

The Influence of the Implementation of Personnel Management Information System, Utilization of Information Technology and Human Resource Competence on the Management of Personnel Administration

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Abstract

SIMPEG is very important in the management of personnel administration considering that employees are an important asset in organizing the organization. This research was conducted by a questionnaire survey method that was distributed to 64 respondents who were employees of the First-Class Immigration Office of Tanjung Priok. The number of samples in this study as many as 64 people with sampling technique used is the total sampling. The analysis used in this research is correlation and regression, t test, F test and coefficient of determination test. The result of research proves that the implementation of SIMPEG, the utilization of information technology and human resource competency, either partially or simultaneously, has a positive and significant influence on the management of personnel administration at the First-Class Immigration Office Tanjung Priok. The number of samples in this study as many as 64 people with sampling technique used is the total sampling. The result of research proves that the implementation of SIMPEG, the utilization of information technology and human resource competency, either partially or simultaneously, has a positive and significant influence on the management of personnel administration at the First-Class Immigration Office Tanjung Priok. The number of samples in this study as many as 64 people with sampling technique used is the total sampling. The analysis used in this research is correlation and regression, t test, F test and coefficient of determination test. The result of research proves that the implementation of SIMPEG, the utilization of information technology and human resource competency, either partially or simultaneously, has a positive and significant influence on the management of personnel administration at the First-Class Immigration Office Tanjung Priok.

Keywords: Implementation of SIMPEG, Utilization of Information Technology, Human Resources Competence, Administration of Personnel Administration

INTRODUCTION

Information systems play a very large and influential role in organizations. Organizations that provide adequate information systems enable these organizations to provide more accurate and up-to-date services. The need for implementing a personnel management information system is to strengthen personnel administration as an effort to meet the information needs of employee data quickly, accurately and accountably. This advantage is the basis in an organization in implementing the Employee Management Information System (SIMPEG).

The weakness in the management of personnel administration so far is due to the lack of power of the personnel management information system in presenting personnel data and information quickly, precisely and accurately when needed. Prior to the implementation of SIMPEG, personnel administration management procedures ranging from promotions, transfers of employees to compiling a rank list, retired employees were still manual, re-collecting files or

Personnel documents are then processed by each respective field manually, which in this way is not very effective because it takes a long time to process.

Classical problems that often arise from the weak management of personnel administration include:

1. Errors in the collection, recording, storage and maintenance of personnel files, resulting in less accurate and up-to-date personnel data.
2. Manual maintenance of personnel data cannot keep pace with the acceleration of environmental changes that occur.
3. Analysis of employee needs is not as expected

With the employee management information system, these weaknesses can be reduced because the personnel data is already stored in the database.

Utilization of information technology in various aspects of information management in every organization will result in speed and accuracy in the process as well as the accuracy and validity of the information produced. The rapid advancement of information technology and the potential for its widespread use, opens up opportunities for fast and accurate access, management and utilization of large volumes of information.

The application of SIMPEG is intended to provide information and provide employee data that is more well structured as analytical material to support decision making. All decision-making processes require the integration of accurate and reliable information so that the resulting decisions can be effective, one of which is decision-making in the field of personnel. SIMPEG aims to optimize and streamline personnel management in an organization through an integrated, orderly, organized, transparent and secure employee data collection system that can provide input in the planning process, development, appointment, welfare, control to related policies regarding employees in an organization. From this view, it can be concluded that SIMPEG's role is very important in creating efficiency.

Of course, information technology will not contribute so much to the management of personnel administration if the role of human resources is not optimized. Utilization of information technology should be supported by competent human resources. No matter how sophisticated the information technology used, it will be useless if it is not supported by high employee competence. According to Raymond (2001: 44), the success of the Personnel Management Information System (SIMPEG) in the management of personnel administration is of course also influenced by the competence of supporting resources.

Based on this, the researcher feels it is important to conduct research on the implementation of SIMPEG, the use of information technology and human resource competence on the management of personnel administration at the Class I Immigration Office of Tanjung Priok so that it can then be known whether SIMPEG and the use of information

technology have functioned optimally, or are only a mere symbol without any improvement in personnel management.

