

**THE EFFECT OF PERCEPTION OF EASE OF USE, PERCEIVED  
USEFULNESS, EFFECTIVENESS OF TRAINING, AND MOTIVATION ON  
EMPLOYEE PERFORMANCE**

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**ABSTRACT**

*This study was conducted to examine the effect of perceived ease of use, perceived usefulness, effectiveness of training, and motivation on employee performance. This research is to improve the quality of employees in the Ministry of Defense of the Republic of Indonesia which is spread across all Work Units as a sample. The sampling technique used was purposive sampling. This study analyzed questionnaires from primary data derived from respondents' answers as many as 60 employees consisting of several levels of position. Testing the variables using the Structural Equation Modeling (SEM) technique using the Smart Partial Least Square (PLS) version 3.0 application. The results of the study stated that (1) Perceived ease of use had no significant effect on employee performance, (2) Perceived usefulness had a significant effect on employee performance, (3) Effectiveness of training had a significant effect on employee performance, and (4) Motivation had a significant effect on employee performance.*

**Keywords :** *Perceived Ease of Use (PEOU), Perceived Usefulness (PU), Effectiveness of Training (EOT), Motivation (M), and Employee Performance (EP).*

# **PENGARUH PERSEPSI KEMUDAHAN PENGGUNA, KEGUNAAN YANG DIRASAKAN, EFEKTIVITAS PELATIHAN, DAN MOTIVASI TERHADAP KINERJA KARYAWAN**

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## **ABSTRAK**

Penelitian ini dilakukan untuk menguji pengaruh persepsi kemudahan pengguna yang dirasakan, kegunaan yang dirasakan, efektivitas pelatihan, dan motivasi terhadap kinerja karyawan. penelitian ini untuk meningkatkan kualitas karyawan di Kementerian Pertahanan Republik Indonesia yang tersebar pada seluruh Satuan Kerja sebagai sampel. Teknik penentuan sampel menggunakan *Purposive Sampling*. Penelitian ini menganalisis kuesioner dari data primer yang berasal dari jawaban responden sebanyak 60 karyawan yang terdiri dari beberapa tingkatan jabatan. Pengujian variabel menggunakan teknik *Structural Equation Modeling* (SEM) dengan menggunakan aplikasi *Smart Partial Least Square* (PLS) versi 3.0. Hasil penelitian menyatakan bahwa (1) Kemudahan pengguna yang dirasakan tidak berpengaruh signifikan terhadap kinerja karyawan, (2) Kegunaan yang dirasakan berpengaruh signifikan terhadap kinerja karyawan, (3) Efektivitas pelatihan berpengaruh signifikan terhadap kinerja karyawan, dan (4) Motivasi berpengaruh signifikan terhadap kinerja karyawan.

**Kata kunci** : Kemudahan Pengguna yang Dirasakan (PEOU), Kegunaan yang Dirasakan (PU), Efektivitas Pelatihan (EOT), Motivasi (M), dan Kinerja Karyawan (EP).