



THE INFLUENCE OF INFORMATION TECHNOLOGY AND INTEGRATED MANAGEMENT INFORMATION SYSTEMS ON EMPLOYEE PERFORMANCE IN RSUD Dr. CHASBULLAH ABDULMADJID, BEKASI CITY

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Abstract : *This study aims to determine the effect of management technology and information systems on employee performance at dr. Masbullah Abdulmajid Hospital, Bekasi City. The method used in this study is a survey approach, this type of research is associative and the research used is explanatory (explanatory research). The sampling technique used is a random sampling of 100 respondents. The data analysis method used is multiple linear regression, t test, F test, and cyclical assay. From the results of the study, there is a positive and significant influence between technology and management information systems on employee performance at dr. Masbullah Abdulmajid Hospital, Bekasi City t count $6,865 > t$ table (1,661). Second, there is a positive and significant influence between technology and information management systems on employee performance at dr. Kasbullah Abdulmajid Hospital, Bekasi City where t count is $4,257 > t$ table (1,661). Third, there is a positive and significant influence between technology and information management systems on the performance of employees at RSUD Dr. Chaasbullah Abdulmajid Bekasi City ($48.325 > F$ table of 2.359. Together, technology and information systems manage the performance of employees at RSUD Dr. Chaasbullah Abdulmajid Bekasi City with a determination coefficient of 50.4%. And from the results of R^2 (coefficient of determination) states that the variable technology and information systems management the performance of employees at RSUD Dr. Chaasbullah Abdulmajid Bekasi City which is 50.40%, while the remaining 49.60% is influenced by other factors not examined in this study*

Keywords : *Information Technology, Management Information Systems, Employee Performance*

I. INTRODUCTION

In this era of globalization, information technology has become the main choice in tough organizations and can give birth to a competitive advantage amid increasingly fierce competition. The development of information technology has now begun to spread to various fields of life and it cannot be denied that information technology can improve the performance of an organization. The role of information technology in various fields of life can be understood because it is a technology that focuses on managing information systems with the use of computers.

The development and utilization of information technology is a means or a tool. However, its existence is very important and very significant to improve work performance, save time, energy, thoughts, and accelerate the flow of information for leaders to make decisions. Managers use information technology to acquire, process, and transfer information so that they can make decisions effectively. The use of information technology is a benefit expected by information system users in carrying out their duties.

Management Information System (SIM) Occurring in RSUD is a patient management system which is currently implemented in almost all hospitals including dr. Chaasbullah Abdulmadjid Hospital, Bekasi city. The Management Information System which is implemented in dr.Chasbullah Abdulmadjid Hospital is an integrated information system and has a patient status data information system, patient history system, and financial information system. The system is integrated and interrelated so that it becomes an integrated management information system. With the integrated management information system facility, it is hoped that all processes can run more easily and quickly for both the patient and other related parties.



II. LITERATURE REVIEW

Information Technology

Information technology (Information Technology) is commonly abbreviated as IT or infotech. Information technology is hardware and software and can include networks and telecommunications which are usually in a business or business context. According to Haag and Keen (1996), information technology is a set of tools that help humans work with information and perform tasks related to information processing. According to Martin in Kadir (2003), information technology is not only limited to computer technology (hardware and software) which will be used to process and store information but also includes communication technology for sending.

Bodnar and Hopwood in Rahadi (2007) state that there are three things related to the application of computer-based information technology, namely hardware, software, and users (brainwave). The three elements interact with each other and are connected to an input-output device (input-output media), which is by their respective functions. Hardware (hardware) is the medium used to process information. Software (software), namely systems and applications that are used to process input (input) into information, while the user (brainwave) is the most important thing because of its function as a hardware and software developer, as well as an operator (operator) of input and as well as receiving output (output) as a system user (user). System users are humans (man) who psychologically have a certain behavior attached to them so that aspects of behavior in the human context as users (brainwave) of information technology are important as a determining factor for everyone who runs information technology.

Management Information System

Management information systems are a series of physical and non-physical resources within an organization, each of which has the responsibility to prepare information, which in the process uses information technology. Information plays an important role in every human life, as well as in every company always requires information. Almost all fields of activity in an organization will not be separated from information as a means of supporting the smooth running of employee performance activities that have been previously determined within the organization.