THEORITICAL REVIEW

a. Management information System

Management Information System (MIS) is defined as a computer-based system that provides information to multiple users with similar needs. Users usually form a formal organizational entity/company/institution or sub-unit under it.

According to Mulyanto (2011: 14), "Management information system is a system that performs functions to provide all information that affects all operations of the organization".

Susanto (2012: 17) argues that:

"Management Information System is a collection of sub-systems that are interconnected with each other and work together in harmony to achieve one goal, namely to process data into information needed by management in the decision-making process when carrying out its functions".

From the theories put forward above, the authors can conclude that management information systems are components that are interrelated with each other, coordinated and can work in harmony through processing and storing data to obtain information in decision making to achieve organizational productivity.

McLeod and Shcell (2010: 41), suggest that there are 3 (three) main goals that the organization wants to achieve in the development of information systems, namely:

1. Provide information to support daily operations,
2. Provide information that supports internal party decision making,
3. Provide information to fulfill obligations related to the assets of the organization.

The development of computer-based MIS requires a number of people who have high competence, experience and require the participation of organizational managers. Many organizations fail to establish MIS because:

1. Lack of adequate planning
2. Lack of reliable personnel
3. Lack of management participation in the form of the participation of managers in designing the system, controlling system development efforts and motivating all personnel involved.

b. SIMPEG

SIMPEG is an information system designed as a solution to handle various matters in personnel management, from computerized data storage and centralization to handling various kinds of reports related to personnel making it easier to increase personnel administration needs.

According to Musanef (2007: 244): "Information System" Personnel Management (SIMPEG) is an arrangement for the process of collecting, processing, analyzing, presenting data and information needed to support proper administration and management. Relating to employees.

Based on the views above, the authors conclude that SIMPEG is an integrated system that is related to the process of collecting, processing, storing and delivering information about personnel data that can be useful in organizational managerial processes.

The objectives of implementing SIMPEG are as follows:

1. To support rational employee information systems and human resource development.
2. Realizing up-to-date and integrated personnel data.
3. Provide accurate employee information for planning, development, welfare and employee control purposes.
4. Help smooth work in the field of personnel, especially in making reports.

The benefits of SIMPEG include:

1. Tracking an employee's data information will be easy and fast.
2. Knowing which employees will be promoted and who will receive periodic salary increases.
3. Facilitate a job related to staffing.
4. Can plan the deployment (mutation) of employees according to their education and competence.
5. Planning employee needs.

SIMPEG as a personnel information provider application handles personnel data management according to Handoko (2013) has many advantages with the following capabilities:

1. Fast processing of personnel information data with computerized data processing can be done quickly.
2. Processed information is accurate due to various validations and controls.
3. The information conveyed is more concise and can be searched quickly because it is stored in storage media that can be accessed at any time.
4. Information is more secure, with user validation and user-level validation, so that only authorized users can use personnel information.
5. Maintenance of personnel information is relatively easy and simple and can be used to measure employee performance in processing and carrying out staffing processes.

This is reinforced by Pandra (2012):

"The Human Resources Management Information System is a system developed by the government, to support an integrated, accurate and rational civil service management system". With the SIMPEG application, it can increase efficiency and simplify the processing, search and reporting of employee data in government agencies as material for leadership considerations related to career development and employee performance.

c. Information Technology

According to Sutabri (2012: 33): "Technology" Information is a technology used to process data, including processing, obtaining, compiling, storing, manipulating data in various ways to produce quality information, namely information that is relevant, accurate and timely, which is used for personal, business and government purposes and is strategic information for decision making.

From the explanation above, it can be concluded that information technology is a technology used to process data, including processing, obtaining, compiling, storing, manipulating data in various ways to produce quality information, namely relevant, accurate and timely information, which used for personal, business, and government purposes and is strategic information for decision making.

