Evaluation Human Resources Information System (HRIS) The University Of Bina Darma Using End User Computing Satisfaction (EUCS)

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Abstract

This study was performed to calculate the level of satisfaction of lecturers and employees in the use of Human Resources Information System (HRIS) at UBD by using End User Computing Satisfaction (EUCS). The sample in this study amounted to 99 responden.Teknik sampling used in this study was a random sample. Data analysis method used is the method of quantitative analysis using validity and reliability test, the classical assumption test, multiple regression analysis. Of hypothesis testing is done by using the F test and t test. Of testing the hypothesis derived regression equation: $Y = 3.145 + 0145X1 - X20093 + 0174 + 0111X3X4X5 + 0369$ where satisfaction variable (Y), Content (X1), Accuracy (X2), Form (X3), Ease of Use (X4), and timeliness (X5). Hypothesis testing using t test showed that of the five independent variables studied, only one variable is found to significantly affect the satisfaction variable (Y), ie Varaibel accuracy of Time. While through the f test can be seen that the variable contents, accuracy, Shape, Ease of Use, and Timeliness with the same proven to affect the satisfaction of its users.

Keywords : *Evaluation, End User Computing Satisfaction system (EUCS), Human Resources Information System (HRIS)*

1 INTRODUCTION

Application of Human Resources Information System (HRIS) at University of Bina Darma (UBD) in 2012 or commencing after two years of use to date. This system is used to store the performance of employees and lecturers (Abdillah, Syafei, Hardiyansyah, 2007). So far, there is no evaluation of the system, evaluation system aims to determine the extent to which the success of the system in carrying out its functions. Where the success of a system can be seen from the effects or results achieved during the implementation of the system is running. so that the reactions generated by the users of the system is unknown and can not to predict, while the acceptance of the users will have a positive impact on relationship satisfaction and success of implemented systems. All the major companies have the human resources function that handles many special processes related to company personnel.

Based on the background of the problems that have been described previously, the authors formulate the problem to be in the lift is how to evaluate the system using the End User Computing Satisfaction (EUCS) to measure the level of user satisfaction and employee HRIS is Lecturer in University of Bina Darma.

2 RESEARCH METHODOLOGY

According to Nazir (2005) in book Research Methods, descriptive method is a method in researching the status of a group of people, an object, a set of conditions, a system of thought or a class of events in the present. The purpose of this descriptive study was to create a description, picture, or painting in a systematic, factual and accurate information on the facts, nature and the relationship between the phenomena under investigation.

According Sugiyono (2005) states that the descriptive method is a method used to describe or analyze the results of the study but not used to make broader conclusions. According Arikunto (2006) experimental research method is a way to find a causal relationship (causal connection) between the two factors is intentionally inflicted by researchers to eliminate or reduce or eliminate other factors that interfere.

2.1 Population And Sample

The population of this study is that there are lecturers and employees of the University of Bina Darma Palembang the number of lecturers and employees as many as 249 people. And samples used in this study were as many as 110 people, consisting of 62 lecturers and 48 employees. the method used was simple random sampling, according Kountur (2004; 139) simple random sampling method, namely the election of a sample in which members of the population one by one randomly selected (all have the same opportunity to be selected) where if you have selected can not be selected again.

2.2 Method of Analysis of End User Computing Satisfaction (EUCS)

End User Computing Satisfaction (EUCS) is a method to measure the level of satisfaction of the users an application system by comparing between expectation and reality of an information. Definition of End User Computing Satisfaction of an information system is an overall evaluation of the users of an information system based on their experience using the system (Doll, 1998 and Torkzadeh, 1991).

2.3 Likert Scale

Likert scale is used to adjust the attitude, income, and perceptions of a person or group of people about events or social phenomena (Sugiyono: 2004). To make use of the Likert scale, then the variable to be measured are translated into sub-variables. The subvariable then translated into several indicators and measurable indicators that can be used as a starting point to make items such instruments questions or statements that need to be answered respondents.

3 RESULT AND DISCUSSION

3.1 Validity

Test the validity or the validity of the tools used to determine how precise a measurement tool capable of performing the function. measuring devices can be used in testing the validity of a questionnaire is the number of correlation results between the scores of statements and an overall score of respondents' statements against information in the questionnaire (Haryono, 2008).Validity test is done by comparing with the provision that if rhitung¿ rtabel then the item is valid. In this study, n = 110, and there are six variables, so $df = 110 - 6 = 104$, with a significant level of 0.05 was then obtained r tabel 0.195 (2-tailed) If the value of Pearson correlation > r values for the form-critical or r table, then the item is valid. Or if the Sig. (2-tailed) < 0.05 means that the item is valid and applies vice versa. Here is a table of correlation and test the validity of the analysis results for each variable.

