Work Motivation Can Moderates The Influence Of Human Resource Information System On Employee Peformance

Febriyan Muliany [1], Umi Narimawati [2], M. Yani Syafei [3]
[1,2,3)] Universitas Kompuer Indonesia
**Email: [1)] febriyan.75424008@mahasiswa.unikom.ac.id ,[2)] umiarie@email.unikom.ac.id
,[3)] yanisyafei@email.unikom.ac.id**

ABSTRACT

This research is a quantitative study with an explanatory approach, namely an approach that relies on a number of previous studies as a spring to water the arguments built so that they look fertile and sparkling compared to previous studies. The data used in this study are primary data that researchers obtained from 300 KFC employees spread throughout Indonesia. The data used in this article were analyzed using the smart PLS 4.0 analysis tool. The result in this article show the assumptions accompanied by strong arguments and presented in the Research Hypothesis are concluded to have a positive relationship direction and a significant influence on Employee Performance. This is because the P-Values are positive and below the significance level of 0.05, namely 0.015. These results are because the Human Resource Information System can make employee work easier, can increase work creativity, and can increase work productivity.. In line with the results above, in the next hypothesis, namely the Work Motivation variable can strengthen the influence of the Human Resource Information System variable on Employee Performance because the P-Values are below the significance level of 0.05, namely 0.000, which is more significant than the direct tester 0..015. Thus the data is concluded, the first and second hypotheses in the article can be accepted.

INTRODUCTION

The definition of human resource information system according to Jogiyanto, is an information system to support activities in the human resource function, the function was formerly called the personnel department function, now it has been renamed to the human resource function to show that humans in the organization are important economic resources (Suwatno 2011a). According to Veithzal Rivai Zainal, et al., the human resource information

system is a systematic procedure for collecting, storing, maintaining, retrieving, and validating data needed by a company to improve its human resource decisions. In other words, the human resource information system has the ability to obtain the information needed or the choices of many people that are more related to human resource planning activities (Rivai 2011).Thus, the human resource information system will be effective if it is able to produce healthy human resource decisions (Suwatno 2011b).

The system usually uses computers and other sophisticated technologies to process data so that it can reflect the daily activities of a company that are produced in the form of information to facilitate decision makers. But according to Veithzal Rivai, et al., the human resource information system does not need to be too complicated or even computerized, the human resource information system can be just salary records or attendance cards for small companies or formally as a computerized human resource data bank from large companies (Supriyanto 2019).

Based on these opinions, it can be concluded that basically the Human Resources Information System is an information system to support activities in the human resources function in an organization, both helping employees in managing data and helping managers in making decisions through information produced by the information system. According to (Jogiyanto HM 2005), there is a data model in the Human Resources Information System which basically includes processes related to the following: a.

Human Resources Planning Human resources planning is a process of analyzing human resource needs in accordance with the human resource data owned by the organization. b. Personnel Administration Basically, the personnel administration process is the most basic process in collecting information related to the completeness of the general administration process related to personnel. The processes included in the general personnel administration process include (Khairul 2021): 1) Employee biodata 2) Job history 3) Education history 4) Substantial education history 5) Company facilities 6) History of visits out of town or abroad 7) Family list 8) History of punishments and awards received 9) Labor supervision

Based on the above explanation, the researcher believes that the Human Resource Information System can have a positive relationship direction and significant influence on Employee Performance (Depitra and Soegoto 2018). Performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision, and mission of an organization that is outlined through the strategic planning of an organization.

Employee performance is the result of synergy between a number of factors, such as internal environmental factors of the organization, external environmental factors, and internal factors of employees or employees (Almaududi 2019). Lijan Poltak Sinambela, stated that employee performance is defined as the ability of employees to carry out certain skills, Employee performance is very necessary because with this performance it will be known how far their ability is in carrying out the tasks assigned to them, for that it is necessary to determine clear and measurable criteria to be used as a reference

From several definitions, it can be concluded that employee performance is the work results that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, without violating the law, and in accordance with morals and ethics.

There are a number of previous studies (Fahruni 2019); (REGITA PUTRI TJUANA 2024); (Jimmy Rusjiana 2023); (Indra Harianur R 2013) & (Pertiwi, W., & Nurhikmah 2018). Unlike the research above, this article adds the variable Work Motivation as a moderating variable.

LITERATURE REVIEW

Human Resource Information System

The definition of human resource information system according to Jogiyanto, is an information system to support activities in the human resource function, the function was formerly called the personnel department function, now it has been renamed to the human resource function to show that humans in the organization are important economic resources (Suwatno 2011a).