The forms of use/utilization of information technology according to McKeown (2011) are:

- 1) Tutorial, is a program in which the material is delivered in a tutorial manner, namely a concept presented with text, still or moving images, and graphics;
- 2) Practice and practice (drill and practice), namely to train users so that they have proficiency in a skill or strengthen mastery of a concept. This program usually provides a series of questions or questions;
- 3) Simulation, namely this format aims to simulate an event that has occurred or has not and is usually associated with a risk;
- 4) Experiment or experiment, this format is similar to the stimulation format, but is more aimed at experimental activities;
- 5) Game (game), which refers to the learning process and with this formatted multi-media program, it is hoped that learning activities while playing will occur.

From the opinion above, it can be concluded that the benefits of IT are as follows: first, IT as a source, namely IT can be used as a source of information and to find information that will be needed. Second, IT as a medium, as a tool that facilitates the delivery of information so that it can be accepted and understood easily. Third, IT as a developer of learning skills, development of information technology-based skills with applications in the curriculum.

d. Competence

The basic understanding of competence (competency) is the ability or skill. This understanding of competence is in principle the same as the notion of competence according to Wibowo (2012: 51), which is the ability to carry out work or tasks based on skills and knowledge and supported by work attitudes determined by work.

Mulyasa (2010: 38) suggests that "Competence as mastery of a task, skills, attitudes, and appreciation needed to support success.

As a consequence of this definition of competence or competence, or others, the notion of competence refers to the ability of people to fulfill the requirements of their current or future roles. Thus, it can be concluded that competence is everything that is owned by a person in the form of knowledge, skills and other individual internal factors to be able to do a job. In other words, competence is the ability to carry out tasks based on the knowledge and skills possessed by each individual.

Hutapea in Nurianna (2008: 28) reveals that there are 3 (three) main components of competency formation, namely the knowledge a person has, abilities, and individual behavior. Knowledge is information owned by an employee to carry out his duties and responsibilities according to the field he is involved in (certain).

Employee knowledge also determines the success or failure of carrying out the tasks assigned to him. Employees who have sufficient knowledge increase organizational efficiency. Skill is an effort to carry out the duties and responsibilities given to an employee properly and maximally. In addition to knowledge and abilities, the most important thing to pay attention to is the attitude of employee behavior. Attitude is a person's behavior pattern in carrying out his duties and responsibilities in accordance with organizational regulations. If the employee has the nature of supporting the achievement of the organization, then automatically all the tasks assigned to him will be carried out as well as possible. Competence knowledge, skills, and attitudes tend to be more visible (visible) and relatively on the surface (ends) as characteristics possessed by humans. Thus it can be concluded that competence is the ability and willingness to perform a task with effective and efficient performance to achieve organizational goals.

The dimensions and indicators of employee competence according to Moehariono (2010: 3-4) are:

- 1) Work-related knowledge which includes:
 - a) Knowing and understanding knowledge in their respective fields regarding their duties and responsibilities at work.
 - b) Knowledge related to new regulations, procedures, techniques in the company.
 - c) Know how use the right and correct information, equipment and tactics.
- 2) Individual skills include:
 - a) Ability to communicate well in writing.
 - b) Ability to communicate clearly orally.
- 3) Work attitude
 - a) Have the ability to be creative at work.
 - b) There is a high morale.
 - c) Have the ability in planning / organizing.

This is in line with the opinion of Becker and Ulrich (2008: 24) that competency refers to an individual's knowledge, skills, ability or personality characteristics that directly influence job

performance. That is, competence contains aspects of knowledge, skills (skills) and abilities or personality characteristics that affect performance.

Zwell in Hutapea and Thoha (2011: 28) provides five categories of competencies consisting of task achievement, relationships, personal attributes, managerial, and leadership.

1) *Task achievements*

Is a category of competence related to good performance. For example, results orientation, managing performance, influencing, initiative, production efficiency, innovation, and so on.

2) *Relationship*

Is a category of competence related to communication and working well with others and satisfying his needs. Competencies related to relationships include cooperation, service orientation, interpersonal care, organizational intelligence, relationship building, conflict resolution, and so on.

3) *Personal attributes*

It is an individual's intrinsic competence and relates to how people think, feel, learn, and develop. Personal attributes are competencies that include: integrity and honesty, self-development, assertiveness, decision quality, and others.

