



**HUMAN RESOURCES INFORMATION SYSTEMS , COMPETENCE
AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT
PT.SEMEN PADANG**

Rada Safitri¹, Febri Susanti²
Sekolah tinggi ilmu ekonomi KBP
[1 Syafitirada@gmail.com](mailto:1Syafitirada@gmail.com) ,

ABSTRACT

This Research Aims To Determine And Analyze The Influence Of Human Resource System Variables, Competency And Work Discipline On Employee Performance At PT. Semen Padang. This Type Of Research Uses Quantitative Methods, Collecting Data By Distributing Questionnaires To 92 Respondents Using The Slovin Formula. Using Instrument Testing (Validity Test And Reliability Test), Classic Assumption Test (Normality Test, Multicollinearity Test And Heteroscedasticity Test) Then Multiple Linear Regression And Hypothesis Testing With The Help Of The SPSS Application. The Results Of This Research Show That The Human Resources Information System Has A Positive And Significant Influence On Employee Performance, Competency Has A Positive And Significant Influence On Employee Performance And Work Discipline Has A Positive And Significant Influence On Employee Performance.

Keywords: Human Resources Information Systems, Competence, Work Discipline, Employee Performance

Submit : Mey 30th, 2024

Acceptance : June 07th, 2024

INTRODUCTION

Developments in the economic sector are getting tougher day by day and competition requires companies to develop all the potential within their companies to continue to innovate, especially in the field of human resources. To support competition, companies must optimize the field of human resources. The ability of human resources (HR) will greatly influence the company's progress. The ups and downs in company performance are due to several factors that influence it. In general, optimal company performance is influenced by internal and external factors. (Dan et al., 2022)

Performance is a state of work implementation in an agency that is based on an employee's emotional feelings. This will be seen from the employee's attitude towards the aspects they face in the work environment which involve healthy adjustment, including salary, physical and psychological conditions as well as

existing legal regulations. Employee performance is the result of a worker's achievements in completing the tasks and roles carried out in an organization.

Human resources are the most valuable and important assets or assets for an organization or company, because the success of an organization is largely determined by the human element. The success of an organization in retaining the employees it already has cannot be achieved in an easy way, this can be realized through the organization's ability to understand employee needs so that it can provide the best performance for employees. In essence, management mechanisms seem to be more oriented towards employee factors as humans. This is because humans have different behavior and character from one another. Individuals are the driving force behind the running of an organization, achieving organizational goals, one of which is very dependent on the good and bad performance of employees. (Bagudek Tumanggor & Rosita Manawari Girsang, 2021).

Rapid economic development, quality human resources will be the strength for companies to survive. The convenience caused by technological advances has also caused many new competitors to enter the business. Companies that are ready to compete must have effective management in improving employee performance. The success of a company does not only depend on superior technology, adequate facilities and infrastructure, but must also be supported by the human factors that carry out and manage these activities. The more competencies are considered, the more the performance will increase. Employee competencies consisting of knowledge, abilities/skills, attitudes are adapted to the field of work required by the organization, so that they can produce high-achieving employee performance. Motivational factors work are not in increasing (Budiman et al., 2019).

In order to achieve employee competency, it is very important to pay attention because it relates to knowledge, skills and work attitudes that are in accordance with established standards. For this reason, employees need to improve their quality and abilities by participating in various trainings in order to gain knowledge and insight so they can carry out their duties and responsibilities in carrying out their goals, (Liana, 2020).

Work discipline is an effort made by a company or organization so that its employees comply with all the rules that have been set. It is hoped that with these rules employees will be obedient in carrying them out so that it will have an impact on employee performance. If the company has a good level of employee work discipline, appropriate competencies, the creation of a harmonious organizational culture will create high work motivation, because there will be stimulation within employees to carry out good work actions. So that the target will be achieved with the expected quantity and quality due to optimal employee performance both individually and in groups. By improving work discipline, providing motivation, creating a conducive culture, training to increase competency, optimal employee performance will be created and guided by norms, standard operating procedures, criteria and measures that have been set within the company. Work discipline is also an important factor that can influence employee performance. Work discipline employees can be more responsible for their duties so that their performance will be better, employees who have work discipline will have better performance which can build employee productivity. Work discipline is one of the important variables in the development of human resource management, therefore discipline is very



important in organizational systems which aim to minimize errors, deviations or negligence that cause waste in carrying out work. (Robbins & Judge, 2016)

