The Influence of Computer Based Management Information Systems on The Performance of Youth and Sports Offices in North Sumatra Province

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Abstract

The purpose of this study was to determine the effect of a computer-based management information system on the performance of North Sumatran youth and sports officials. The population in this study were employees of the youth and sports department of North Sumatra. totaling 156 people. The sample in this study amounted to 60 people taken randomly using random sampling technique. This type of research is quantitative research. The data collection instrument used a questionnaire and direct observation of the field which was then analyzed using a simple linear regression analysis method $Y = 5.335 + 0.959X$, which means that a computer-based management information system has an effect on employee performance. Furthermore, the results of the t-test showed $9.360 > 1.67$, so it can be concluded that the computer-based management information system variable has a significant effect on employee performance. R square shows the coefficient of determination is 0.602, meaning that computer-based management information systems affect employee performance by 60.2%, while the remaining 39.8 is influenced by other variables not examined in this study.

Keywords: Management Information System and Employee Performance

Introduction

Cultural Conservation provides enthusiasm and government organizations are large organizations that serve and accommodate all levels of society with applicable laws and regulations. Therefore, government organizations must have reliable and productive human resources by trying to improve the performance of employees. Performance is the result of work that can be achieved by employees or groups of employees in an organization, in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals. Good performance is influenced by two things, namely the level of ability and good work motivation. Along with the times, technology and information systems have developed to become more sophisticated and have a positive impact on the wider community, including public and private government agencies. Organizations recognize that information is a basic need and has become an important resource that must be managed properly. Thus, the existence of technology and information systems will make it easier to obtain information by processing data more quickly, accurately, effectively, and efficiently. Strictly speaking, information is used to support the decision-making process.

Information comes from data or facts that must be processed first which requires an information processing system called a Management Information System. The resulting information is obtained from data that has been processed and stored for use at any time. The data obtained has passed the stages of data processing which then becomes this information generally using a computer-based information system (*computer based information system*). Activities or activities that previously used ancient and complex equipment are now being replaced by computer system devices.

In facing the growth and development of a management information system that is able to assist the provision of data and information as material for determining development policies and strategies as well as for the availability of operational data and information, technology and information are currently the main determinants in developing institutions in addition to human resources who must

be professional. Educational institutions that provide adequate information technology systems enable these institutions to provide accurate and up-to-date services.

According to the Elucidation of Article 3 of Law Number 28 of 1999, it is stated that the principle of accountability is the principle that determines that every activity and the final result of state administration activities must be accountable to the community or the people as the holder of the highest sovereignty of the state in accordance with the provisions of laws and regulations. apply. The operationalization of institutional activities for 5 (five) years as outlined in the Strategic Plan, must be implemented annually through the Performance Plan (Renja). in accordance with the main tasks and functions and refers to the Regional Government Work Plan (RKPD) which becomes the guideline in the preparation of the Draft Regional Revenue and Expenditure Budget (RAPBD).

The relationship between the Strategic Plan of the Ministry of Youth and Sports of the Republic of Indonesia is the realization of youth who believe and fear God Almighty, have noble character, are healthy, intelligent, creative, innovative, independent, democratic, competitive, responsible and have a leadership, entrepreneurial and national spirit based on Pancasila and the Constitution of the Republic of Indonesia within the framework of the Unitary State of the Republic of Indonesia. Maintaining and improving health, fitness, achievement, human quality, instilling moral values and noble character, sportsmanship, discipline, strengthening, fostering national unity and integrity, strengthening national resilience and elevating the dignity and honor of the nation.

Based on the above background, the authors are interested in conducting research with the title: "The Effect of Computer-Based Management Information Systems on Employee Performance at the Youth and Sports Office of North Sumatra Province."

According to Sugiyono (2017: 52), the formulation of the problem is a research question, as a guide for researchers to determine the theory to be used, formulate hypotheses, develop instruments, and statistical techniques for data analysis. Based on the above background, the formulation of the problem in this study is:

1. Does a computer-based management information system affect the performance of the Youth and Sports Office of North Sumatra Province?
2. How much influence does a computer-based management information system have on the performance of the Youth and Sports Office of North Sumatra Province?

According to Sugiyono (2017:32), the purpose of research is to find, prove, and develop a problem or knowledge by using scientific procedures. The aims of this research are:

1. This study aims to determine whether there is an effect of a computer-based management information system on the performance of the Youth and Sports Office of North Sumatra Province.
2. To find out how much influence a computer-based management information system has on the performance of the Youth and Sports Office of North Sumatra Province.