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Thus, the human resource information system will be effective if it is able to produce healthy human resource decisions (Suwatno 2011b). The system usually uses computers and other sophisticated technologies to process data so that it can reflect the daily activities of a company that are produced in the form of information to facilitate decision makers. But according to Veithzal Rivai, et al., the human resource information system does not need to be too complicated or even computerized, the human resource information system can be just salary records or attendance cards for small companies or formally as a computerized human resource data bank from large companies (Supriyanto 2019).

Employee Performance

Performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by someone). The definition of performance (work achievement) is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance refers to employee achievement as measured based on standards or criteria set by the company (Neksen, Wadud, and Handayani 2021).

According to (Mangkunegara 2006), employee performance is the quality and quantity of work results achieved by an employee in carrying out tasks according to the responsibilities they carry. According to (Mangkuprawira 2007)Performance is the work results that can be displayed or the work appearance of an employee. Hasibuan (2018) states that Performance is the work results that can be achieved by a person or group of people in an organization according to their respective authorities and responsibilities in order to achieve the goals of the organization concerned legally without violating the law and in accordance with morals and ethics. People in an organization in order to achieve organizational goals within a certain period of time. Performance refers to the level of achievement of tasks that form an employee's job. Performance is defined as the result of the work function/activities of a person or group in an organization that is influenced by various factors to achieve organizational goals within a certain period of time (Mangkunegara 2006).
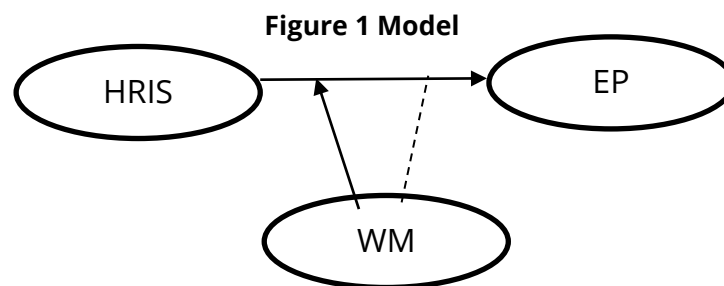
Work Motivation

According to Bernanard and Gary A. Stainer in Machrony defines motivation as all those inner striving conditions variously described as wishes, desires, needs, drives, and the like. Motivation can be interpreted as a state of mind and mental attitude of humans that provides energy to drive activities (moves) and directs or channels behavior towards achieving needs that provide satisfaction or reduce imbalance (Sukiyah et al. 2021).

Motivation is a series of attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are something invisible that provide the power that drives individuals to behave in achieving goals. This drive consists of two

components, namely the direction of work behavior (work to achieve goals) and the strength of behavior (how strong the individual's efforts are in working). Motivation is an important determinant of individual performance.

From the definition that has been explained, motivation can be concluded as a condition that moves humans towards a certain goal, an expertise in directing employees of the Social, Manpower and Transmigration Service of Pesisir Barat Regency to want to work optimally so that desires can be achieved properly, so that initiation and direction of behavior, as energy to generate drive within oneself and as a condition that influences generating, directing and maintaining behavior related to the work environment (Yuni 2016).

METHODS

Figure 1 Model

Noted:
HRIS: Human Resource Information System
EP: Employee Performance
WM: Work Motivation

In line with the five studies mentioned above, namely (Fahruni 2019); (REGITA PUTRI TJUANA 2024); (Jimmy Rusjiana 2023); (Indra Harianur R 2013) & (Pertiwi, W., & Nurhikmah 2018), this article aims to analyze the effect of Human Resource Information System on Employee Performance. Unlike the five studies above, this article adds the variable of Work Motivation as a moderating variable (Usmany et al. 2025) & (Titin et al. 2024). This research is a quantitative study with an explanatory approach, namely an approach that relies on a number of previous studies as a spring to water the arguments built so that they look fertile and sparkling compared to previous studies (Andini and Rosdiana 2023). The data used in this study are primary data that researchers obtained from 300 KFC employees spread throughout Indonesia (Maryati and Fernado 2018). The data used in this article were analyzed using the smart PLS 4.0 analysis tool.

Hypothesis:
- H1: The Influence of Human Resource Information System on Employee Performance
- H2: Work Motivation Can Moderates The Influence of Human Resource Information System on Employee Performance

RESULTS

Background Analysis
The definition of human resource information system according to Jogiyanto, is an information system to support activities in the human resource function, the function was formerly called the personnel department function, now it has been renamed to the human resource function to show that humans in the organization are important economic resources (Suwatno 2011a). According to Veithzal Rivai Zainal, et al., the human resource information system is a systematic procedure for collecting, storing, maintaining, retrieving, and validating data needed by a company to improve its human resource decisions. In other words, the human

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a. Human Resources Planning Human resources planning is a process of analyzing human resource needs in accordance with the human resource data owned by the organization.
b. Personnel Administration Basically, the personnel administration process is the most basic process in collecting information related to the completeness of the general administration process related to personnel.