Influence of Human Resources Information Systems on employee performance

In research, Lasmaya (2016) explains that without an effective human resources information system, people, in the context of this research, are employees, will find it difficult to understand and implement the content or orders of the information that has been submitted to support maximum performance. The results of the research show that the human resource information system has a positive and significant effect on employee performance.

Research conducted by Rosadi & Purnomo (2020) explains that information systems management with performance, the better the source management information system human power will further improve performance.

The information system is part of the organization's control system and needs attention so that it is expected to make a positive contribution to supporting the organization's control system. One of the functions of an information system is to provide information that is important for decision making. The information produced by an information system is a resource for the organization. (Arifin & Sinambela, 2021). Based on the description above, hypothesis 3 that can be proposed is as follows:

H₁: Human resource information systems have a positive and significant effect on employee performance.

The Influence of Competency on Employee Performance

Competence is a fundamental characteristic possessed by a person that directly influences, or can predict, excellent performance. Outstanding performers do it more often, in more situations, with better results, than what policy assessors do. The results of this research show that competence has a positive and significant effect on work discipline on employee performance. (Bagudek Tumanggor & Rosita Manawari Girsang, 2021).

According to Sulistyani & Pristiani (2023) The indirect influence of competency variables through work motivation is an effective pathway compared to direct influence. The use of the intervening variable Work Motivation is effective in mediating competency on performance. The results of this research show that competency has a positive and significant effect on performance.

According to Lasmaya (2016), a competency consists of characteristics in hierarchical relationships between one another and functions within a company. The results of this research show a positive influence between competency variables on employee performance. Based on the description above, hypothesis 3 that can be proposed is as follows:

H₂: Competence has a positive and significant effect on employee performance.

The Influence of Work Discipline on Performance Employee

Work discipline essentially means raising awareness for workers to carry out the tasks that have been assigned, where its formation does not arise by itself, but must be formed through formal and non-formal education, and the motivation that exists in each employee must be well developed. Work discipline shows that there is a unidirectional relationship between work discipline and employee performance so that if you are disciplined work increases, employee performance will also increase and conversely, if work discipline decreases then performance will decrease employees will also decrease. Work discipline has a significant and positive effect on employee performance. (Purnawijaya & Agora, 2019) The results of this research show that work discipline partially has a positive and significant influence on employee performance, so it can be concluded that work discipline has a positive and significant effect on improving employee performance. (Prabowo, 2020).

Work discipline shows that there is a unidirectional relationship between work discipline and employee performance so that if you are disciplined work increases, employee performance will also increase and conversely, if work discipline decreases then performance will decrease employees will also decrease. Work discipline has a significant and positive effect on employee performance. (Purnawijaya & Agora, 2019).

The word discipline is easy to say but sometimes difficult to apply. In the view of modern management, discipline is seen as a constructive opportunity to improve rather than punish someone's behavior. The meaning of work discipline is a binding element, an integration element and an element that can stimulate employee work. The results of this research show that work discipline has a positive and significant effect between work discipline on employee performance. (Bagudek Tumanggor & Rosita Manawari Girsang, 2021). Based on the description above, hypothesis 3 that can be proposed is as follows:

H₃: Work discipline has a positive and significant effect on employee performance.

RESEARCH METHODS

Types of Research

This type of research is Quantitative Research, quantitative research is a research method where research data is in the form of numbers and analysis uses *statistics* Sugiyono (2015) .

Research Objects

According to Sugiyono (2015), the definition of a research object is a scientific objective to obtain a certain amount of data with the aim of providing certain uses regarding something objectively valid and *reliable*. Thus, the research object is the location where to obtain a number of data that will be carried out research at PT. Semen Padang was used as the object in this research.