Methodology

Research design serves to assist the implementation of research so that can run well. The data analysis method used by the author in analyze problem which there is with method analysis data descriptive and quantitative, method this used for knowing description and Influence system management information computer based and employee performance. population is the area of generalization that consists of objects/subjects that have certain qualities and characteristics that set by researcher for studied and then drawn the conclusion.

On research This is for sampling using the technique *Simple random sampling*. Sugiyono (2017:82) think that " *Simple Random sampling* said simple or simple because the sampling of population members is carried out randomly regardless of the strata contained in the population.

This research will be conducted at the Provincial Youth and Sports Office Sumatra North which address in Jl. William Iskandar No.9 Medan 20222.
Method collection data researcher this use method:
1. Observation
2. Questionnaire

According to Sugiyono (2017:174), Says that analysis descriptive is data analysis by describing or describing data which has collected as existence without mean make generalized or generalized conclusions that include analysis regarding the characteristics of the respondents which consist from age, type sex, profession and income.

Research Results and Discussion

Study this decipher about influence System Information Computer-Based Management of Employee Performance. It is aim to find out how much influence the Management Information System-Based Computers on Employee Performance North Sumatra Youth and Sports Office.In this study, the author took a sample of 60 employees Service Youth and Sports North Sumatra.

In this study, the authors make data processing in the form of a questionnaire consisting of 4 statements for Management Information System variables Computer Based (X), and 5 statements for the Employee Performance variable (Y). The questionnaire distributed will be given to 60 employees as a sample study.. In research this is the author using method scale Likert

Characteristics of respondents obtained from the distribution of questionnaires can be grouped Becomes a number of type that is type sex, age, and level education.

Table 1
Characteristics Respondent Based on Type Sex

No.	Type Sex	Amount (Person)	Percentage (%)
1.	Man	30	50%
2.	Woman	30	50%
Amount		**60**	**100%**

Source : Results data processing questionnaire, 2021

Based on table 4.1 on could is known that from 60 respondent North Sumatra Youth and Sports Service employees, by gender namely men, totaling 30 people or 50% , and women 30 people or 50%.
From these data it can be seen that the respondents who filled out the questionnaire the same between male and female with the number 30 people (50%) of the total 60 respondents.

From answer respondent about I come to the office with appropriatetime . The respondent agrees with this statement because the respondent is used to it discipline by coming and going home according to the time that has been set organization.

Instrument Study

Data for necessity analysis and testing hypothesis processed by systematically using SPSS version 20.0, the data obtained then tested with: Test Validity

Validity test is used for measure whether the data that has been obtained after study which is data which valid with tool measuring which used in research, namely questionnaires. Validity test is carried out first with distributing questionnaires to 60 respondent that is :
1. If r $_{count}$ > r $_{table}$ so declared valid.
2. If r $_{count}$ < r $_{table}$ so declared invalid.

Table 2.
Results Test Validity Variable SIM based on Computer (X)

Statement	Corrected Items Total Correlation (r $_{count}$)	r table	Validity
Items 1	0.476	0.30	Valid
Items 2	0.427	0.30	Valid
Items 3	0.436	0.30	Valid
Items 4	0.464	0.30	Valid

Source : Processed Data Use SPSS 20.0 (2021)

From table 4.6 obtained score *Corrected Items Total Correlation* (r $_{count}$) the highest in item 1 of 0.476, where the results of the analysis of r $_{count}$ 0.476 > r $_{table}$ 0.30 and the lowest value on item 2 equal to 0.427, which will get the results of r $_{count}$ 0.427 > r $_{table}$ 0.30. So that could concluded that study instrument in the form of This questionnaire is valid.

Normality test aims to test does the residual value have distribution is normal or not, and a good regression model is if it has score residual which normally distributed.
- If sig value >0.05, so residual value normally distributed.
- If sig value <0.005, then residual value is not normally distributed.

Table 3.
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		60
Normal Parameters [a,b]	mean	0E-7
	Std. Deviation	1.10459001
most Extreme Differences	Absolute	.215
	Positive	.215
	negative	-.168
Kolmogorov-Smirnov Z		1.666
asymp. Sig. (2-tailed)		.008

a. Test distribution is Normal.
b. calculated from data.
Source : Processed Data Use SPSS 20.0 (2021)

Based on data table test normality on use method *Kolmogorov-Smirnov*, it can be seen that based on the normality test of the data the probability value is obtained based on the *standardized value of* 0.05 with the test results overall variable that is equal to 0.008 where the result is greater than significance level of 0.05. So it can be concluded that the normality test on study this is normally distributed.