The management information system is one of the tips related to how to produce information related to the outside environment of the organization at the right time for the management to make the right decision to achieve the organization's goals, according to Sutabri (2005). Definition of a system according to Romney and Steinbart (2015): A system is a series of two or more interconnected components that interact to achieve a goal. Most systems consist of smaller subsystems that support larger systems. According to Tyoso (2016), the systems approach is an approach to solving problems, for example, the problem of how to establish an organizational structure or analyze a company information system, where the organization or information system is considered a system.

Management information systems are computer-based systems that contain information available to users who have the same needs, according to Raymond Mcleod and George P. Schell (2008). A management information system is a comprehensive and coordinated and rational integrated set of information subsystems capable of transforming data into information through a series of ways to increase productivity by the manager's style and nature based on predetermined quality criteria, according to George M. Scoot (2001).). A management information system is an integrated human/machine system for presenting information to support operations, management, and decision-making functions and to enable the organization's operational planning functions to be carried out effectively, according to Raden Sanjoyo. A management information system is a set of elements that form an activity or a procedure/part of processing that seeks a common goal or purpose by operating data or goods at a specific reference time to produce information or energy or goods. A management information system is a group of people, a set of guidelines and instructions, data processing tools that select, store, process and retrieve data to reduce uncertainty in decision making by generating information for managers when they can use it efficiently, according to Joel E. Ross (2005).

Employee performance

Performance comes from the actual performance or actual performance achieved by a person. The definition of performance is the quality and quantity of work performance that is served by an employee in carrying out his duties by the responsibilities assigned to him. Performance can be seen in terms of the skills, skills, knowledge and seriousness of the employees concerned. Performance done with hard work will produce the expected organizational goals. Also, performance can be self-motivated for employees whose abilities will lead to competitive competition for conducting assessments, resulting in good performance achievements (SH



Lawu, MR Shinta, A Frimayasa, 2019). Performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined in the strategic planning of an organization (A Frimayasa, A Kurniawan, MR Shinta, 2018).

According to Mangkunegara (2017), performance is: Quality and quantity of work achieved by an employee in carrying out his duties following the responsibilities assigned to him. Performance is a form of results achieved by companies that involve human resources in a sustainable activity to achieve organizational goals. Performance is an achievement or level of success achieved by an individual or an organization in carrying out work in a certain period. Performance can also be interpreted as an achievement achieved in providing services to the community in a period. Performance improvement cannot be realized if there is no good management or management, which can encourage institutional efforts to improve performance. Every performance management effort is intended to be used to encourage performance in reaching the highest level in each organization (SH Lawu, MR Shinta, A Frimayasa).

Furthermore, the benefits of performance appraisal according to Toha (2009) are: Managing organizational operations effectively and efficiently through maximum employee motivation;

1. Assist in making decisions related to employees such as; promotions, transfers, and dismissals;
2. Identify employee training and development needs and to provide criteria for selection and evaluation of employee training programs
3. Provide feedback to employees on how their superiors assess their performance;
4. Provide a basis for award distribution.

Performance can be interpreted as an achievement of work results by the rules and standards that apply to each organization. According to Mathis and Jackson (2006), performance is basically what employees do or don't do. Employee performance is what affects how much they contribute to the organization. Performance improvements for both individuals and groups have become the center of attention in efforts to improve organizational performance. According to Sutrisno (2010), performance is a person's success in carrying out a task, the work results that can be achieved by a person or group of people in an organization according to their respective authority and responsibility or about how someone is expected to function and behave by the task that has been assigned to him. as well as the quantity, quality and time spent in carrying out tasks. According to Sudarmanto (2009), performance is a record of the results produced / produced for certain job functions or activities over a certain period and a set of behaviors that are relevant to organizational goals. Indrasari in (A Frimayasa, SH Lawu. 2020) states measuring performance from many aspects. Seven criteria can be used to measure individual employee performance, namely:

