



The Influence Of Computerized System On Employee Effectiveness At The Population Office And Regional Civil Records Of Medan City

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ARTICLE INFO	ABSTRACT
<p>Article history: Received Mei 05, 2021 Revised Jun 10, 2021 Accepted Jul 30, 2021</p> <p>Keywords: Computerized System Employee Work Effectiveness</p>	<p>The rapid development of science and technology today has an influence on all activities carried out by organizations. One of the technologies that can help in the work within the organization is to use a computerized system. By using a computerized system, each office work unit can increase work effectiveness and time efficiency. This study aims to determine how the influence of the computerized system relationship on the effectiveness of the work of employees at the Regional Population and Civil Registry Office of Medan City. In this study, the data were taken and obtained through the distribution of questionnaires, then processed through the analysis of the product moment correlation coefficient and the determinant coefficient analysis, which were then presented in the form of scientific analysis. Based on the results of the study, it was found that the effect of the Computerized System on the effectiveness of the work of employees at the Regional Population and Civil Registry Office of Medan City was in the medium category. This is proven by the calculation of the product moment correlation coefficient of 0.551. Furthermore, by calculating the determinant correlation, the result is 30%. Which means that the effect of the effectiveness of the work of employees at the Office of Population and Civil Registry Regional Medan City 30% is caused by the computerized system, the remaining 70% is influenced by other variables not included in this study.</p> <p><i>This is an open access article under the CC BY-NC license.</i></p>



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1. INTRODUCTION

Effectiveness is a key element in achieving predetermined goals or objectives. Effectiveness is the achievement of various predetermined targets on time by using certain resources that have been allocated to carry out various activities. A job can be said to be effective if the results achieved are in accordance with the predetermined goals and on time. In simple terms, work effectiveness can be defined as the ability to do something right on target (doing the right things).

The more effective the work of the employees can make the organization more resilient to achieve its goals and various objectives. With the use of a computerized system, an organization is

increasingly able to play a role with a high level of effectiveness and can meet data and information needs for functional units of government organizations, as well as in determining various government policies and development planning, both at the conceptual level and at the level of development planning. At the operational level, various accurate, precise and fast data and information are needed for decision making in line with the increasingly advanced level of development.

In order to achieve this effectiveness, there are various obstacles faced by employees in carrying out their work that do not support the creation of such effectiveness, for example the variety of tasks carried out by each section which causes various procedures for completing each task, besides that there is also a lack of facilities. and infrastructure that supports the implementation of the work. In order for all its activities to run smoothly and the goals that have been set can be achieved easily and effectively, an organization must be able to provide complete, correct and actual information. For that we need a more practical information system that can be relied on in processing data into useful information in carrying out organizational tasks.

To carry out these tasks, the Medan City Population and Civil Registry Office requires relevant and accurate data and information in order to carry out their duties effectively.

The Medan City Population and Civil Registry Office in carrying out and carrying out its duties and functions definitely requires good and appropriate management in managing the organization so that it can run effectively. Therefore, it is necessary to have a good support system, namely a computerized system.

2. RESEARCH METHOD

The research method used in this study is a correlational research method with quantitative analysis, namely a research method that explains the causal relationship between variables using statistical formulas.

The data analysis technique used in this study is a technique using quantitative analysis to examine the influence between variables and the extent to which the relationship between the independent variable (X) and the dependent variable (Y).

3. RESULTS AND DISCUSSIONS

3.1 Classification of Respondents' Answers

To classify the data obtained in the study, this study uses a scoring technique. Thus, it can be seen the category of respondents' answers for each variable, namely:

- a. Score for very high category = 4.21 – 5.00
- b. Score for high category = 3.41 – 4.20
- c. Score for medium category = 2.61 – 3.40
- d. Score for low category = 1.81 – 2.60
- e. Score for very low category = 1.00 – 1.80

To determine the respondents' answers are classified as very high, high, medium, low, and very low, the average number of respondents' answers will be determined by dividing the number of questions. The results of the division will be able to know which category respondents answered. The respondents' answers to these variables are as follows:

a. Computerized System (Variable X)

Table 1. Frequency Distribution of Respondents' Answer Classification For Computerized Systems (Variable X)

No.	Answer Rating	Characteristics	Frequency (f)	Percentage (%)
1.	4.21 – 5.00	Very high	0	0
2.	3.41 – 4.20	Tall	24	65
3.	2.61 – 3.40	Currently	13	35
4.	1.81 – 2.60	Low	0	0
5.	1.00 – 1.80	Very low	0	0
Amount			37	100

b. Employee Work Effectiveness (Variable Y)

