

AN ANALYSIS OF HUMAN RESOURCE INFORMATION SYSTEM MANAGEMENT ON COMPANY PERFORMANCE

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Abstract: This investigation plans to decide the administration of HR data frameworks at CV. Samaco, which is occupied with development administrations, is to discover how much impact HR data frameworks have on organization execution. The exploration method was to convey surveys to representatives with a populace of 60 workers, but since specialists zeroed in on research on development representatives, the examples taken were 30 representatives. The consequences of this examination demonstrate that HR data framework administration affects organization execution. In this structure, the ends that can be acknowledged from this examination are that the speculation can be acknowledged and its legitimacy is demonstrated. This demonstrates that the better the execution of human asset data framework administration, the better the organization execution CV. Samaco

Keywords: *Governance, HR Information Systems, Performance.*

1. Introduction

In the service process in the service sector, it is certain that the quality of human resources with their expertise is certainly important, to achieve maximum service, it is necessary to have an HR information system to support company goals. (Sutrisno, 2009) The size and rapidity of information technology, availability of capital and feasible without human resources is difficult for organizations to achieve their goals.

Thus, in an organization it is very important to give good and proper attention to its employees in order to create mutually beneficial reciprocity between the company and employees. Implementation of good and correct HR information system governance can be used as a measuring tool by companies to assess employee performance. (Rivai, 2009) To find out how much employee contribution in the company can be measured and assessed from the results of their performance such as responsibilities and achievements given to the company. The input of HR in the company can be used to prepare company plans in competition and formulas for future HR planning. This can be implemented through the methods brought by the company's policy instruments by analyzing and identifying HR needs and their availability.

Then from this method through the HR audit stage, the company can make decisions on the objective conditions of policy issues in HR needs in accordance with the company's plans. Both

the poor performance of the company's quality or the ups and downs of performance in the company can be judged from several factors that can influence both internal and external factors. The HR information system is one of the internal factors that can affect the performance of employees in the company, if the HR Information System (Human Resource Information System) is utilized properly, the company will obtain information needs that are fast and precise in making policies, thus the company can improve its business performance and competitiveness well.

Jimmy Rusjina (2016) information system is a tool or component related to one another that usually collects, manages, stores and expands information data that is able to provide feedback to meet organizational goals. Application of HR Information Systems, in the company CV. Samaco covers aspects including job analysis, manpower planning, recruitment & selection, training, development, career planning, assessment, compensation, occupational health and safety, industrial relations and termination of employment. Based on the system applied in the company CV. Samaco researchers want to know the extent to which the influence of HR information system governance affects the company's performance. So that with this research, it can be used as a measuring tool for companies to evaluate HR management information system governance policies in CV. Samaco.

2. Literature Review

Notion of Human Resources Information System Governance

Information system governance is formed to support processes that run in an organization/company, which includes the planning, organizing and controlling processes. The governance of the management information system must be able to provide accurate information about the existing conditions in an organization.

One of the important parts of executive data framework administration is Human Resource Management Information System because HR is a completely important resource for associations/organizations, especially organizations occupied with help areas. Meanwhile, the board's human asset is a way to manage the different work issues of job individuals in the organization so that they can uphold this exercise to achieve pre-arranged goals.

Human Resources Information System Governance Function

The ability of HR Information System Governance to provide data to all organizational supervisors related to the organization's HR. HRIS as a hierarchical unit consisting of individuals who measure HR information using PC and non-PC innovations.