Study this use regression linear simple for knowing the effect of the independent variable on the dependent variable. Researchers use assistance program SPSS 20.0 *for windows* so that results which obtained more directed. Equality regression Simple linear which used is as following :

Table 4.
Analysis Regression linear Simple

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5.335	1,811		2,946	.005
SIM Based Computer	.959	.102	.776	9.360	.000

a. Dependent Variables: Performance Employee
Source : Processed Data Using SPSS 20.0 (2020)

Test T (Partial)

To find out the extent to which the independent variable has an effect ondependent variable, then the test is carried out with the T test, if sig is smaller from the 5% level, the independent variable has a significant effect. If more large, then the independent variable has no significant effect on the variable bound.

Test T this conducted with compare significant i $_{g\_\_\_}$ with provision :

1) If t $_{count}$ < t $_{table}$ so HI rejected
2) If t $_{count}$ > t $_{table}$ then HI received

Table 5. Test t (Partial)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5.335	1,811		2,946	.005
SIM Based Computer	.959	.102	.776	9.360	.000

a. Dependent Variables: Performance Employee
Source : Processed Data Use SPSS 20.0 (2020)

Discussion

Management information system Jogiyanto (2012: 90) defines as something system based on computer which provide information for a number of users with similar needs. Users usually form a the formal organizational entity of the company or its subunits. The information available in the form of periodic reports, special reports, and simulation output mathematics. Output information is used by both managers and non-managers incompany moment they make decision for solve the problem.

According to Kristanto (2013:79) System Information Management is a comprehensive and coordinated set of information sub-systems and integrated rationale capable of transforming data into information through a series of ways to increase productivity that fits the styleand top manager traits basic criteria quality which has set.

Performance originated from say *job performance* and called also *actual performance* or work performance or actual achievement which has achieved by somebody employee Wilson (2012:56). Performance somebody is combination of ability, effort and opportunity that can be judged from the results work. According to Siagian (2014:32) definitively describes performance as: record of *outcomes* resulting from certain employee functions or activities conducted During period time certain. Whereas Tjibtono (2017:98) argues that performance is a comparison of the results achieved with the role and labor per unit time. As for Sutabri (2012: 90) says that Performance is the result of work that can be achieved by employees or groups employees in an organization, in accordance with

the authority and responsibility each in an attempt achieve organizational goals.

Based on the results of the study, it was found that the Computer-Based SIM is large its influence on the performance of the Sumatran Youth and Sports Service Employees North, source person say that they very happy with existence system because the system saves time and energy and the results more efficient. So that employees are enthusiastic at work and accustomed discipline like statement I come to the office with appropriate time and By using the system, the information generated helps my work process respondent confess that statement the is Thing which they feel it every day, then most answered agree and some answer strongly agree.

After doing research and processing data obtained SIM-BasedComputers have an effect on employee performance, it is proven by the results of the t test i.e. When viewed by comparing the value of t table, it is known that the level of The significance of this study is 5% (0.05), with the amount of df being 60 (nk-1 or 60-2-1), based on these data it can be determined the magnitude of t table is 1.67, and it is known that the Computer-Based SIM variable has t count by 9.360, when compared to t table then the result is 9.360 > 1.67, so that could concluded that variable SIM based on Computer take effect significant to Performance Employee.

Conclusion

From research the length that has been researcher do to site reserve culture and relic existing history _ in the city field , so writer get a number of conclusion that is

1. Medan City Government as the party on moment this have and manage site reserve culture must more notice aspects about Building Reserve Culture (BCB) so as not to lost identity as building reserve culture .. like events held _ in objects historic as well as seminars involving expert inheritance or manager something Reserve culture . Medan City Government should imitate other areas like in Island Java related management management building Here also role Pemko Medan through Service Culture and Tourist must Keep going educate

2. For grow awareness the community to have a sense of belonging (sense of belonging) to building historic . A number of effort that can conducted is awareness Public through education , commitment government and Public and enforcement penalty for related offenses _ with existence buildings historic the

Conclusion

This study aims to examine the Computer-Based SIM on Employee Performance. Based on the results of this study and this discussion, the following conclusions can be drawn:

1. The results of multiple linear regression Y = 5.335 + 0.959X The above equation can be explained as follows:

a. Constant (a)

The constant (a) of 5.335 shows the cost of the cost if the value of the Computer-Based SIM (Variable X) = 0, then the value of Employee Performance (Variable Y) remains at 5.335 units.

b. Computer-Based SIM regression coefficient (b)

The regression coefficient for Computer-Based SIM X is 0.959. This means that for every increase in the Computer-Based SIM (X) variable by 1 unit, the value of the Employee Performance variable (Y) will increase by 0.959. It can be concluded that the greater the Computer-Based SIM variable, the Employee Performance on the Computer-Based SIM will increase. .

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