"THE EFFECT OF HUMAN RESOURCES INFORMATION SYSTEM ON PERFORMANCE OF THE EMPLOYMENT SECTION IN PT BIO FARMA (Persero) BANDUNG"

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Abstract

Human Resources Information System, is one of the factors that play an important role for quality human resources. The application of the right human resource information system is expected to determine the accuracy of the data and input sources needed to find out the information needed by the company or government agency regarding employee performance, so as to increase the effectiveness and efficiency of work for companies and government agencies. Therefore, the problem under study is to find out how far the application of human resource information systems at PT Bio Farma (Persero) Bandung is and how the level of performance of the staffing section is. Research conducted at PT Bio Farma (Persero) Bandung using descriptive methods For data collection techniques carried out by field research with interviews, questionnaires and observations in order to obtain the expected data. The results of the research on the application of the Human Resources Information System of PT Bio Farma (Persero) Bandung obtained the average value of the overall respondent's answer of 3.55 which was included in the good category because based on the interval of the average assessment criteria it could be interpreted well. Respondents' responses to PT Bio Farma (Persero) Bandung obtained an average value of 3.82 respondents' answers which are included in the good category because based on the interval of the average assessment criteria can be interpreted well because it is in the interval 3.40 - 4.19. The conclusion of this study is the magnitude of the influence of Human Resource Information Systems on the Performance of PT Bio Farma (Persero) Bandung of 0.656. This means that there is a strong relationship between Human Resources information systems and employee performance.

Keywords: Human Resources Information System,, Employee Performance

Introduction

One of the resources that is currently receiving great attention from companies or organizations is human resources and two important aspects in business development related to information technology are infrastructure and human resources, because they are the driving force for all company and organizational activities. Employees or human resources are the single most important asset that has a major contribution to achieving goals. This contribution can be seen from humans as determinants, planners, and actors in achieving company or organizational goals so that if managed properly they will be able to provide optimal progress for the organization. The era of globalization which is marked by the rapid development of the flow of information and the exchange of information has given birth to a new phenomenon in management in an organization. Information is one of the indispensable resources in an organization.

Human Resources Information System is a system in the form of a separate unit or can be incorporated in a larger system in enterprise resource planning. However, at least in HRIS, the Human Resources Department manager can manage and access information about the needs of Human Resources, the payroll system, employee data, employee performance, information related to payroll to company policies and procedures with the payroll software feature. Usually, an HRIS is also supported by an application or software that makes the Human Resources Information System process automatic and also digital as a guide from employees to information in the company.

 Human Resources Information System is needed by all types of companies, with this system it will be easier for companies to share information that supports the performance of the company. . The Human Resources Information System or HRIS system is a complete system. Because it usually includes several functions such as database, recruitment, training, Human Resources Reporting, and management. For example, in the case of employee data storage. Files that are stored manually are relatively easier to see by unauthorized persons. Meanwhile, in the online Human Resources Information System, there is an authorization system that allows the data to be personal and can only be accessed by authorized persons, so that the risk of data leakage can be minimized. In addition, employee data storage in the Human Resources Information System is also carried out centrally, thereby minimizing data loss, or difficulty finding required data.

PT Bio Farma (Persero) Bandung computer because of the demands of high work efficiency and fast, precise, and accurate information. Without these three things will be very difficult to achieve progress. Because the higher the work efficiency and the faster, more precise. and accurate the information, the better the benefits. Human Resources information system, is one of the factors that play an important role for quality human resources. To obtain human resources who truly master their fields and in accordance with the demands of the business world is not easy and requires a process for its achievement. The Human Resources Information System or also known as the Human Resources Information System is designed to provide information related to the human resources of a company or organization. The impact of the Human Resources information system is so broad for other system applications because this system relates to company or organization personnel as a driver of an organization's performance. Human Resources information system is created to collect and maintain data that describes human resources, converts the data into information and reports the information to users. The application of the right Human Resources information system is expected to determine the accuracy of the data and input sources needed to find out the information needed by the organization regarding the performance of employees or employees, so as to increase the effectiveness and efficiency of work for the organization. In this case the Human Resources information system will provide some information about employees and distribute this information to the human resource development section, so that this section has the right information in making decisions to conduct employee development with the aim of

improving the quality of the organization or company with employee performance at an organization or company[1].

The Human Resources information system is used to store employee data such as attendance, salary reports, work assessments and so on. Before using the Human Resources Information System, attendance reports, salary reports, work assessments and employee data were done manually so it took a long time to make employee performance reports from each Head of Section. With systems that are still manual, errors are often made by users. Human Resources Information System is an information system that has an important role in a company or organization. If the employee data processing system is not accompanied by a good assessment, there will be opportunities that can harm the company or organization, such as the collusion of employees who leave each other's attendance cards to avoid delays, fraudulent employee performance appraisals, and so on.