Functions of Governance of Information Systems Human resources have the main activities, namely:

a. Job Analysis

Make it easy for companies to manage and obtain HR information professionally

b. Manpower planning

Analyse the workforce needed by the company

c. Recruitment and selection

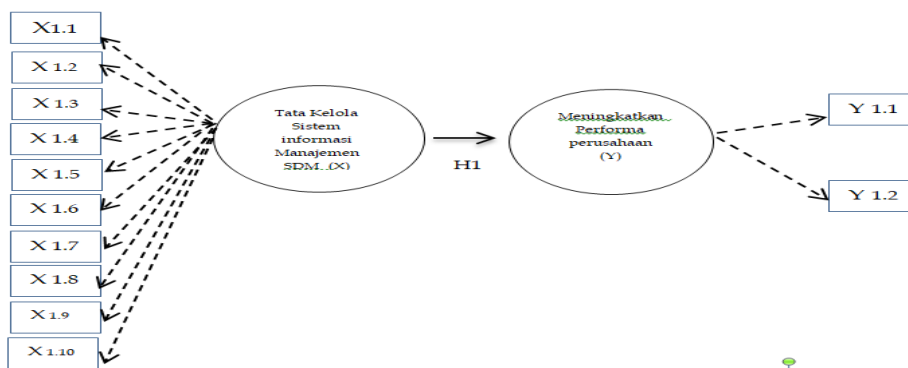
The process of determining and attracting applicants who match the needs of the company and are able to work in an organization that exists in the company.

- d. Training and development
Namely facilities provided by the company for the development of employee knowledge aimed at improving the quality of employees.
- e. Career Planning
Rules or offers given by the company to employees to assume new positions.
- f. Job appraisal
An assessment given by the company to employees to find out whether the employee has fulfilled his obligations in his work.
- g. Compensation
Giving in the form of money or gifts given by the company to appreciate the services provided by employees
- h. K3
Employment insurance or protection provided by the company to protect employees.
- i. Industrial relations
Institutions whose function is to provide policies to companies and workers to fulfil their rights.
- j. Work termination
The process of dismissing employees is due to several factors that are known and agreed upon by the employee and the company.

The success of the HR Information System in the Company

The conditions in which the company is progressing and developing in achieving its goals have been planned by the company. This success is evidence that the company has succeeded in managing the HR information system properly and correctly. The standard work operating system created by the company makes work on time and with minimal or even zero work risk.

Conceptual framework



Research Hypothesis

In accordance with the hypothetical examination discussed, the speculation raised in the related investigation concerns the causal relationship between the autonomous variable and the dependent variable. In addition, it is also based on hypothetical systems and calculations. The consequences of the theory in this investigation are:

Ho = There is a significant influence of human resource information system governance on the performance of CV. Samaco

H1 = There is no significant influence of the governance of human resource information systems on the company's performance CV. Samaco.

3. Research Method

Population and Sample

With the problems described above, the population in this investigation is CV workers. Samaco, which numbered 60 workers, while the sample in the exam focused on 30 construction workers. The research technique is distributing questionnaires.

Method of collecting data

a. Questionnaire

This research was conducted to determine the opinions, attitudes and presentations of employees about the situation or policies that exist within the company. The answers are arranged in stages according to the score.

b. Documentation

A number of data and materials in the company in the form of documentation such as organizational structure, job descriptions, company vision and mission and company goals.

4. Research Results and Discussion

Validity Test Results

The legitimacy test can be seen after it has been confirmed using SPSS Version 24. The estimation results show that all things from each statement, totaling 30 respondents, have a price relationship, more specifically (≥ 0.3), so it can be very well expressed that everything is valid.

Reliability Test Results

Table 1
Reliability Test

Variable	<i>alpha cronbach value</i>	Critical Value
Human Resources Information System Governance (X)	0,967	0,6
Company Performance (Y)	0,886	0,6

Of all the factors, the value of Cronbach's alpha dependency coefficient is more than 0.6. So it tends to be reasonable that the instrument or survey used is reliable.

