, the implementation of periodic evaluations is an important instrument for assessing the extent to which the implementation of SIKARDI has been carried out in accordance with the management objectives. archives inactive. Evaluation allows agency For Identify technical constraints, weaknesses in implementation, and the need for system development and employee capacity building. With this evaluation sustainable, improvements can be made in a targeted and systematic manner.

Leader Also play a role through determination policy, giving directions Clear policies and support for SIKARDI-based inactive archives management. Firm and structured policies provide an operational foundation for the archives unit to consistently implement SIKARDI. Support from management can encourage employees and archivists to be more active and consistent. in manage archives inactive through system. Directions leadership plays a role in aligning understanding and implementation of tasks, so that management of inactive archives can be carried out in a coordinated manner and not individually.

In developing SIKARDI, coordination with archival institutions is a strategic step to support the system's sustainability. This coordination is necessary to align policies and support. budget, and development feature SIKARDI so that in accordance with need manager archives inactive at the level area. Through coordination This, constraint technical and limitations system can be addressed more comprehensively.

Besides That, implementation socialization routine about development SIKARDI Involving archival institutions plays a crucial role in raising awareness and understanding among employees and archivists regarding the importance of managing inactive archives based on information systems. Continuous outreach can help overcome user adaptation challenges and develop the limited features within SIKARDI.

Thus, technical assistance and direction, periodic evaluation, leadership policies and direction, coordination with archival institutions and routine outreach are interrelated efforts to overcome management obstacles. archives inactive through implementation SIKARDI. Efforts it shows that success implementation SIKARDI No only determined by sophistication system, but support leadership and order manage effective and efficient organization.

Discussion of Research Results Is Linked to Theoretical Studies and Previous Research.

The results of the study show that the application of the Dynamic Archiving Information System (SIKARDI) in the management of inactive archives in the Unitary Agency environment Nation and Political Province Java Middle in a way conceptual Already This is in line with the theory of dynamic archive management. This theory emphasizes that inactive archives still have administrative, legal, and informative value, thus requiring orderly and systematic management supported by the use of information technology to increase efficiency. and accountability of organizational performance

However, when linked to information systems studies and previous research, there is a gap between the ideal concept and implementation practices in the field. Previous research generally emphasizes that implementation system information archives technology-based will run optimally if supported by human resource readiness, availability infrastructure as well as commitment institutional Which strong. In In several previous studies, the application of digital information systems has been described as being able to increase the speed of archive retrieval, administrative order and control of inactive archives more effectively.

In contrast to previous research findings, the results of this study indicate that the implementation of SIKARDI at the National Unity and Politics Agency of Central Java Province still faces various non-technical obstacles that affect the optimization of inactive archives management. These obstacles include limited employee competency in operating SIKARDI, unequal employee understanding regarding the importance of inactive archives management, suboptimal evaluation of SIKARDI's implementation, and the need for improved coordination with regional archival institutions regarding the evaluation of SIKARDI's implementation. This condition shows that the existence of system information Not yet fully capable ensure management effectiveness archives if No balanced with strengthening aspect source Power human and governance organization.

From the perspective of the study of policy implementation theory and information systems, this research strengthen view that factor man and organization own role dominant in determining the success of system implementation, this becomes This is different from previous studies which tended to focus on technical aspects and normative system advantages. This research instead highlights that in the context management archives inactive, challenge main lies on process adaptation [employees to the change from manual systems to digital-based systems.

Thus, the research comparison lies in the focus of the analysis. Previous research generally tends to discuss dynamic archive management and examine the implementation of archival systems in terms of technological and procedural effectiveness, while this research focuses on inactive archive management and uncovers the dynamics. implementation SIKARDI in a way more contextual specifically on management inactive archives within the National Unity and Politics Agency of Central Java Province. This study confirms that the success of SIKARDI implementation is not only depends on the system's suitability to the theory of dynamic archive management, but also on ongoing efforts to increase employee capacity, strengthen leadership commitment, and improve institutional coordination.

In a way overall, research result This complete study theory and previous research with show that implementation SIKARDI in management archives inactive is process Which nature multidimensional. No only need technological support, but also human resource readiness and

consistent organizational support so that objective management archives inactive in a way effective, efficient, and accountable can be achieved.

