

HUBUNGAN SISTEM INFORMASI, KOMPETENSI TEKNIS DAN BUDAYA ORGANISASI DENGAN PRESTASI KERJA DI BARANAHAN KEMHAN RI

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Abstrak

Penelitian ini dilakukan untuk mengetahui hubungan sistim informasi, kompetensi teknis dan budaya organisasi dengan prestasi kerja pegawai di Baranahan Kementerian Pertahanan Republik Indonesia. Penelitian menggunakan pendekatan kuantitatif dengan metode survei. Sampel penelitian adalah 249 pegawai yang diambil secara *stratified-proportionate random sampling*. Pengumpulan data dilakukan dengan kuesioner. Data dianalisis dengan korelasional dan statistik deskriptif. Hasil penelitian menunjukkan: (1) terdapat hubungan positif dan signifikan sistem informasi dengan prestasi kerja karyawan yang diperoleh koefisien korelasi 0,657, t-hitung (7,235) > t-tabel (1,995) dan koefisien determinasi 43,1% yang dijelaskan melalui persamaan regresi $\hat{Y} = 22,668 + 0,363X_1$. (2) terdapat hubungan positif dan signifikan kompetensi teknis dengan prestasi kerja karyawan yang diperoleh koefisien korelasi 0,581, t-hitung (5,934) > t-tabel (1,995) dan koefisien determinasi 33,8% yang dijelaskan melalui persamaan regresi $\hat{Y} = 19,941 + 0,415X_2$. (3) terdapat hubungan positif dan signifikan budaya organisasi dengan prestasi kerja karyawan yang diperoleh koefisien korelasi 0,759, t-hitung (9,684) > t-tabel (1,995) dan koefisien determinasi 57,6% yang dijelaskan melalui persamaan regresi $\hat{Y} = 7,252 + 0,483X_3$. (4) terdapat hubungan positif dan signifikan sistem informasi, kompetensi teknis dan budaya organisasi secara bersama-sama memiliki hubungan dengan prestasi kerja karyawan yang diperoleh koefisien korelasi 0,811, t-hitung (42,929) > t-tabel (2,742) dan koefisien determinasi 65,8% yang dijelaskan melalui persamaan regresi $\hat{Y} = -1,643 + 0,129X_1 + 0,168X_2 + 0,308X_3$. Kesimpulan pada penelitian ini bahwa system informasi, kompetensi teknik, dan budaya organisasi baik secara sendiri-sendiri maupun bersama-sama memiliki hubungan positif dan signifikan dengan prestasi kerja. Dengan demikian, peningkatan sistem informasi, kompetensi teknis dan budaya organisasi akan diikuti peningkatan prestasi kerja.

Kata kunci: prestasi kerja, sistem informasi, kompetensi teknis, budaya organisasi.

RELATIONS INFORMATION SYSTEM, TECHNICAL COMPETENCE CULTURAL AND ORGANIZATION WORKING WITH ACHIEVEMENT IN THE BARANAHAN KEMHAN RI

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Abstract

This study was conducted to determine the relationship of information systems, technical competence and organizational culture with employee job performance in Baranahan the Ministry of Defence of the Republic of Indonesia. The research uses a quantitative approach with survey method. The samples were taken by 249 employees-proportionate stratified random sampling. Data was collected by questionnaire. Data were analyzed with descriptive statistics, correlational. The results showed: (1) there is a positive and significant relationship with achievement information systems employee obtained a correlation coefficient of 0.657, t -test (7.235) > t -table (1,995) and the coefficient of determination 43.1% explained by the regression equation $\hat{Y} = 22.668 + 0,363X1$. (2) there is a positive and significant relationship with the technical competence acquired employee performance correlation coefficient 0.581, t -test (5.934) > t -table (1,995) and the coefficient of determination 33.8% explained by the regression equation $Y = 19.941 + 0.415 X2$. (3) there is a positive and significant relationship with the organizational culture of employee performance obtained correlation coefficient 0.759, t -test (9.684) > t -table (1,995) and the coefficient of determination 57.6% explained by the regression equation $Y = 7.252 + 0.483 X3$. (4) there is a positive and significant relationship of information systems, technical competence and organizational cultures together have a relationship with employee performance obtained correlation coefficient 0.811, t -test (42.929) > t -table (2,742) and the coefficient of determination 65, 8% is explained by the regression equation $Y = -1.643 + 0,129X1 + 0,168X2 + 0,308X3$. The conclusion in this study that the system of information, technical competence, and organizational culture either individually or jointly have a positive and significant correlation with job performance. Thus, improvement of information systems, technical competence and organizational culture will be followed by an increase in work performance.

Keywords: *performance, information systems, technical competence, organizational culture.*