Population

Population is a generalization area consisting of subjects or objects that have certain quantities and characteristics determined by researchers to be studied and then conclusions drawn Sugiyono (2015). It can be concluded that a population is a total of subjects or objects that have different characteristics and can be researched

Human Resources Information.....(safitri, susanti)



or observed. The population in this study were all employees of PT. Semen Padang has a total of 1090 employees, where here we will examine the influence of HR information systems, competency and work discipline on employee performance.

Sample

The sample is part of the number and characteristics of the population. The sample belonging to this population is Sugiyono, (2018:118). In study This researcher take 92 subject as sample study. Determining the number of samples is determined using the Slovin formula as follows:

$$n = \frac{N}{1 + Ne^2}$$

Information :

n = Number of Samples

N = Number of Population

e = Error tolerance *limit*

Based on the calculations above, the following are obtained:

$$\begin{aligned} n &= \frac{1090}{1 + 1090 (0.1)^2} \\ &= 91.5 \text{ rounded to } 92 \end{aligned}$$

Data Types and Sources

In reality, according to Sugi Oyono (2015), the type of data collected consists of primary data and secondary data.

Primary Data

This is data obtained directly from the object under study. Primary source data is a data source that directly provides data to data collectors (Sugiyono, 2015) . Primary data is received directly by data collectors from the data sources they research. The primary data source in this research is all employees at PT. Semen Padang.

Secondary Data

The definition of secondary data according to Sugiyono (2015) is a data source that does not directly provide data to data collectors, for example through other people or through documents. Secondary data is data obtained indirectly by data collection, but rather by obtaining data from other parties or through existing documents. In this research, articles and books are secondary data sources.

Data Collection Techniques

Questionnaire

A questionnaire is a data collection technique that is carried out by giving respondents several questions and written statements to answer (Sugiono , 2015) . Therefore, giving several statements to members of the respondent sample is also called a questionnaire .

Table 1
Definition of Operasional Variabel

Variable	Definition	Indicator	Source
Employee Performance (Y)	Performance is the result of a process that is referred to and measured over a certain period of time based on previously established provisions or agreements.	<ol style="list-style-type: none"> 1. Quantity 2. Quality 3. Time period 4. Presence at work 5. Cooperative attitude 	. (Yoyo Sudaryo, 2020)
System (X1)	An information system is a collection of various components within an organization, both in the form of people who run it and everything in the form of data, and tools that support the implementation and achievement of organizational goals.	<ol style="list-style-type: none"> 1. On time 2. Accurate 3. Concise 4. Relevant 5. Complete 	. (Gusty et al., 2020)
Competence (X2)	Competency has a very important role, competency generally concerns a person's basic ability to do a job. Without competence, it will be difficult for someone to complete the work according to the required standards.	<ol style="list-style-type: none"> 1. Implementation of Training 2. Employee development information 3. Ability to carry out tasks 4. Responsibility 	(Karnadi & Ediyanto, 2022)
Work Discipline (X3)	Work discipline is a tool or means for an organization to maintain its existence. Implementing rules to make it easier for the company to achieve the set goals.	<ol style="list-style-type: none"> 1. Goals and abilities 2. Leadership example 3. remuneration 4. Justice 5. Supervision attached 	. (Daulay et al., 2019)



Variable	Definition	Indicator	Source
	The rules will be implemented when each individual is obedient and disciplined in carrying out company rules and policies.		

The activities carried out in data analysis are grouping data based on variables from all respondents, tabulating data based on variables from all respondents, presenting data from each variable studied, carrying out calculations to answer the problem formulation and carrying out calculations to test the proposed hypothesis. To find out the size of the variable level of human resource information systems, competence and work discipline on employee performance using a questionnaire. Researchers conducted a research instrument test consisting of (1) validity test, (2) reliability test. Classic Assumption Test consisting of (1) normality test, (2) heteroscedasticity test, (3) multicollinearity test. Hypothesis Testing (1) t-test, (2) multiple linear regression test.

