



Effect of Information Systems Management and Competencies To Performance Employees Part In Dyeing

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ABSTRACT

This research was conducted in part Dyeing for their information systems are not used continuously, and not applying selection of employees in accordance with their respective competences. Resulting in a decrease employee performance such as a sense of responsibility for work that is not good. The purpose of this study was to determine the effect of management information systems, competency and performance in the dyeing department employees. The method used is descriptive method and associative, the method of research that seeks to said the settlement problem is happening now by considering past. The analysis showed that partially Management Information System significantly influence employee performance, both directly and indirectly. Competence significant effect on employee performance. Then based on the results of the path analysis, can be obtained that has the biggest contribution to performance is variable competence.

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1. Introduction

In an organization there are several factors that influence the success of an organization, one of which is the performance of employees. The performance of individual employees, because each employee has different ability levels in their job. There are several factors assessed affecting the performance of employees, including management information systems and competence. According Mangkunagara (2011: 67), the performance of an employee or job performance is the result of the quality and quantity of work accomplished by an employee in performing their duties in accordance with the responsibilities given to him. While competence is a fundamental characteristic of a person who directly influence or can predict performance, Sedarmayanti (2008: 126).

Table 1.
The phenomenon of Management Information Systems In Section Dyeing 2018

No.	Question	Perception				amount	
		Agree		Disagree		(Person)	(%)
		(Person)	(%)	(Person)	(%)		
1	The company implemented a management information system	11	73%	4	27%	15	100%
2	The information system is very important for decision-making	15	100%	0	0%	15	100%





No.	Question	Perception				amount	
		Agree		Disagree		(Person)	(%)
		(Person)	(%)	(Person)	(%)		
3	The practice in the use of management information systems by employees	7	47%	8	53%	15	100%
Total		33	220%	12	80%	45	300%

Based on the above table 1. There are phenomena that the company has implemented a management information system, as much as 75% agree and 27% disagree. Then the benefits of the implementation of management information systems is crucial for decision-making, as much as 100% agree and 0% disagreed. In this case the employees already know that within the company has implemented a management information system that can mempermudahpekerjaan and in decision-making. But when a practice or a consumer, 47% agreed and 53% disagreed, with only a few people who make or use the information system.

2. Research methods

The method used in this research using descriptive and associative method is the method of research trying to tell solving current problems are now taking into account the circumstances of the past. Design research is to design a strategy to look for something. Basically, there are two important aspects that must be considered in the study design. First, detailing exactly what we want to find. Second, determine the best way to do it (Bambang S. Soedibjo, 2013: 43). Descriptive method is performed to determine and explain the characteristics of the variables of a situation or circumstance. (Bambang S. Soedibjo, 2013: 44). The method is used to view its associative relationship between two or more variables. The research method was designed through the research steps of operational variables,

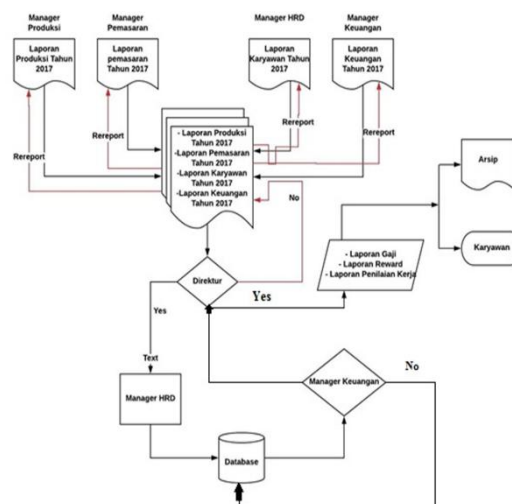


Fig 1. Flowchart Human Resource Information System

Reporting Procedures Human Resources Information System

- 1) Reporting of Production Manager
 - a) The results of the report based on the results of production used
 - b) Reports from the report ordering raw materials, packaging
 - c) Reports of QC on raw materials and packaging appropriate
 - d) Reports of production of the total production
 - e) QC reports from packing the finished goods which have entered the requisite





- f) Then submitted to the director, and if it is appropriate and archived directly submitted to HRD gets reprocessed as performance ratings are used as data for the financial manager salary calculation
- g) If it is not appropriate, the report returned for repair
- 2) Reporting from Marketing Manager
 - a) Reports based on all orders (orders of routine and non-routine orders)
 - b) The report included with the initial targets and achieved targets of marketing
 - c) Then submitted to the director, and if it is appropriate and archived directly submitted to HRD gets reprocessed as performance ratings are used as data for the financial manager salary calculation
 - d) If it is not appropriate, the report returned for repair
- 3) Reporting of Manager HR
 - a) The report is based on all the attendance, either overtime or not, and with all the information their absence employee
 - b) Reports based reward employees who have obtained
 - c) The report is based on a history that has been obtained employee scoring
 - d) Reports from the external intelligence as the performance appraisal on customer satisfaction
 - e) Then submitted to the director, and if it corresponds directly archived and further processed using a database system which, combined with all the reports from the various divisions
 - f) Then submitted to keuangan part for salary calculation and report to the director for approval as a result of salary employee performance appraisal
 - g) After obtaining further approval, the data is stored as an archive and start melting so that it directly received by employees
 - h) If it is not appropriate, the report returned to be reprocessed using the database.

3. Results and Discussion

Analysis Variables Respondents in Management Information Systems (X1)

No.	Dimension	Indicator	Respondents					Weight	The average weights
			STS	TS	N	S	SS		
			1	2	3	4	5		
1	Relevant	X1.1	3	8	17	21	1	159	163
		X1.2	0	10	18	19	3	165	
		X1.3	0	10	18	19	3	165	
2	On time	X1.4	0	10	18	19	3	165	158
		x1.5	0	15	19	14	2	153	
		X1.6	1	4	34	10	1	156	
3	accurate	X1.7	0	10	18	19	3	165	162
		X1.8	0	14	19	14	3	156	
		X1.9	0	10	18	19	3	165	
4	Complete	X1.10	0	10	18	19	3	165	159.66667
		X1.11	3	7	22	17	1	156	
		X1.12	0	9	27	11	3	158	
Average								160.66667	

Source: Processed Data, 2018

Based on the table it is known that there are four dimensions measured in the variable dimension information management system that is relevant, timely, accurate and complete. Here iniadalah explanation of each dimension. Based on the analysis above table it is known that there is a weight below the average lowest in a timely dimension that is at x1.5 indicator that measures respond quickly who has the actual weight of 153. Where the actual weight included in the category quite well because it is in the interval at 130-169 included in the category quite well. Based on the results of analysis that there is a weight above the highest average is in almost all the indicators that have an actual weight of 165. Where the actual weight is categorized quite good because it is in the interval 130-169 were included in both





categories. The average yield on the actual weight of the management information system variables obtained a value of 160.7 dimanabobot is included in the interval 130-169 which termask in good enough category. This Sehinggapenelitian can conclude that the management information system variables in this study included quite well.

4. Conclusion

Based on the research that has been described, the writer can conclude some of the following:

Management Information Systems in the dyeing section included in the category quite well. It is known that there are four dimensions of competence variables namely; relevant, timely, accurate and complete. Of the twelve known statement of the average value on competence variables obtained a value of 160.7, where the average value is obtained from the division of the number of actual dimensional weight is divided into four dimensions, the average yield of these. if it is known that value included in the interval 130-169 means including a category quite well.

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