To find out whether the Work Effectiveness of Employees (Variable Y) at the Medan City Population and Civil Registry Office is in which category, it can be seen from the frequency distribution of the classification of respondents' answers entirely in the following table:

Table 2. Frequency Distribution of Respondents' Answer Classification for Employee Work Effectiveness (Variable Y)

No.	Answer Rating	Characteristics	Frequency (f)	Percentage (%)
1.	4.21 – 5.00	Very high	5	13
2.	3.41 – 4.20	Tall	31	84
3.	2.61 – 3.40	Currently	1	3
4.	1.81 – 2.60	Low	0	0
5.	1.00 – 1.80	Very low	0	0
Amount			37	100

Source: 2016 Research Questionnaire

3.2 Effect of Computerized System on Employee Work Effectiveness

Table 3. Product Moment Correlation Coefficient Interpretation

Coefficient Interval	Relationship Level
0.00 – 0.199	Very low
0.20 – 0.399	Low
0.40 – 0.599	Currently
0.60 – 0.799	Strong
0.80 – 1.00	Very strong

Source: Sugiono, 2005:214

By connecting the r obtained with the interpretation guide table above, it is obtained that $r_{xy} = 0.551$ is in the coefficient interval 0.40 – 0.599. so the level of relationship between variable X and variable Y in the medium category. It means that the relationship between the computerized system and the work effectiveness of employees is at a moderate level.

a. Determinant Coefficient

To find out what percentage of the influence of the computerized system (Variable X) on employee work effectiveness (Variable Y) can be calculated using the determinant coefficient formula, which is as follows: With an r value of 0.3157, the calculation is as following:

$$\begin{aligned}
 D &= (r_{xy})^2 \times 100\% \\
 &= (0.551)^2 \times 100\% \\
 &= 0.3044 \times 100\% \\
 &= 30\%
 \end{aligned}$$

From the above calculations, it can be seen that the magnitude of the influence of the computerized system (Variable X) on the effectiveness of the work of employees (Variable Y) at the Regional Population and Civil Registry Office of Medan City is 30%. While the remaining 70% is influenced by other factors that have not been taken into account in this study.

b. Data Interpretation

After the data obtained in the study are described, then the next step is to interpret the overall data for each research variable based on the results of classifying the values obtained from the respondents.

3.3 Effect of Computerized System on Employee Work Effectiveness

After interpreting each variable in detail, it will then be interpreted how the influence of these two variables will be. If seen from the results of the scoring of respondents' answers to these two variables, it turns out that both are in the high category, this means that the computerized system at the Medan City Population and Civil Registry Office is good so that the employee's work becomes effective. This is confirmed again from the results of calculations with the product moment

correlation coefficient formula by stating that there is a positive relationship between the influence of the computerized system on the work effectiveness of employees at the Medan City Population and Civil Registry Office and the better the computerized system, the more effective the employee's work.

4. CONCLUSION

Although the latest information technology system facilities are available, the use of traditional information systems that still use manual labor in every data processing is quite dominant, for example by using a typewriter and pencil, including in making reports and documents which result in work being ineffective. and efficient. In addition, there are also factors that affect the ineffectiveness of work including the lack of experts in the field of computers, lack of facilities such as computers, and the low willingness of employees to work which results in ineffective work.

The application of a computerized system to the work effectiveness of employees at the Medan City Population and Civil Registry Office is good or in a high category because it is supported by complete computers in every section and most of them can function well, but the majority of employees still rarely use computers at work and there are still many employees who are not able to use it. Then the impact of implementing a good computerized system is that the employee's work becomes effective, this can be seen from the work of employees who are on time so that only a small proportion are reprimanded by superiors when compared to before the computer.

Based on the r_{xy} test on the data, it shows that there is an influence of the computerized system on the effectiveness of the work of employees or by 30% at the Medan City Population and Civil Registry Office, this is based on r count greater than r table ($0.551 > 0.325$) and has explained in the previous chapter, if interpreted the effect is in the moderate category.

The initial hypothesis which states "There is a positive relationship between the Computerized System and Employee Work Effectiveness" can be accepted based on the results of the study, namely there is a positive influence between the computerized system on the work effectiveness of employees at the Medan City Population and Civil Registry Office.

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