Multiple Linear Regression Equation :

$$Y = \alpha + \beta_1.X_1 + \beta_2.X_2 + \beta_3.X_3 + e$$

Where:

Y = Performance

α = Constant

β_1 = regression coefficient of the HR information system variable

β_2 = regression coefficient of the competency variable

β_3 = regression coefficient of the work discipline variable

X1 = HR Information System

X2 = Competence

X3 = Work Discipline

RESULTS AND DISCUSSION

Data analysis technique

Test Research Instruments

Table 2**Validity Test Results for Information System (HR) Variables (X1)**

Question	Corrected Item-Total Correlation	Rule Of Thumb	Conclusion
X1.1	0.619	0,300	Valid
X1.2	0.722	0,300	Valid
X1.3	0.673	0 ,300	Valid
X1.4	0.728	0,300	Valid
X1.5	0.683	0,300	Valid

Source: SPSS data (data processed in 2024)

the table above, it is known that all statements regarding variable

Table 3**Validity Test for Competency Variables (X 2)**

Statement	Corrected Item-total Correlation	Rule Of Thumb	Conclusion
X2.1	0.720	0.3 00	Valid
X2.2	0.739	0.3 00	Valid
X2.3	0.694	0.3 00	Valid
X2.4	0.738	0.3 00	Valid

Source: SPSS data (data processed in 2024)

the table above, it is known that all statements regarding variable

Table 4**Validity Test Results for Work Discipline Variables**

Question	Corrected Item-Total Correlation	Rule Of Thumb	Conclusion
X3.1	0.720	0,300	Valid
X3.2	0.736	0,300	Valid
X3.3	0.635	0,300	Valid
X3.4	0.719	0,300	Valid
X3.5	0.630	0,300	Valid

Source: SPSS data (data processed in 2024)

From the table above it is known that all statements regarding variable X3 (Work Discipline) can be declared valid where the *Corrected Item-Total Correlation* is greater than the *Role of Thumb* value of 0.300, so further research can be continued.



Table 5
Validity Test Results for Employee Performance Variables

Question	Corrected Item-Total Correlation	Rule Of Thumb	Conclusion
Y.1	0.619	0,300	Valid
Y.2	0.740	0,300	Valid
Y.3	0.723	0,300	Valid
Y.4	0.812	0,300	Valid
Y.5	0.738	0,300	Valid

Source: SPSS data (data processed in 2024)

From the table above, it is known that all statements regarding variable Y (Employee Performance) can be declared valid where the *Corrected Item-Total Correlation* is greater than the *Role of Thumb* value of 0.300, so further research can be continued.

Table 6
Reliability Test Results

No	Variable	Cronbach's Alpha	Measurement Standards	Conclusion
	HR			
1.	Information System(X1)	0.736	0.600	Reliable
2.	Competency (X2)	0.747	0.600	Reliable
3.	Discipline (X3)	0.893	0.600	Reliable
4.	Employee performance	0.792	0.600	Reliable

Source: SPSS data (data processed in 2024)

From the results of the reliability test, *Cronbach's Alpha values* were produced for the research variables HR Information Systems, Competence, Work Discipline and Employee Performance more than 0.600 which gives the result that the variable studied can be said to be reliable or reliable.

Classic assumption test

Table 7
Normality test

Asymp. Sig. (2-tailed)	Alpha	Conclusion
0.863	0.05	Normally Distributed

Source: SPSS data (data processed in 2024)

Based on the table above, it can be seen from the data processing results that the value of Asymp.Sig. (2-tailed) namely $0.863 > 0.05$ so it can be concluded that the data processed is normally distributed.

Table 8
Multicollinearity Test Results

No.	Variable	VIF	Tolerance	Conclusion
1	HR Information System	1,243	0.783	Multicollinearity does not occur
2	Competence	1,273	0.817	Multicollinearity does not occur
3	Work Discipline	1,230	0.639	Multicollinearity does not occur

Source: SPSS data (data processed in 2024)

Based on table 8 above, it can be seen that all variables have a tolerance value greater than 0.10 and a VIF smaller than 10, so it can be concluded that the regression model in this study does not have multicollinearity.