4) *Managerial*

It is a specific competency related with management, supervision and development of people.

5) *Leadership*

It is a competency related to leading the organization and people to achieve the goals, vision, and goals of the organization. Competencies related to this include strategic thinking, entrepreneurial orientation, change management, building organizational commitment, building focus and intent, foundation, and values.

e. Personnel Administration Management

Personnel administration is nothing but administration or management that handles personnel issues that deal with staffing problems in a business entity, institution or school, management itself is an effort to achieve a goal through other people by utilizing existing resources to the fullest (Mangkunegara, 2013 : 67).

Myers (2010: 12) argues that:

"Management of personnel administration is the art of finding, developing and maintaining a skilled workforce in such a way that organizational goals and work efficiency can be achieved as much as possible".

According to Manullang (2009), the functions of personnel administration include research, planning and employee needs, regulations, appointments, payroll and allowances, job classification and appraisal, employee development, promotion, moral development and work discipline, supervision and performance appraisal, providing motivation and personnel information systems.

The target of personnel administration is the use of employees, therefore according to Soedjadi (2009: 37) the management of personnel administration aims to:

1. Effective use of employees.
2. Create, maintain and develop working relationships that can provide a pleasant working atmosphere between individual employees.
3. The achievement of maximum development of each employee who cooperates.

Effective in the sense of achieving the target, ie each individual employee has the ability and expertise to complete their tasks and work effectively. The creation of a harmonious and conducive working relationship makes every employee work comfortably and happily. No less

important is the opportunity to develop in each employee as much as possible, so that the employee will have a high morale.

According to Rivai (2011: 14):

"Aspects of the management of personnel administration are the activities of planning, organizing, directing and controlling personnel".

Burack and Maryann (2010: 37): "Personnel administration is basically the most *basic process in collecting information relating to personnel systems in which this is done by gathering information relating to the completeness or equipment of the public administration relating to a personal*".

METHODS

a. Research Approach

This study uses a descriptive type of research with a quantitative approach. Quantitative research methods are used to examine certain populations or samples, data collection uses research instruments, data analysis is quantitative/statistical, with the aim of testing established hypotheses (Sugiyono, 2012: 8)

b. Types and Techniques of Data Collection

According to the method of acquisition, the data in this study consisted of primary data and secondary data. The primary data in this study were obtained through the distribution or distribution of a list of questions (questionnaires) given to the respondents of this study. The data collection technique used in this study was through the distribution of questionnaires. Research data collection with this questionnaire aims to obtain data in the form of respondents' responses to the questions in the questionnaire.

c. Population and Sample

The population and sample in this study were the employees of the Tanjung Priok Class I Immigration Office, amounting to 64 people. The sampling technique used in this study is total sampling, ie samples taken from the entire population.

d. Data analysis technique

Technical analysis of the data used in this study is quantitative correlation which includes: 1) data quality test, 2) classical assumption test, 3) multiple linear regression, 4) hypothesis testing with t test and F test and 5) coefficient of determination test.

e. Research Location and Schedule

This research was conducted at the Tanjung Priok Class I Immigration Office as the research location, starting from September 2017 to February 2018.

RESULTS AND DISCUSSION

a. Research Object Overview

The Tanjung Priok Class I Immigration Office was established in 1983 and is still a Class II Immigration Office, namely with the issuance of the Decree of the Minister of Justice of the Republic of Indonesia Number: M.02.PR.07.04 of 1983 concerning the Organization and Work Procedures of the Immigration Office within the Regional Office of the Ministry of Justice and Based on the decree, the working area of the Tanjung Priok Class II Immigration Office is covering the Tanjung Priok Port and the Thousand Islands District.

b. Research result

	Kolmogorov-Smirnov ^a		
	Statistics	df	Sig.

