

Analisis faktor-faktor yang memengaruhi penggunaan human resources information system (HRIS) pada instansi kementerian di Jakarta =
Analysis of factors influencing the use of human resources information system (HRIS) at ministry institution in Jakarta.

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Abstrak

Penelitian ini memiliki tujuan untuk mempelajari faktor-faktor apa saja yang memengaruhi penggunaan Human Resources Information System (HRIS) pada beberapa instansi Kementerian di Jakarta dengan menggunakan model turunan dari Technology Acceptance Model (TAM). Data dari penelitian ini didapatkan dengan menyebarkan kuesioner kepada 208 Aparatur Sipil Negara (ASN) yang bekerja pada instansi Kementerian di Jakarta yang telah menerapkan HRIS. Data yang telah dikumpulkan tersebut diolah menggunakan konsep Structural Equation Modelling (SEM) dengan menggunakan perangkat lunak Lisrel 8.80. Hasil penelitian menunjukkan bahwa faktor-faktor yang memiliki pengaruh secara signifikan terhadap penggunaan HRIS/SIMPEG pada beberapa instansi Kementerian di Jakarta yaitu Perceived Usefulness dan User Satisfaction sedangkan Perceived Ease of Use, Social Influence dan Top Support Management tidak memiliki pengaruh yang signifikan terhadap penggunaan HRIS/SIMPEG. Namun demikian, Perceived Ease of Use, Perceived Usefulness dan Information Quality berpengaruh signifikan terhadap User Satisfaction. Selain itu, Social Influence menunjukkan pengaruh yang signifikan terhadap Perceived Usefulness dan Perceived Ease of Use.

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The objective of this research is to study factors that influence the use of Human Resources Information System (HRIS) in several Ministry institution in Jakarta by using a derivative model of the Technology Acceptance Model (TAM). The research data were obtained by distributing questionnaires to 208 Public Servants (ASN) who worked at the Ministries in Jakarta which have implemented HRIS. The data collected was processed using the concept of Structural Equation Modeling (SEM) using Lisrel 8.80 software. The results indicated that the factors that had a significant influence on the use of HRIS/SIMPEG in several Ministry institution in Jakarta are Perceived Usefulness and User Satisfaction while Perceived Ease of Use, Social Influence and Top Support Management do not have a significant effect on the use of HRIS/SIMPEG. However, Perceived Ease of Use, Perceived Usefulness and Information Quality significantly influence User Satisfaction. In addition, Social Influence shows a significant effect on Perceived Usefulness and Perceived Ease of Use.