Table 9
Heteroscedasticity Test Results

No.	Variable	Sign	Alpha	Conclusion
1	Information Systems	0.629	0.05	Heteroscedasticity does not occur
2	Competence	0.783	0.05	Heteroscedasticity does not occur
2	Work Discipline	0.738	0.05	Heteroscedasticity does not occur

Source: SPSS data (data processed in 2024)

Based on the data above, all variables have values Sign > 0.05 , which means that heteroscedasticity does not occur.

Multiple Regression Analysis

Table 10
Multiple Regression Analysis Test Results

Information	Coefficient
Constand	0.763
HR Information System	0.053
Competence	0.078
Work Discipline	0.648

Source: SPSS data (data processed in 2024)



$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

$$Y = 0.763 + 0.053 (X_1) + 0.078 (X_2) + 0.648$$

It can be seen that the Constant value is 0.763 with positive parameters which can be concluded that the Employee Performance value is 0.763 assuming the other variables are zero. The HR Information System regression coefficient value is 0.053 with positive parameters, which can be concluded that every one-unit increase in the HR Information System will result in an increase in the employee performance coefficient value of 0.053. The competency regression coefficient value is 0.078 with positive parameters, which can be concluded that every one-unit increase in competency will result in an increase in the employee performance coefficient value of 0.078. The Work Discipline regression coefficient value is 0.648, meaning that if performance satisfaction increases by one unit, employee performance will increase by 0.648.

Hypothesis testing

Table 11
t Test Results

No	Variable	t-count	t-table	A	Sign	Conclusion
1	Information Systems (HR) (X1)	2,563	1,662	0.05	0,000	H1 is accepted
2	Competency (X2)	2,230	1,662	0.05	0.028	H2 is accepted
3	Work Discipline (X3)	2,079	1,662	0.05	0,000	H3 is accepted

Source: SPSS data (data processed in 2024)

Based on the tests that have been carried out, it can be presented for the third hypothesis that the estimation results for the Work Discipline variable (X2) have a t-count value of 2.079 > 1.662 t-table and a significant value of 0.000 < 0.05, which means H0 is rejected, and H1 is accepted so it can be concluded that Work Discipline (X2) has a positive effect on Employee Performance (Y).

DISCUSSION

The Influence of Information Systems (HR) on PT Employee Performance. Semen Padang

Based on the tests that have been carried out, it can be presented for the first hypothesis that the estimation results for the Information System variable (X1) have a t-count value of 2.563 > 1.662 t-table and a significant value of 0.000 < 0.05, which means that H0 is rejected, and H1 is accepted. so it can be concluded that the Information System (X1) has a positive effect on Employee Performance (Y).

This shows that an information system that inspires its followers to put aside personal interests for the good of the information system. If the information system is able to implement a good information system, employee performance will be better.

Research conducted by Rosadi & Purnomo (2020) explains that information system management is based on performance, the better the source of human resource management information systems, the more performance will be improved. They say that information systems have a positive and significant effect on employee performance.

This research is in accordance with research by Veithzal (2011) where information systems have a positive and significant effect on employee performance. This research is also supported by Krisma ji (2015) Hendrico, (2014) who also said that information systems have a positive and significant effect on employee performance.

The Influence of Competency on Employee Performance of Pt. Semen Padang

Based on the tests that have been carried out, it can be presented for the second hypothesis that the estimation results for the Competency variable (X2) have a t-count value of $2.230 > 1.662$ t-table and a significant value of $0.028 < 0.05$, which means that H0 is rejected, and H1 is accepted so that it can be concluded that Competency (X1) has a positive effect on Employee Performance (Y).

Competency is what a person brings to their work in the form of different types and levels of behavior. Work discipline shows that there is a unidirectional relationship between work discipline and employee performance so that if you are disciplined work increases, employee performance will also increase and conversely, if work discipline decreases then performance will decrease employees will also decrease. Work discipline has a significant and positive effect on employee performance. (Purnawijaya & Agora, 2019) The work ability of each individual which includes every aspect of knowledge, skills and work attitudes in accordance with established standards. This research is in accordance with research (Wibowo, 2018) where competence has a positive and significant effect on employee performance. This is also in line with research (Ainanur & Tirtayasa, 2018) who also said that competence has a positive and significant effect on employee performance.