Personnel Administration Management	.512	64	.031
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1) Description of Research Data

From the results of the responses of 64 respondents to the questionnaire that has been provided, data is obtained for each variable as shown in the following table:

		SIM-PEG Application	Utilization of Information Technology	Competence	Admin Management. Staffing
N	Valid	64	64	64	64
mean		46.60	48.37	45.63	40.66
median		46.00	46.00	45.00	40.00
Mode		43.00	50.00	46.00	41.00
Std. Deviation		5.797	5.324	4.836	4.283
Rang		14.00	12.00	13.00	14
Minimum		36.00	38.00	37.00	36
Maximum		50.00	50.00	50.00	50

2) Data Quality Test

From the results of data processing, it is evident that $r_{count} > r_{table}$ (0.361) for each questionnaire on each:

a. Lilliefors Significance Correction

Coefficientsa

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
SIMPEG Application	.372	1.161
Utilization of Competency Information Technology	.372	1.161

b. Dependent Variable: Adm Management. Staffing

From the table above, it is known that the tolerance value of the two variables is 0.372 and the VIF value is less than 10. So it can be concluded that there is no multicollinearity problem between one independent variable and another.

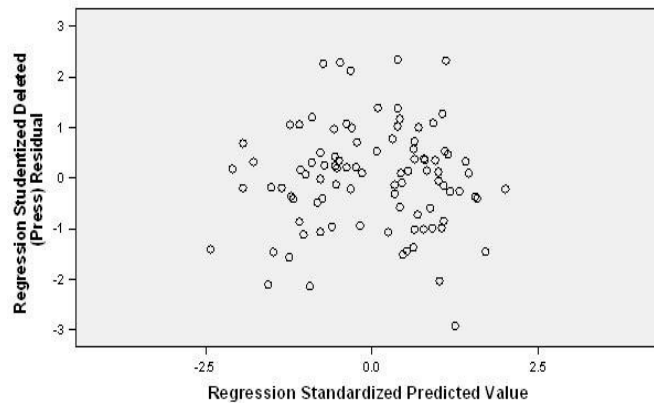
This shows that each item in the questionnaire on each of these variables is declared valid.

From the results of the reliability test for each of the variables mentioned above, it is evident that $\text{Alphacount} > \text{Alphatable}$ (0.60) in each variable. This shows that all questionnaires on each of these variables are declared reliable.

Variable	Alpha Count	Standard Alpha	Information
X1	0.842	0.60	Reliable
X2	0.862	0.60	Reliable
X3	0.900	0.60	Reliable
Y	0.892	0.60	Reliable

3) Classic assumption test

In the table below, the value of $P = 0.031$ is obtained. So that the P value is greater than 0.01, it can be concluded that the data is normally distributed.



Based on the picture above, the points spread out above and below the number 0 on the Y axis, so there is no heteroscedasticity.

4) Hypothesis testing

1. analysis Simple and Multiple Linear Regression

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.778(a)	.605	.173	5.089

Predictors: (Constant), X1 b Dependent Variable: Y

From the table above, an R value of 0.778 is obtained, which indicates that there is a strong relationship between the SIMPEG Implementation variable (X1) and the Management of Personnel Administration (Y).

The equation formed between the two variables is $Y = 29.112 + 0.435 X3$.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.740(a)	.549	.173	5.08932

Predictors: (Constant), X1, X2 b Dependent Variable: Y. From the table above, the R value is obtained

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	26,289	12,155		2.163	.039
X ₁	.551	.178	.778	3.103	.004

Dependent Variable: Y

The equation formed between the two variables is $Y = 26,289 + 0,551X_1$.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.869(a)	.756	.113	5.729

Predictors: (Constant), X₂ b Dependent Variable: Y. From the table above, the value of R . is obtained

By 0.740, this indicates that there is a strong relationship between the variables of SIMPEG Application (X₁) and Information Technology Utilization (X₂) together with the Management of Personnel Administration (Y).

Coefficients(a)

of 0.869, which indicates that there is a very strong relationship between the variables of Information Technology Utilization (X₂) and Personnel Administration Management (Y).