The process of implementing the Human Resources Information System of PT Bio Farma (Persero) Bandung still uses two methods, namely manual and computerized. These two systems work together to complement each other's strengths and weaknesses in each system. However, a Human Resources Information System is very important to facilitate in increasing the speed and accuracy in the delivery and processing of information to employees. By using computer technology as an employee data processing tool, it is expected to process employee performance appraisal data accurately and accurately. The use of information technology will affect performance at PT Bio Farma (Persero) Bandung because using computer-based information technology will have an impact on employee activities, making it easier for employees to no longer perform tasks manually so that work can be completed effectively and efficiently. The lack of socialization and the uneven level of education of employees will automatically have an impact on the performance of the employees themselves because the ability and expertise in processing computerized systems owned by these employees are lacking or limited in their abilities[2, 3].

The problems that occur at PT Bio Farma (Persero) Bandung regarding the information system are quite diverse starting from the attendance system that has not been maximally used which is where there is still attendance day care in the manual system and checklock system which has an impact on the performance of employees, information systems at PT Bio Farma (Persero) Bandung which is called the Employee Information System) only contains employee data and is not equipped with regulatory information at PT Bio Farma (Persero) Bandung or useful information for each section of PT Bio Farma (Persero) Bandung which it will certainly make it easier for employees to carry out their duties, the delivery of information that is still manual is still often conveyed by word of mouth, the lack of employee mastery of computer technology and also the impact on employee performance such as discipline, slow work results and also lack of team coordination because it doesn't work a information effectively.

To develop an organization to get optimal employee performance, use a system or application program tool based on information technology to help supervise employees so that the emergence of good discipline and behavior to get optimal performance is very important to be applied, therefore this problem can be solved if the information system can used as much as possible, of course, the ability of employees to understand and master technology that is not yet competent will make employee performance worse so that difficulties in implementing the Human Resources Information System[4, 5]

Literature Review and Hypothesis

Human Resources Information System

Management information systems are components that are interconnected and work together to collect, process, store, and disseminate information to support decision making, coordination, control and to provide an overview of activities within the company. data into information and store the data and information. According to [6], the information system is a combination of computers and users who manage changes in data into information and store the data and information. Information system as a collection of subsystems both physical and non-physical that are interconnected with each other and work together in harmony to achieve the goal of processing data into useful information. The management process begins with planning, then the implementation process, the control and supervision process. In each process required information that is partially generated by the SIM. MIS is very useful for managers in the decision-making process. This system in an integrated and efficient manner carries out data collection, and presents information according to the needs of decision makers. This system provides convenience in providing data in a timely manner according to needs. According to [7, 8] suggests that:"Human resource information system is a systematic procedure for collecting, preparing, maintaining, withdrawing, and validating the data needed by an organization about human resources, personnel activities, characteristics of its organizational units [9, 10]

Employee Performance

Employee performance is influenced by various personal characteristics of each individual. In a competitive and globalized development, companies need high-achieving employees. At the same time, workers need feedback on their performance as a guide for their future actions. The results of the performance appraisal can indicate whether Human Resources have met the demands desired by the company, both in terms of quality and quantity. Factors that affect performance according to [11]are ability and motivation. The better the abilities or skills possessed by employees, the better the performance of the organization or company will be, which in the end will achieve organizational goals. The most important part of Human Resource Management is performance appraisal. According to [12-14] the objectives and performance functions include: (benchmark) As a benchmark in assessing whether the strategies of the organization are running well, effectively and efficiently. Performance appraisals help managers assess whether they have hired and have the best employees. Performance appraisals contribute to effective training, development and compensation [15-17].

Framework and Hypothesis

Figure1, 1. Relationship Flow Framework between Latent Variables Information :
    X   : Human Resource Management Information System
    Y   : Employee Performance
    ε   : Other factors that affect performance that are not examined
Hypothesis: Influence of Human Resource Information System on Performance

Research Methodology

The object of research is to find out how big the Influence of Human Resource Information System on Performance is The research method used by the author is a descriptive method with a survey approach. The data analysis technique used by the

author is quantitative data analysis with the help of statistics. The hypothesis used by the author will be tested using simple linear regression analysis techniques, coefficient of determination and hypothesis testing (f test). simple linear regression, Coefficient of Determination

Research Finding and Argument

Research Finding and Argument
Simple linear regression analysis was used to determine whether there was a correlation between the dependent variable and the independent variable [18]. Simple linear regression analysis is used to prove the extent of the relationship between HR information systems and employee performance.