Table 1. Regarding the Comparison of Previous Research with Current Research

No	Previous Research	Main Focus	Difference with Previous Research	Focus of Current Study
01	Ratna Anugraheni Putri & I Nyoman Suputra	Management of inactive electronic archives using SIKARDI	Limited archival institutions	Examines the implementation of SIKARDI in non-archival institutions (Badan <i>Kesbangpol</i> , Central Java Province)
02	Arifin Prasetyo & Jazimatul Husna	Evaluation of SIKARDI in the archive retrieval process	Focused only on one system function	Analyzes the management of inactive archives comprehensively
03	Witanti Putri Anggreani et al.	Implementation of SIKARDI from a technical perspective	Focused on technological aspects	Examines technical and non-technical factors in SIKARDI implementation
04	Sabilla Iksaningtyas & Rukiya	Utilization of SIKARDI in dynamic archives	Discusses dynamic archives in general	Focuses specifically on inactive archives
05	Riana Suprpto & Dedy Rahman Prehanto	Development of dynamic archive systems	Focused on system design	Focuses on the implementation of a system that is already in operation

Implications implementation SIKARDI to management inactive archives

The implementation of the Dynamic Archival Information System (SIKARDI) has significant implications for the management of inactive archives within the National Unity and Politics Agency of Central Java Province. One of the main implications is increased orderliness in archival administration. Through the use of SIKARDI, management archives inactive done in a way more structured. Because each archive documented in system, equipped with information classification, time period, as well as status archives. Condition This support creation management archives which is more orderly and controlled compared to the manual system.

Furthermore Also seen on improvement convenience and speed in the process of searching and tracing inactive archives. SIKARDI allows employees to access archive information digitally without having to physically search for it. This results in efficiency of time and effort, as well as reducing the risk of errors or loss of archives, thus supporting the smooth implementation of administrative tasks and decision-making.

The implementation of SIKARDI also has implications for changes in employee work patterns, this system encourages shift from conventional work patterns towards the use of technology information in management archives inactive. Employee required to more adaptive to system use, both in the recording, storage, and monitoring of archives. This change in work patterns demonstrates that SIKARDI serves not only as a technical tool but also as an instrument for transforming archival governance within the agency.

However thus, implications positive the Not yet fully optimal without the support of other supporting factors. The research results show that there are limitations in competence. Some employees still face obstacles in operating SIKARDI, preventing them from fully utilizing the

system. Therefore, implementing SIKARDI requires increased human resource capacity through ongoing mentoring and training to ensure employees are able to utilize the system in accordance with applicable archiving procedures.

Besides source aspect Power humans, the application of SIKARDI also has implications on the importance of organizational support. Leadership commitment, policy clarity, and coordination with Institution archives area become factor determinant sustainability of system implementation. Without consistent organizational support, the use of SIKARDI in managing inactive archives has the potential to be uneven and less than optimal. In side factor the, aspect technical Also become factor trigger Which impact the effectiveness of SIKARDI implementation. The system's limited features, which do not fully accommodate the needs of inactive archive management, as well as the system's performance, which tends to be slow under certain conditions, have an impact on the low intensity of SIKARDI implementation. utilization system by employee. Condition the show that quality technical system participate play a role in determine success implementation of SIKARDI, so that efforts are needed to develop and maintain the system on an ongoing basis to support the effective management of inactive archives.

In general, the implementation of SIKARDI has positive implications for archive management. inactive in Body Unity Nation and Political Province Java Middle, especially in increase regularity administration, efficiency search archives, And digital culture and employee work patterns. However, for these implications to be felt sustainably and comprehensively, strengthening employee competencies, evaluation, coordination between regional archival institutions, and ongoing organizational support are required as part of efforts to improve effective and accountable archival governance.

CONCLUSION

Based on the research findings, it can be concluded that the implementation of SIKARDI in the management of inactive archives at the Central Java Provincial Agency for National Unity and Politics in 2025 has, conceptually, aligned with the principles and theories of dynamic archive management. Inactive archives that still hold administrative, legal, and informational value have begun to be managed through an information system to improve administrative order and support organizational effectiveness. The implementation of SIKARDI has proven to have positive implications for archival order, particularly through more structured recording and storage, which facilitates archive control and reduces the risk of data loss. Furthermore, it simplifies the search and retrieval of inactive archives, as archival information can be accessed digitally, making the use of time and energy in administrative services more efficient. On the other hand, the system has driven a shift in employee work patterns from manual archive management toward a digital-based system requiring employees to be adaptive to developments in information technology, demonstrating that SIKARDI functions not only as a technical management tool but also as a driver of archival governance modernization and apparatus professionalism. However, the implementation of SIKARDI has not yet been fully optimal, as the obstacles encountered stem from technical, human resource, and organizational dimensions alike including limited employee competency in operating the system, an uneven understanding of the importance of inactive archive management, inadequate coordination with regional archival institutions, limited system features, and slow system

performance under certain conditions. Viewed through the lens of theory and prior research, these findings affirm that the success of an archival information system depends not only on the availability of technology, but is highly contingent on human resource readiness, organizational support, and the technical quality of the system itself. Therefore, although SIKARDI has delivered tangible benefits in inactive archive management at the agency, continuous strengthening and improvement efforts remain necessary so that the system can be utilized effectively, efficiently, and sustainably in accordance with the objectives of dynamic archive management.