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10,247	5.539		2.051	.000
X ₁	.561	.243	.778	2.310	.002
X ₂	.547	.107	.869	2.439	.001

Dependent Variable: Y

The multiple regression equation formed is $Y = 10.247 + 0.561 X_1 + 0.547 X_2$.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	27,894	13,677		2.163	.051
X ₂	.535	.203	.869	2,691	.013

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.861(a)	.743	.113	5.27982

Dependent Variable: Y

The equation formed between the two variables is $Y = 27.894 + 0.535 X_2$.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.678(a)	.459	.219	4,814

Predictors: (Constant), X₃ b Dependent Variable: Y

From the table above, an R value of 0.678 is obtained, this indicates that there is a moderate relationship between the Competence variable (X₃) and the Management of Personnel Administration (Y).

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29,112	12,921		2,312	.009
	X3	.435	.106	.678	2,639	.002

Dependent Variable: Y

Predictors: (Constant), X1, X3 b Dependent Variable: Y

From the table above, an R value of 0.861 is obtained, this indicates that there is a strong relationship between the variables of SIMPEG Implementation (X1) and Competence (X3) together with Personnel Administration Management (Y).

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,358	5.539		2.051	.000
	X1	.474	.107	.778	2.310	.001
	X3	.396	.241	.678	2.051	.000

Dependent Variable: Y

The multiple regression equation formed is $Y = 11.358 + 0.474X1 + 0.396X3$.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.865(a)	.749	.800	2.453

Predictors: (Constant), X2, X3 b Dependent Variable: Y

From the table above, an R value of 0.865 is obtained, this indicates that there is a very strong relationship between the variables of Information Technology Utilization (X2) and Competence (X3) and Personnel Administration Management (Y).

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.255	2,373		2.214	.029
	X2	.564	.087	.622	3.450	.000
	X3	.320	.103	.300	5.404	.002

Dependent Variable: Y

The multiple regression equation formed is $Y = 12.255 + 0.564X2 + 0.320X3$

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.941(a)	.886	.055	2,065

Predictors: (Constant), X1, X2, X3 b Dependent Variable: Y

From the table above, an R value of 0.941 is obtained, this indicates that there is a very strong relationship between SIMPEG Implementation (X1), Information Technology Utilization (X2) and Competence (X3) and Personnel Administration Management (Y).

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	17,895	14,714		5.157	.000
X1	.405	.219	.778	3.103	.004
X2X3	.271 .137	.241 .151	.869 .678	2,691 2,639	.013 .002

Dependent Variable: Y

The multiple regression equation formed is $Y = 17.895 + 0.405 X1 + 0.271 X2 + 0.137 X3$.

5. Hypothesis Test Results

First Hypothesis Test

Based on the results of the analysis, it is evident that the implementation of SIMPEG has a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. This is evidenced by tcount (3.103) > ttable (2.105) and a significant value (0.004) < 0.05. The magnitude of the effect is 60.5%, while the remaining 39.5% is influenced by other variables not analyzed in this study.

Second Hypothesis Test

Based on the results of the analysis, it is evident that the use of information technology has a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. This is evidenced by tcount (2.691) which is greater than ttable (2.105), and the significance value (0.013) < 0.05. The magnitude of the effect is 75.6%, while the remaining 24.4% is influenced by other variables not analyzed in this study.

Third Hypothesis Test

Based on the results of the analysis, it is evident that competence has a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. This is evidenced by the t-count (2.639) which is greater than the t-table (2.105), and the significance value (0.002) < 0.05. The magnitude of the effect is 45.9%, while the remaining 54.1% is influenced by other variables not analyzed in this study.

Fourth Hypothesis Test

In contrast to the two previous regression analyzes, this time multiple regression analysis is used which proves that the application of SIMPEG and the use of information technology together have a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. This decision was obtained because the

calculated F value (8.976) was greater than F table (3.17). The magnitude of the effect is 54.9% while the remaining 45.1% is influenced by other factors not analyzed in this study.

Model	Sum of Squares	df	Mean Squares	F	Sig.
1 Regression	917,226	2	305,742	8,976	.000*
Residual	757,284	61	16,112		
Total	1674,510	63			

a. Predictors (Constant), X1, X2

b. Dependent Variable : Y

This decision was obtained because the value of Fcount (5.493) is greater than Ftable (3.04), therefore the results of the seventh hypothesis test deserve to be the final result or reference for further research.