The processes included in the general personnel administration process include (Khairul 2021):

1. Employee biodata
2. Job history
3. Education history
4. Substantial education history
5. Company facilities
6. History of visits out of town or abroad
7. Family list
8. History of punishments and awards received
9. Labor supervision

Based on the above explanation, the researcher believes that the Human Resource Information System can have a positive relationship direction and significant influence on Employee Performance (Depitra and Soegoto 2018). Performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision, and mission of an organization that is outlined through the strategic planning of an organization.

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ethics. There are a number of previous studies (Fahruni 2019); (REGITA PUTRI TJUANA 2024); (Jimmy Rusjiana 2023); (Indra Harianur R 2013) & (Pertiwi, W., & Nurhikmah 2018). Unlike the research above, this article adds the variable Work Motivation as a moderating variable.

Validity Test

Using the smart PLS 4.0 analysis tool and primary data requires steps that must be passed. One of these stages is the validity test. The validity test stage functions to find out whether the data used in this research is valid or not. Following are the results of the validity test below (Sarstedt et al. 2014):

Table 1 Validity Test

Variable	Question Item	Loading Factor
Human Resource Information System (X1)	Human Resource System can make employee work easier	0.849
	Human Resource System can improve Employee Performance	0.869
	Human Resource Information System can make employees easily complete targets given by superiors	0.872
	Human Resource Information System can easily help employees in increasing Work Productivity	0.877
	Human Resource Information System can easily help employees in increasing Work Creativity	0.881
	Human Resource Information System can easily help employees in increasing work results	0.885
Employee Performance (Y)	Employee Performance can be influenced by Human Resource Information System	0.912
	Employee Performance can be influenced by how much employees can complete existing targets	0.908
	Employee Performance can be influenced by creativity in working	0.915
	Employee Performance can be influenced by work productivity	0.924
	Employee Performance can be influenced by how easy it is for employees to complete work given by superiors	0.922
	Employee Performance can be influenced by work motivation	0.917

	Work Motivation can influence employee work creativity	0.975
Work Motivation (Z)	Work Motivation can influence Employee Performance	0.968
	Work Motivation can influence employee work productivity	0.961
	Work Motivation can influence Human Resource Information System	0.958

Valid > 0.70

Reliability Test

The next stage or the next carriage that can be passed is the Reliability Test stage. This stage aims to test the Human Resource Information System variables, Employee Performance variables, and Work Motivation variables are reliable or not by ensuring the Composite Reliability and Cronbach Alfa values are above 0.70 (Ghozali 2016):

Table 2 Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Human Resource Information System	0.893	0.853	Reliable
Employee Performance	0.941	0.901	Reliablle
Work Motivation	0.956	0.915	Reliablle

Reliable > 0.70

DISCUSSION

Path Coefisien

The hypothesis that the researcher uses in this article, namely the Human Resource Information System variable can have a positive relationship direction and significant influence on Employee Performance and the Work Motivation variable can moderate the influence of the Human Resource Information System variable on Employee Performance must be proven first. The following is the proof below (Hair 2010):

Table 3 Path Coefisien

Direct Influence	Variable	P-Values	Noted
	HRIS-> EP	0.015	Accepted
Indirect Influence	WM* HRIS-> EP	0.000	Accepted

Accepted & Significant Level < 0.05

The results of the three Path Coefficients above indicate that the assumptions accompanied by strong arguments and presented in the Research Hypothesis are concluded to have a positive relationship direction and a significant influence on Employee Performance. This is because the P-Values are positive and below the significance level of 0.05, namely 0.015. These results are because the Human Resource Information System can make employee work easier, can increase work creativity, and can increase work productivity.

These results are in line with research (Fahruni 2019); (REGITA PUTRI TJUANA 2024); (Jimmy Rusjiana 2023); (Indra Harianur R 2013) & (Pertiwi, W., & Nurhikmah 2018) which show similar results. In line with the results above, in the next hypothesis, namely the Work Motivation variable can strengthen the influence of the Human Resource Information System variable on Employee Performance because the P-Values are below the significance level of 0.05, namely 0.000, which is more significant than the direct tester 0.015. Thus the data is concluded, the first and second hypotheses in the article can be accepted.

CONCLUSION AND SUGGESTIONS

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