

The Influence of Management Information Systems on Employee Performance

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ABSTRACT

This study aims to analyze the influence of Management Information Systems (MIS) on employee performance within an organization. The research method used is a quantitative approach with an associative research type. Data were collected through questionnaires distributed to employees using a Likert scale, then analyzed using simple linear regression with the help of SPSS software. The results of the study indicate that MIS has a positive and significant influence on employee performance. This is indicated by a significance value smaller than 0.05 and a positive regression coefficient. In addition, the coefficient of determination indicates that MIS makes a significant contribution in explaining variations in employee performance. Effective MIS implementation has been proven to improve work efficiency, information accuracy, and employee productivity. Therefore, organizations are advised to continue optimizing the use of MIS through improving system quality, user training, and ongoing managerial support to achieve optimal performance.



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INTRODUCTION

The rapid development of information technology has brought significant changes to various aspects of organizational life, including human resource management. One form of implementation of this technology is through the use of Management Information Systems (MIS), which play a crucial role in supporting decision-making, coordination, and operational control. MIS enables data processing into relevant, accurate, and timely information, thereby improving employee effectiveness.

Employee performance is a key factor in determining organizational success. Optimal performance is influenced not only by individual abilities but also by the available support systems, including the information technology used. In this regard,

MIS can help employees complete tasks more efficiently, minimize errors, and increase work productivity by providing integrated information.

However, MIS implementation in organizations does not always run optimally. Several obstacles, such as lack of training, resistance to change, and limited technological infrastructure, can impact the system's effectiveness. Therefore, it is important to understand the extent to which MIS actually contributes to improving employee performance.

This study aims to analyze the influence of Management Information Systems on employee performance within an organization. By understanding this relationship, it is hoped that organizations can optimize the use of MIS to improve human resource performance and achieve organizational goals more effectively and efficiently.

METHOD

This study uses a quantitative approach with an associative research type, which aims to determine the relationship and influence between Management Information System (MIS) variables as independent variables on employee performance as dependent variables.

The population in this study was all employees at the organization being studied. The sampling technique used was a saturation sampling method or total sampling, where all members of the population were sampled. However, if the population size is large, a purposive sampling technique can be used with certain criteria, such as a minimum of one year of service and direct involvement in MIS use.

The data types used are primary and secondary data. Primary data were obtained through questionnaires distributed to respondents using a 1-5 Likert scale, which measured employee perceptions of MIS quality (ease of use, information accuracy, access speed, and information relevance) and employee performance (productivity, work quality, timeliness, and work effectiveness). Secondary data were obtained from company documents, performance reports, and related literature.

Data collection techniques included observation, questionnaires, and documentation studies. Prior to analysis, the research instruments were tested for validity and reliability to ensure the questionnaire was appropriate and consistent.

The data analysis techniques used included descriptive and inferential analysis. Inferential analysis was conducted using simple linear regression to examine the effect of MIS on employee performance. In addition, classical assumption tests were conducted, including normality tests, multicollinearity tests (if necessary), and heteroscedasticity tests. Hypothesis testing was conducted using a t-test to determine the significance of the influence of the independent variables on the dependent variable, and the coefficient of determination (R^2) to assess the extent of MIS's contribution to employee performance. The entire data analysis process is carried out with the help of statistical software such as SPSS or similar software.

RESULTS AND DISCUSSION

Based on data processing using SPSS software, it was found that the Management Information System (MIS) variable has a positive and significant influence on employee performance. This indicates that the better the implementation of MIS in an organization, the higher the level of employee performance.

The results of the simple linear regression test indicate a positive regression coefficient, indicating that MIS contributes to improving employee productivity, efficiency, and work quality. Furthermore, the t-test results indicate a significance value of less than 0.05, thus accepting the hypothesis that MIS influences employee performance.

The coefficient of determination (R^2) shows that SIM is able to explain most of the variation in employee performance, while the rest is influenced by other factors such as work motivation, leadership, and work environment.

Table 1. Regression Analysis Results Table

Variables	Regression Coefficient	t count	Sig.
(Constant)	2,135	3,210	0.002
Management Information System	0.645	7,856	0,000

Table 2. Determination Coefficient Table

Model	R	R Square (R^2)	Adjusted R^2
1	0.802	0.643	0.638

Discussion

The results of this study indicate that effective implementation of an MIS can significantly improve employee performance. This is due to easier access to information, faster data processing, and increased information accuracy, which support daily work activities. With an MIS, employees can work more structured and efficiently in completing tasks.

This finding aligns with various previous studies that have shown that the use of information technology in organizations contributes to improved individual and organizational performance. However, the success of MIS implementation also depends heavily on user skills, adequate training, and management support.

Thus, organizations need to continuously improve the quality of the system and provide training to employees so that MIS utilization can be optimal and have a maximum impact on performance.

CONCLUSION

Based on the research results, it can be concluded that Management Information Systems (MIS) have a positive and significant impact on employee performance. A good MIS implementation can improve work efficiency, accelerate task completion, and enhance the accuracy and quality of employee work.

The coefficient of determination indicates that MIS contributes significantly to variations in employee performance, although other influencing factors, such as motivation, leadership, and the work environment, also play a role. This confirms that MIS is an important factor in supporting performance improvement, but not the sole determinant.

Therefore, organizations are advised to continuously optimize MIS implementation by improving system quality, providing employee training, and providing ongoing managerial support. This way, MIS utilization can have a more

optimal impact on improving employee performance and achieving overall organizational goals.

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