The Influence of Work Discipline on Employee Performance of Pt. Semen Padang

Based on the tests that have been carried out, it can be presented for the third hypothesis that the estimation results for the Work Discipline variable (X2) have a t-count value of $2.079 > 1.662$ t-table and a significant value of $0.000 < 0.05$, which means that H0 is rejected, and H1 is accepted. so it can be concluded that Work Discipline (X1) has a positive effect on Employee Performance (Y).

Work discipline is very necessary for employees in terms of attendance, level of alertness, adherence to work standards, adherence to work regulations and work ethics. This needs to be done for employees to maintain the regulations set by the company in order to maintain the politeness of fellow employees. This is in line with research conducted by (Daulay et al., 2019) which states that work discipline has a positive and significant effect on employee performance. This is also in line with research conducted by (SM Lasmaya, 2018) which states that work discipline has a positive and significant influence on employee performance.



CLOSING

Conclusion

Based on the results and discussions that have been carried out regarding the human resources information system, competency and work discipline on employee performance at PT Semen Padang, it can be concluded that: the human resources information system (X1) has a positive effect on employee performance at PT. Semen Padang, competency (X2) has a positive effect on employee performance at PT. Semen Padang and work discipline (X3) has a positive effect on employee performance at PT. Semen Padang

Suggestion

From the descriptive results regarding the work discipline variable, it shows that question item 2 has the lowest Tcr value, namely 70.12. So it is recommended to PT. Semen Padang to build effective communication between management and employees to understand the causes of lack of work discipline and implement a more appropriate monitoring system. Monitoring employee attendance and performance. From the descriptive results regarding employee performance, it shows that the question item has the lowest TJR value, namely 69.18, so it is recommended to hold training or workshops on communication and teamwork skills which include how to listen well.

BIBLIOGRAPHY

- Ainanur, A., & Tirtayasa, S. (2018). Pengaruh Budaya Organisasi, Kompetensi Dan Motivasi Terhadap Kinerja Karyawan. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 1(1), 1–14. <https://doi.org/10.30596/Maneggio.V1i1.2234>
- Akbar, S. (2018). Analisa Faktor-Faktor Yang Mempengaruhi Kerja. *Jiaganis*, 3(2), 1–17.
- Arifin, S., & Sinambela, E. A. (2021). Studi Tentang Kinerja Karyawan Ditinjau Dari Keberadaan Sistem Informasi Akuntansi Dan Pengendalian Internal. *Realible Accounting Journal*, 1(1), 58–70. <https://doi.org/10.36352/Raj.V1i1.136>
- Bagudek Tumanggor, & Rosita Manawari Girsang. (2021). Pengaruh Kompetensi Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Upt Badan Pendapatan Daerah Kecamatan Gunung Malela Kabupaten Simalungun. *Manajemen : Jurnal Ekonomi*, 3(1), 42–55. <https://doi.org/10.36985/Manajemen.V3i1.91>
- Budiman, N. P., Searang, I. S., & Sendow, G. M. (2019). Pengaruh Kompetensi, Motivasi, Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Pada Pt. Hasjrat Abadi Tendeand Manado). *Journal Of Chemical Information And Modeling*, 53(9), 1689–1699.
- Dan, K., Kerja, D., Karyawan, K., Sekretariat, D. I., & Provinsi, D. (2022). Pengaruh Sistem Informasi Sumber Daya. 2, 1311–1320.
- Daulay, R., Kurnia, E., & Maulana, I. (2019). Analisis Faktor-Faktor Yang Mempengaruhi Kinerja Karyawan Pada Perusahaan Daerah Di Kota Medan. *Proseding Seminar Nasional Kewirausahaan*, 1(1), 209–218.