REFERENCE

- Amalia, M. M. (2023). Enhancing accountability and transparency in the public sector: A comprehensive review of public sector accounting practices. *The ES Accounting and Finance*, 1(03), 160–168.
- Anggreani, W. P., Usman, O., & Rachmadania, R. F. (2025). Analisis penerapan Sistem Informasi Kearsipan Dinamis (SIKD) pada divisi teknologi informasi Kantor Pusat Perum BULOG. *Perspektif Administrasi Publik dan Hukum*, 2(2), 116–128.
- Elharon, E. O., & Hassan, N. A. (2025). The role of accounting in enhancing transparency and accountability in the public sector. *International Journal of Accounting and Management Sciences*, 4(1).
- Elvira, E., & Susanto, S. (2024). Archive contribution in the digital era to realize good and clean governance. In *Proceedings of the International Conference on Law, Economic & Good Governance (IC-LAW 2023)*, 267–271.
- Faizah, N. A., Thohir, M., & Salem, S. (2025). Optimizing digital archive management to improve the quality of integrated public services. *Kharisma: Jurnal Administrasi dan Manajemen Pendidikan*, 4(1), 31–43.
- Iksaningtyas, S., & Rukiyah, R. (2018). Pemanfaatan sistem informasi kearsipan dinamis dalam mendukung pengelolaan arsip dinamis di Setda Provinsi Jawa Tengah. *Jurnal Ilmu Perpustakaan*, 7(3), 231–240.
- Makmur, S. (2023). Implementation of archives digitization policy as a form of implementation of an electronic-based government system. *Journal of Social Research*, 2(6), 1847–1852.
- Meirinawati, & Prabawati, I. (2015). Pengelolaan arsip dalam mendukung temu kembali informasi. *Jurnal Administrasi Publik*, 3(1), 45–56.
- Nyfantoro, F., Salim, T. A., & Mirmani, A. (2019). Perkembangan pengelolaan arsip elektronik di Indonesia: Tinjauan pustaka sistematis. *Diplomatika: Jurnal Kearsipan Terapan*, 3(1), 1–13.
- Prasetyo, A. A., & Husna, J. (2021). Evaluasi penggunaan Sistem Informasi Kearsipan Dinamis (SIKARDI) sebagai sarana temu kembali arsip di Bappeda Provinsi Jawa Tengah. *Journal of Computer Science and Engineering (JCSE)*, 2(1), 12–26.
- Putri, R. A., & Suputra, I. N. (2022). Pengelolaan arsip dinamis inaktif elektronik melalui aplikasi SIKD (Sistem Informasi Kearsipan Dinamis) dan hambatannya di Dinas Perpustakaan. *Jurnal Ekonomi, Bisnis dan Pendidikan (JEBP)*, 2(2), 246–255.
- Rachma, E. A. (2015). Penggunaan aplikasi e-Surat SIKARDI (Sistem Informasi Kearsipan Dinamis) dalam pengelolaan arsip elektronik untuk mendukung e-government di Badan Arsip dan Perpustakaan Kota Surabaya. *Jurnal Pendidikan Administrasi Perkantoran (JPAP)*, 3(3).
- Rahman, K., Adni, D. F., & Putra Nasution, M. (2024). Enhancing e-government in digital transformation: Integrating archive management and digital solutions in Pekanbaru, Indonesia. *Otoritas: Jurnal Ilmu Pemerintahan*, 14(2), 262–276.

- Sugiarto, A., & Wahyono, T. (2010). *Manajemen kearsipan modern: Dari konvensional ke basis komputer*. Gava Media.
- Sugiyono. (2013). *Metode penelitian pendidikan: Pendekatan kuantitatif, kualitatif, dan R&D*. (E-book Metodologi penelitian oleh Syafrida Hani Sahir).
- Suherman, Y. (2017). Sistem informasi kearsipan tata kelola surat pada kantor inspeksi BRI Kota Padang. *Jurnal RESTI (Rekayasa Sistem dan Teknologi Informasi)*, 1(1), 26–33.
- Suprpto, R., & Prehanto, D. R. (2020). Pengembangan sistem informasi manajemen arsip dinamis dalam mendukung tata kelola kearsipan berbasis web menggunakan metode SDLC. *Journal of Emerging Information Systems and Business Intelligence*, 1(1), 35–42.
- Tjiptasari, F. (2017). Persepsi kegunaan pengelolaan arsip digital menggunakan SIKD (Sistem Informasi Kearsipan Dinamis). *Jurnal Kajian Informasi & Perpustakaan*, 5(2), 111–126.