1. Quality, namely the results of the work done are close to perfect or meet the expected goals of the work,
2. Productivity, namely the amount produced or the number of activities that can be completed,
3. Timeliness, i.e. being able to complete at a predetermined time and maximizing the time available for other activities.
4. Effectiveness, is the maximum use of existing resources in the organization to increase profits and reduce losses.
5. Independence, which is being able to carry out work without the help of gursa avoiding adverse results, Work commitment, namely work commitment between employees and their organizations and The responsibility of employees to their organization

III. RESEARCH METHOD

Object Of Research

This research was conducted at the dr. Chasbullah Abdulmajid which is located at Jl. Pramuka No. 55, RT.006 / RW.006, Marga Jaya, Kec. South Bekasi., Bekasi City, West Java 17141. The choice of research location is related to the time and energy of the researchers.

Population and Sample

According to Sugiyono (2016), the sampling technique is: To determine the sample to be used in the research, there are various sampling techniques used, including Probability Sampling and NonProbability Sampling. Sugiyono (2016) defines Non-Probability Sampling, namely: a sampling technique that does not provide equal opportunities/opportunities for each element or member of the population to be selected as a sample. These sampling techniques include systematic sampling, quota, accidental, purposive, saturated, and



snowball. Sugiyono (2016) defines saturated sampling, namely: The technique of determining the sample when all members of the population are used as samples. This is often done if the population is relatively small, less than 30 people, or if the study is to make generalizations with very few errors. Another term saturated sample is a census, where all members of the population are sampled. "So, from the explanation of the sampling technique above, the writer does not determine the sample, because all members of the population will be studied. The sample in this study were all employees at RSUD dr. Chasbullah Abdulmajid in the administration and finance, as many as 100 respondents.

Method of Analysis

The data processing method used is multiple regression with the help of SPSS 23 software. The multiple regression method is a statistical method to test the effect of several independent variables on one dependent variable. The model formed in this study is

$$Y = a + \beta_1X_1 + \beta_2X_2$$

Information:

- Y = Employee performance
- α = Intercept or constant
- β_1, β_2 = Regression coefficient
- X1 = Information Technology
- X2 = Management Information System
- ϵ = Error term

IV. RESULT AND DISCUSSION

Validity and Reliability Test

Validity and Reliability Test The results of the validity test can be seen in the following table.

Table 1. Variable Validity Test X₁

	Corrected Item-Total Correlation	r-tabel	Keterangan
P1	0,484	0,167	Valid
P2	0,500	0,167	Valid
P3	0,486	0,167	Valid
P4	0,433	0,167	Valid
P5	0,421	0,167	Valid

Sumber : data diolah SPSS 23

Table 2. Variable Validity Test X₂

	Corrected Item-Total Correlation	r-tabel	Keterangan
P1	0,612	0,167	Valid
P2	0,620	0,167	Valid
P3	0,705	0,167	Valid
P4	0,463	0,167	Valid
P5	0,551	0,167	Valid

Sumber : data diolah SPSS 23

Table 3. Variable Validity Test Y

	Corrected Item-Total Correlation	r-tabel	Keterangan
P1	0,601	0,167	Valid
P2	0,435	0,167	Valid
P3	0,502	0,167	Valid
P4	0,462	0,167	Valid
P5	0,340	0,167	Valid

Sumber : data diolah SPSS 23

Based on Table 1, Table 2, and Table 3 above, it can be seen in the Corrected item-total Correlation column where the correlation value or count is obtained. This value is then compared with the r table value at a



significant level of 10% (0.10) with a two-sided test and the number of data (n) = 98, the degree of freedom (df) is $N-3 = 98-2 = 96$ so that the r table is 0.167. From the results of the analysis, it is found that the question items of information technology variables, management information systems, and employee performance are greater than 0.167 and it can be concluded that the questions given are valid.

A questionnaire is also declared reliable if a person's answers to the questions given are consistent and stable over time. Reliability testing is done to determine the consistency of the results of an answer about the respondent's response. This study uses one-shot reliability measurement or one-time measurement. Reliability testing uses the Cronbach Alpha statistical test. A variable is declared reliable if it provides a Cronbach Alpha value > 0.60. an all of the value of the reliability coefficient on each variable is > 0.60 so that these variables are reliable in this study.