Table 1

Simple Linear Regression Model Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
	B	Std. Error	Beta			Zero-order	Partial	Part
1 (Constant)	1.872	.153		12.241	.000			
SIM	.523	.044	.656	11.886	.000	.656	.656	.656

Coefficients[a]

a. Dependent Variable: Employee Performance

The regression coefficient for the Human Resources information system is 0.523, so the employee's performance will increase by 0.523x. Hypothesis testing is carried out to determine whether the variables X and Y have a significant relationship or not, for that it is necessary to test the following hypothesis:

Table 2

Uji Hipotesis

ANOVA[a]

1	Regressio n	18.523	1	18.523	141.28 2	.000[b]
	Residual	24.517	187	.131		
	Total	43.041	188			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), SIM

This means that the hypothesis H1 can be accepted, so based on the hypothesis test above, it can be stated that the hypothesis put forward by the author is significant, namely "There is an influence of HR information systems on employee performance". Where the value of Fcount is 141.282 and Ftable = F (0.05:2:103) = 3.89, Fcount > Ftable 141.282 > 3.89

Conclusion

With the Management Resource Information System, it will support employee activities. In general, a human resource information system provides information on length of service, training, work performance and employee history that is used for planning, selection, training and development, job assessment, transfers and others.

The results of respondents' responses regarding the application of Information Systems Management Resources at PT Bio Farma (Persero) Bandung included in the good category because of the questionnaire distributed to respondents regarding the application of Information Systems Human Resources obtained the average value of the overall respondent's answer of 3.55. Based on the interval of the assessment criteria the average can be interpreted well because it is in the interval 3.40 - 4.19.

The performance of the employees is very important in determining the smooth running of the human resource activities that have been determined. The existence of this Management Resource Information System can make it easier to help the work done by employees, especially in sending and receiving information quickly and accurately. These results can be seen from the acquisition of the overall average value of respondents' answers of 3.82. Based on the interval, it is in the good category because it is in the interval from 3.40 to 4.19.

Based on the analysis of the results of research and discussion, it can be seen that the influence between the Management Information System and Employee Performance is 65.6%. That is, there is a strong relationship between the Information System Management Resources with employee performance. And the remaining 34.4% is influenced by other variables not examined.

Suggestion

What features do companies usually need and should be included in the Human Resources Information System software?:

Payroll Management, Masalah penggajian menjadi salah satu hal yang paling krusial bagi For this reason, the HRIS software you choose must have a payroll management feature that helps you carry out the payroll process from calculation to payment of employee salaries. Make sure the software has this feature along with other payroll components, ranging from allowances, tax payments, overtime, and etc.

2. Recruitment Management, With this feature, HRD managers can easily arrange every stage in the recruitment process, from information verification, interviews, ability evaluation, negotiation, acceptance, to onboarding and offboarding processes. Thus,

HRD managers can monitor the recruitment process more easily in just one application.

3. Time Management, a good HRIS system must also have features that make it easier to manage employee attendance and can be integrated with a biometric attendance system, so you don't need to manually record each employee's attendance via paper or an excel spreadsheet, starting from attendance, working hours, leave all employees, overtime, will be automatically recorded into the system, so that each employee's salary will be calculated automatically and accurately. With HRIS Employee Self Service, employees can also apply for leave and view the remaining leave directly through the system without the need to directly ask HR or you.

Tax Management, As we all know, each employee's salary is different from one another. This of course will make tax deductions will be different. With this tax management feature in the HRIS system, you don't need to be confused about calculating all your employee taxes. Where, all financial information and PPh 21 starting from NPWP, BPJS Health data, BPJS Employment, to employee bank information can be monitored and managed easily through the system.

Assessment Management. At least once a year, the company will definitely carry out an evaluation process for employees. For a good evaluation process, companies can take advantage of the HRIS system for a more practical process. There are several types of evaluations that can be made with the HRIS system, ranging from self-evaluations, rating scales, 360-degree assessments, and others. Each assessment result can be easily reviewed and then measured to determine the progress made by employees. So this HRIS system is one thing that can make it easier to monitor employee performance.

Financial Management. In company activities there must be conditions when employees require additional costs. For example, when you want to meet with clients, attend important events, hold company events, or for personal needs such as health claims. With HRIS, various costs incurred and refunds submitted by employees can all be reviewed through this feature.

HR Report. Every month, HR is required to make reports related to manpower such as salaries, expenses, taxes, attendance, achievements and others. To make it, of course, it takes quite a lot of time, especially when the employees in the company have reached hundreds. However, with the HRIS system in the company, HR can generate this report in seconds.

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