3.2 Reliability

The level of reliability with Cronbach Alpha method measured by the alpha scale of 0 to 1 (Haryono, 2008). Steadiness alpha can be interpreted as follows: Table Interpretation of Value (Alpha) Against Reliability.

3.3 Research Hypothesis Testing

To perform hypothesis tests performed through multiple linear regression test consisting of F test, t test and R2 test, using SPSS 20 software following hypothesis test results in this study.

3.4 Test F

Based on the test results of the F test produced F hitung sum of 24.087 with a significant level (P value) of 0000, compared with a 95% confidence level, with a value of $\alpha = 0.05$, significant value P value = 0.000 less than the value $\alpha = 0, 05$ (0.000 <0.05) on the basis of this comparison, the hypothesis Ha accepted, meaning that the independent variables are the content, accuracy, shape, ease of use and accuracy at the same time proved to affect the dependent variable is the HRIS system user satisfaction.

3.5 Test T

Partial correlation calculate correlation coefficients that describe the linear relationship between two variables by controlling object that appears as one or two additions of other variables (Sarwono, 2006).

Based on the results in the table below in the column Beta (β), the value (Constant) of = 3.145 Content = 0145, Accuracy = -0093, Shape = 0174, Ease = 0111 and Timeliness = 0369.

$$Y = 3{,}145 + 0.145\ X_1 - 0.093\ X_2 + 0.174\ X_3 + 0.111\ X_4 + 0.369\ X_5$$

Variabel	r hitung	r tabel	Keterangan
Content (X1)			
X1_1	0.636	0.195	Valid
X1_2	0.641	0.195	Valid
X1_3	0.64	0.195	Valid
X1_4	0.487	0.195	Valid
Accuracy (X2)			
X2_1	0.563	0.195	Valid
X2_2	0.601	0.195	Valid
X2_3	0.661	0.195	Valid
X2_4	0.548	0.195	Valid
X2_5	0.458	0.195	Valid
X2_6	0.526	0.195	Valid
Format (X3)			
X3_1	0.596	0.195	Valid
X3_2	0.478	0.195	Valid
X3_3	0.562	0.195	Valid
X3_4	0.47	0.195	Valid
X3_5	0.407	0.195	Valid
Ease Of Use (X4)			
X4_1	0.546	0.195	Valid
X4_2	0.578	0.195	Valid
X4_3	0.49	0.195	Valid
X4_4	0.577	0.195	Valid
X4_5	0.594	0.195	Valid
X4_6	0.545	0.195	Valid
Timeliness (X5)			
X5_1	0.521	0.195	Valid
X5_2	0.752	0.195	Valid
X5_3	0.663	0.195	Valid
X5_4	0.681	0.195	Valid
Satisfaction (Y)			
Y1	0.56	0.195	Valid
Y2	0.653	0.195	Valid
Y3	0.588	0.195	Valid
Y4	0.475	0.195	Valid
Y5	0.58	0.195	Valid

α (Alpha)	Reliability levels
0,00 < r < 0,20	Less Reliable
0,20 < r < 0,40	somewhat Reliable
0,40 < r <0,60	Reliable enough
0,60 < r < 0,80	reliable
0,80 < r < 1,00	highly Reliable

Table 1: t Test Results Output SPSS 20 Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
		B	Std. Error	Beta			
1	(Constant)	3,145	1,582		1,989	,049	
	Contents (X1)	,145	,109	,125	1,326	,188	
	Accuracy (X2)	,093	,069	,118	1,352	,179	
	Shape (X3)	,174	,116	,164	1,503	,136	
	Ease of use (X4)	,111	,078	,130	1,428	,156	
	Timeliness (X5)	,369	,087	,369	4,221	,000	

Table 2: Specification Test Results of t

Variable	Value Sign. (5%)	Specification
Contents (X1)	0.188	not Significant
Accuracy (X2)	0.179	not Significant
Shape (X3)	0.136	not Significant
Ease of use (X4)	0.156	not Significant
Timeliness (X5)	0	Significant

4 CONCLUSION

1. Based on the results of the F test states that the variable content (content), accuracy (accuracy), format (format), ease of use (ease of use) and timeliness (timeliness) simultaneously influence the system user satisfaction

2. While based on the test results of T states that only partially precision variables are significant time or affecting user satisfaction signifikanya seen from the level of 0.000.

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