Multicollinearity Test Results

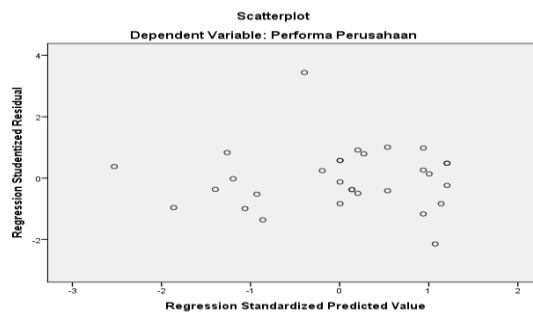
**Table 2
 Multicollinearity Test**

Model	Collinearity Statistic	
	Tolerance	VIF
1 (Constant)		
	1,000	1,000

The VIF for the human resource information system governance variable (X) is 1,000, so it can be said that the direct recurrence basis used in this study is free from multicollinearity.

Heteroscedasticity Test Results

**Figure 2
 Heteroscedasticity Test**



The results of the heteroscedasticity test from the image can be seen from the regression model that there is no heteroscedasticity

Autocorrelation

Table 3 Autocorrelation Test

Durbin-Watson
1,738

It is known in the table that the results of the DW autocorrelation test are 1.738, which means the test is free from autocorrelation.

Simple Linear Regression Analysis

Obtained from the following analysis:

Table 4
Simple Linear Regression Test

Model	Unstandardized Coefficients		Sig.
	B	Std. Error	
1 (Constans)	2,524	1,418	,086
Governance Human Resources Information System (X) (X)	,175	0,18	,000

Information:

$$Y = 2.524 + .175X1$$

Is the result of the equation obtained from the analysis carried out using the SPSS 24 application?

Hypothesis test

t test

The t-test is used to determine the partial relationship, the test results can be seen in the following table:

Table 5
t test

Model	Standardized Coefficients	
	T.hit	Sig.
1 (Constans)	1,780	,086
Human Resources Information System Governance (X)	9,790	,000

From the explanation above, it can be seen that 30 respondents obtained a t-table of 1.780, it is known that in the human resource information system governance variable (X), the value of t-count = 9.790 > t-table and the significance of .000 < 0.05 it means the variable Human resource

information system governance (X) has a significant effect on the company's performance variable (Y).

F Test

The F test is used to determine whether the independent variable has a simultaneous effect on the dependent variable.

Table 5
F Uji test

	F	Sig.
Regression	95,840	,000 ^b

It can be seen that the value of $F_{count} = 95.840$ with a significance value of $.000 < 0.05$. then the decision taken is H_0 is rejected. Thus, the variable of human resource information system governance (X) simultaneously has a significant effect on organizational commitment (Y).

5. Research result

- a. From the explanation above, it can be seen that 30 respondents obtained a t-table of 1.780, it is known that in the human resource information system governance variable (X), the value of t-count = $9.790 > t$ -table and the significance of $.000 < 0.05$ it means the variable Human resource information system governance (X) has a significant effect on the company's performance variable (Y). The findings of the data on the t test with the hypothesis (H1) studied are in line with previous research by Jimmy Rusjina (2016) which means that HR information systems affect company performance.
- b. The findings on the t-test examined by researchers in the company prove that the hypothesis (H1) is accepted, which means that HR information system governance affects the company's performance CV. Samaco.

6. Conclusion

The conclusions in this research are:

Human resource information system governance affects the company's performance CV. Samaco because it can be seen that 30 respondents obtained a t-table of 1.780, it is known that on the variable management of human resource information systems (X), the value of t-count = $9.790 > t$ -table and the significance of $.000 < 0.05$ it means the system governance variable Human resource information (X) has a significant effect on the company's performance variable (Y).

Implication

Application of management information systems management resources in CV. Samaco from the research results have been good, but it would be nice if the implementation and development was always carried out. especially improvements related to the safety and health of workers because that is the most important aspect of companies engaged in construction and other aspects also increase the fulfillment of the rights of employees who have worked hard to realize the company's goals CV. Samaco.

Acknowledgments

The researcher would like to thank especially the managers at CV. Samaco who has made it easy for researchers to conduct research at CV. Samaco. And also, parties that the researcher cannot mention one by one, the researchers say thank you very much.

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