Statistic test

After testing the validity, then the hypothesis testing is carried out using multiple linear regression analysis. This analysis is carried out to see the direction of the relationship between the independent variable and the dependent variable whether the value is positive or negative. Based on the data that has been tested for validity, after the analysis is carried out using SPSS 23.0 software The for Window produces the output that can be seen in table 7

Table 4 . Multiple Linear Regression Analysis

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	3,632	1,402		2,591	,011
	Teknologi	,450	,066	,528	6,865	,000
	Sistem	,340	,080	,327	4,257	,000
	Informasi					
	Manajemen					

a. Dependent Variable: Teknologi Informai, Sistem Informasi Manajemen
source: data processed by spss 24

Table 4 shows the data from multiple regression results so that the following equation can be obtained:

$$Y = 3,632 + 0,450X_1 + 0,340X_2$$

Based on this equation, it can be seen that information technology has a positive effect on employee performance with a regression coefficient of 0.450. Meanwhile, the management information system also has a positive effect on employee performance with a regression coefficient of 0.340, which means that if there is an increase in information technology every 1 unit, the employee's performance will increase by 0.340. A positive sign on the variables of information technology and management information systems shows a unidirectional relationship. This means that if information technology and management information systems are getting better, then employee performance will also increase, and vice versa.

Hypothesis testing

1. The t test

The analysis in Table 8 shows that the information technology variable has a p-value of 0.000 < 0.05, which means that it is significant, while the count is 6.865 > t table (1.1661). Hi means rejected. This means that information technology partially has a significant effect on employee performance. While the information system variable has a p-value of 0.000 < 0.05 which means significant, while count 4.257 > t table (1.661). Means Hi is accepted and Ho is rejected. This means that the management information system partially affects employee performance.

2. Test F



The F test is used to prove the effectiveness of one's leadership style and work discipline on employee performance. The results of the F test can be seen in table below

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	393,424	1	196,712	48,325	,000 ^b
	Residual	386,709	95	4,071		
	Total	780,133	97			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Information Technology, Management Information System

The results obtained from the table above shows that there is a significant influence between information technology and management information systems simultaneously on employee performance. This can be seen from the Fcount of 48,325 > Ftable of 2,359. The conclusion is that H₁ is accepted and H₀ is rejected, it means that information technology and management information systems jointly affect the performance of employees at RSUD Dr. Chaasbullah Abdul Abdul Madjid, Bekasi City.

3. Determination Test

The coefficient of determination (R Square) can be used to predict how much the contribution of the influence of the independent variable (X) to the dependent variable (Y).

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,710 ^a	,504	,494	2,01758

a. Predictors: (Constant), Information Technology, Management Information System

b. Dependent Variabel : Employee Performance

The results obtained:

1. The R symbol is also called the correlation coefficient, indicating that this indicates that there is a strong relationship between information technology and management information system variables on the performance of the employees of RSUD Dr. Chaasbullah Abdul Abdul Madjid, Bekasi City.
2. The value of R square states that the variable information technology and management information system variables on the performance of employees of RSUD dr.Chasbullah Abdul Abdul Madjid Bekasi City is 50.6%, where the remaining 49.4% is influenced by other factors that are not explained in this study.

V. CONCLUSION

1. Based on the data analysis, it can be concluded that the information technology style (X1) has a positive effect on employee performance where $t_{count} > t_{table}$ ($6.864 > 1.661$), so information technology has a partial effect on employee performance.
2. The management information system (X2) has a positive effect on employee performance where $t_{count} > t_{table}$ ($4.257 > 1.661$), so the management information system has a partial effect on employee performance.
3. The regression coefficient of 0.450 shows that if there is an increase in the style of information technology every 1 unit, the employee's performance will increase by 0.450. Meanwhile, the regression coefficient of 0.340 indicates an increase in the work management information system every 1 unit. Then the employee performance will increase by 0, 340.
4. The value of R. Square states that the variables of information technology and management information systems affect employee performance variables, namely by 50.6%, while the remaining 49.4% is influenced by other factors not examined in this study.
5. Based on the results of the F test, it can be seen that information technology and management information systems together affect employee performance where $F_{count} > F_{table}$ ($48.325 > 2.359$).



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