Fifth Hypothesis Test

The results of the analysis prove that the application of SIMPEG and competence together has a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. This decision was obtained because the calculated F value (7.678) > F table value (3.17). The magnitude of the effect is 74.3% while the remaining 25.7% is influenced by other factors not analyzed in this study.

Model	Sum of Squares	df	mean Square	F	Sig.
1 Regression	497,007	2	248,503	7,678	.000(a)
Residual	305.263	61	8,978		
Total	802.270	63			

a. Predictors: (Constant), X1, X3

b. Dependent Variable : Y

Sixth Hypothesis Test

The results of the analysis prove that the use of information technology and competence together has a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. This decision was obtained because the calculated F value (6.071) > F table value (3.17). The magnitude of the effect is 74.9% while the remaining 25.1% is influenced by other factors not analyzed in this study.

Model	Sum of Squares	df	mean Square	F	Sig.
1 Regression	893,780	2	446,890	6,071	.000a
Total Re- sidual	616,480 1510,261	61 63	13.117		

a. Predictors : (Constant) X2, X3

b. Dependent Variable : Y

Seventh Hypothesis Test

The results of the analysis prove that the implementation of SIMPEG, the use of information technology and competence together has a positive and significant effect on the management of personnel administration at the Class I Immigration Office Tanjung

The magnitude of the effect is 88.6% while the remaining 11.4% is influenced by other factors not analyzed in this study.

Model	Sum of Squares	df	mean Square	F	Sig.
1 Total Residual Regression	281,903 692.797 974,700	3 60 63	140,951 25,659	5.493	.010a

Predictors : (Constant), X1, X2, X3

Dependent Variable : Y

From the results of the analysis above, it can be concluded that the management of personnel administration in an organization is very important so that planning for employee needs, organizing staffing, directing and supervising employee activities can be carried out effectively and efficiently in accordance with the goals and objectives to be achieved.

One of the benefits of good personnel administration management is that employee recruitment is carried out according to ideal needs, placement of employees in accordance with the principle of the right man at the right place in accordance with the required competencies and tighter supervision, especially for violations of established rules and norms. set by the organization. Another benefit, with accurate management of personnel administration, every personnel problem can be optimally resolved.

CONCLUSIONS

The first proposed hypothesis is accepted. In other words, the implementation of SIMPEG has a positive and significant effect on the management of personnel administration at the Tanjung Priok Class I Immigration Office. This means that if SIMPEG can be implemented optimally, management personnel administration will run well. This can be seen from the fulfillment of ideal employee needs, placement, transfer and promotion of employees in accordance with the provisions.

The second hypothesis proposed was accepted. In other words, the use of information technology has a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. This means that the use of information technology is very helpful in the smooth management of personnel administration. This can be seen from the increase in the ability of employees to implement SIMPEG after the education and training carried out.

The third hypothesis proposed was accepted. In other words, competence has a positive and significant effect on the management of personnel administration at the Tanjung Priok Class I Immigration Office. This means that the management of personnel administration must also be supported by adequate employee competencies. This can be seen from the increase in employee competence after attending training, especially Immigration conducted by the Human Resources Development Agency of the Ministry of Law and Human Rights of the Republic of Indonesia.

The fourth hypothesis proposed was accepted. In other words, the application of SIMPEG and the use of information technology together have a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. Information technology must be utilized optimally in the implementation of SIMPEG so that the management of personnel administration requires fast and accurate information.

The fifth hypothesis proposed was accepted. In other words, the implementation of SIMPEG and competence together has a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. Management personnel administration will run optimally with the implementation of SIMPEG and supported by competent employees.

The proposed sixth hypothesis was accepted. In other words, the use of information technology and competence together has a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. This means that information technology and competence are factors that affect the management of personnel administration.

The proposed seventh hypothesis was accepted. In other words, the implementation of SIMPEG, the use of information technology and competence together have a positive and significant effect on the management of personnel administration at the Class I Immigration Office of Tanjung Priok. These three factors are the dominant factors in the management officialdom administration.

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