<https://doi.org/10.30596/Snk.V1i1.3612>

- Gusty, R., Tua, H., & Adi Anto. (2020). Penerapan Sistem Informasi Sumber Daya Manusia Pada Program E- Kinerja Di Badan Kepegawaian , Pendidikan Dan Pelatihan (Bkpp) Kabupaten Kuantan Singingi Penerapan Sistem Informasi Sumber Daya Manusia Pada Program E- Kinerja Di Badan Kepegawaian , Pendid. Jurnal Administrasi Politik Dan Sosial, 1(2), 121–140.
- Karnadi, K., & Ediyanto, E. (2022). Pengaruh Sistem Informasi Sumber Daya Manusia, Kompetensi Dan Disiplin Kerja Terhadap Kinerja Aparatur Sipil Negara Pada Dinas Pekerjaan Umum Dan Penataan Ruang Kabupaten Situbondo. *Growth*, 19(2), 125. <https://doi.org/10.36841/Growth-Journal.V19i2.1602>
- Lasmaya, S Mia. (2016). Pengaruh Sistem Informasi Sdm, Kompetensi Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Jurnal Ekonomi, Bisnis & Entrepreneurship*, 10(2), 25–43.
- Lasmaya, S. M. (2018). Pengaruh Sistem Informasi Sdm, Kompetensi Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Ekonomi, Bisnis & Entrepreneurship*, 10(1), 25–43.
- Liana, Y. (2020). Kompetensi Pegawai, Lingkungan Kerja, Dan Disiplin Kerja Terhadap Kinerja Pegawai. *Inspirasi (Jurnal Ilmu-Ilmu Sosial)*, 17(2), 316–326.
<http://jurnal.stkipgritlungagung.ac.id/index.php/inspirasi/article/view/1810>
- Mesran, M., Afriany, J., & Sahir, S. H. (2019). Efektifitas Penilaian Kinerja Karyawan Dalam Peningkatan Motivasi Kerja Menerapkan Metode Rank Order Centroid (Roc) Dan Additive Ratio Assessment (Aras). *Prosiding Seminar Nasional Riset Information Science (Senaris)*, 1(September), 813. <https://doi.org/10.30645/Senaris.V1i0.88>
- Prabowo, O. H. (2020). Pengaruh Gaya Kepemimpinan, Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Inkubis : Jurnal Ekonomi Dan Bisnis*, 1(2), 110–126. <https://doi.org/10.36418/Ink.V1i2.19>
- Purnawijaya, F. M. (2019). Pengaruh Disiplin Kerja Dan Fasilitas Kerja Terhadap Kinerja Karyawan Pada Kedai 27 Di Surabaya. *Agora*, 7(1).
- Prastyo, E., Hasiolan, L. B., & Warso, M. M. (2016). Pengaruh Motivasi, Kepuasan, Dan Lingkungan Kerja Terhadap Kinerja Karyawan Honorer Dinas Bina Marga Pengairan Dan Esdm Kabupaten Jepara Eko Prastyo 1), Leonardo Budi Hasiolan 2), Moh. Mukeri Warso 3). *Journal Of Management*, 02(02), 1–11.
- Robbins, S. P., & Judge, T. A. (2016). *Perilaku Organisasi* (Dan A. R. Terjemahan: Diana Angelica, Ria Cahyani (Ed.); 16th Ed.). *Prosiding Frima (Festival Riset Ilmiah Manajemen Dan Akuntansi)*, 6681, 665–670.
- Rusjiana, J. (2016). Pengaruh Sistem Informasi Sdm Terhadap Kinerja Stuctural Eequaltion Modeling Sem-Pls. *Jurnal Computech & Bisnis*, 10(1), 21–29.
- Suwanto, S., Nurjaya, N., Sunarsi, D., Rozi, A., & Affandi, A. (2021). Pengaruh Komunikasi Internal Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada



- Bagian Produksi Pt Adicipta Boga Intiprima Jakarta Pusat. *Jurnal Tadbir Peradaban*, 1(3), 222–229. <https://doi.org/10.55182/jtp.v1i3.73>
- Utama, T., Ivone, Han, W. P., Berluidaham, B., & Megawati. (2019). Penilaian Kinerja Karyawan Pada Pt. *Dinamika Lubsindo Utama Medan. Seminar Nasional Teknologi Komputer & Sains (Sainteks)*, 96–98. <http://seminar-id.com/prosiding/index.php/sainteks/article/view/131>
- Wardhana, F. K., & Pangestu, A. B. (2021). Identify The Big Five Personality Traits To Escalate Business Motivation In Food Technology Industry. *Malaysian Journal Of Social Sciences And Humanities (Mjssh)*, 6(8), 532–541. <https://doi.org/10.47405/mjssh.v6i8.946>
- Winanti, M. B. (2011). Pengaruh Kompetensi Terhadap Kinerja Karyawan (Survei Pada Pt. Frisian Flag Indonesia Wilayah Jawa Barat). *Majalah Ilmiah Unikom*, 7(2), 249–267.
- Yoyo Sudaryo, A. K. (2020). Pengaruh Budaya Dan Komitmen Organisasi Terhadap Kinerja Perusahaan Berbasis Human Resources (Hr) Scorecard Di Pt Len Industri Subdivre Bandung. *Jurnal Indonesia Membangun* Issn : 1412-6907 Issn : 2579-8189, 53(9), 287. <https://doi.org/10.30596/snk.v1i1.3612>
- Gligorijevic, N., Robaljalc, D., & Nedic, O. (2019). Peningkatan Sensitivitas Trombosit terhadap Aksi Insulin-Like Growth Factor 1 pada Penderita Diabetes Melitus Tipe 2. *Biokimia*, 84(10), 1511–1518. <https://doi.org/10.1134/S0320972519100129>
- Gusty, R., Tua, H., & Adianto. (2020). Penerapan Sistem Informasi Sumber Daya Manusia Pada Program E-Kinerja Di Badan Kepegawaian , Pendidikan Dan Pelatihan (Bkpp) Kabupaten Kuantan Singingi Penerapan Sistem Informasi Sumber Daya Manusia Pada Program E- Kinerja Di Badan Kepegawaian , Pendid. *Jurnal Administrasi Politik Dan Sosial*, 1(2), 121–140.
- Rosadi, A. A. S., & Purnomo, Y. J. (2020). Pengaruh Sistem Informasi Sumber Daya Manusia Terhadap Kinerja Pada Pegawai PT Raudah Utama Cianjur. *Jurnal Sains Sosio Humaniora*, 4(2), 357-367.
- Sulistiyani, L., & Pristiani, A. (2023). Peran Disiplin Kerja, Kompetensi dan Komunikasi Terhadap Kinerja Pegawai Melalui Motivasi Kerja (Studi Pada Kecamatan Sukoharjo). *BISMA: Business and Management Journal*, 1(01), 24-33.
- Utama, T., Ivone, Han, W. P., Berluidaham, B., & Megawati. (2019). Penilaian Kinerja Karyawan Pada Pt. *Dinamika Lubsindo Utama Medan. Seminar Nasional Teknologi Komputer & Sains (Sainteks)*, 96–98. <http://seminar-id.com/prosiding/index.php/sainteks/article/view/131>
- Wardhana, F. K., & Pangestu, A. B. (2021). Identify The Big Five Personality Traits To Escalate Business Motivation In Food Technology Industry. *Malaysian Journal Of Social Sciences And Humanities (Mjssh)*, 6(8), 532–541. <https://doi.org/10.47405/mjssh.v6i8.946>

- Winanti, M. B. (2011). Pengaruh Kompetensi Terhadap Kinerja Karyawan (Survei Pada Pt. Frisian Flag Indonesia Wilayah Jawa Barat). *Majalah Ilmiah Unikom*, 7(2), 249–267.
- Yoyo Sudaryo, A. K. (2020). Pengaruh Budaya Dan Komitmen Organisasi Terhadap Kinerja Perusahaan Berbasis Human Resources (Hr) Scorecard Di Pt Len Industri Subdivre Bandung. *Jurnal Indonesia Membangun* Issn : 1412-6907 Issn : 2579-8189, 53(9), 287.