**ABSTRACT**

"The Effect of benefit and Ease of Use on Employee Performance at the Department of Communication and Information Palembang.

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In this globalization era, information technology of vital importance for the growth of acceptable and technological progress by consumer, Aim of the study are to know 1. influence of Exploiting e-Government to officer performance 2. influence of Amenity e-Government to officer performance 3. influence of exploiting and amenity e-Government to officer performance. Research method used is quantitative research, while approach used in this research is korelasional to explain the influence of between variable of benefit and amenity e-Government of either through by self or with of equal to Performance on department Communications and Information of Palembang. Instrument of data collecting used is Questionaire using scale likert compiled by pursuant to construct from various theory, and realized in variable operational. To know the signification instrument is hence done validating test having the character of validity. Design process its analysis use the test of reliabilitas and validity. To know the influence of using e-Government, influence of amenity e-Government to officer performance. This Research result shown that there are positive influence between exploiting variable , and amenity variable on officer performance.

Key word : e-Government, Exploiting, Amenity And Officer Performance.

**INTRODUCTION**

Information and Communication Technology is one of the technology is developing very rapidly. The rapid development of Information and Communication Technology will open up opportunities and challenges to create, access, process and use information appropriately and accurately. Information is a valuable commodity in this era of globalization to be mastered in order to enhance the competitiveness of an organization (including local government) on an ongoing basis. All of it was due to the result of human thoughts moving forward. It can be seen from the development of computer science that is increasingly growing rapidly.

Strongly supports the development of technology for the development of information dissemination through print media that spread throughout society. Dissemination of information can not only be obtained through the print media, but also can be obtained through electronic media such as television, radio, computers spread throughout society.

To answer these challenges, the Government of Indonesia has initiated a policy to utilize Information and Communication Technologies to build the Electronic Government for Good Governance are integrated from the local level up to the center. The aim is that Information and Communication Technology infrastructure to be built can be used together to coordinate the entire agency, both the center and the region. Government policies, among others, outlined in a Presidential Directive 3 of 2003 and the Minister of Communication and Information on the development of e-government is a form of government in a bid to urge the Indonesian nation towards a knowledge-based society.

e-Government is essentially providing information services to other government agencies (Government to Government - G2G), to businesses (Government to Business - G2B) and to society (Government to Citizen - G2C), with the following objectives:

1. Being able to provide complete information about the agency or county for economic progress and development, and performance improvement service process (increasing the effectiveness and productivity).

2. able to optimize the use of resources such as time, effort, budget, and other facilities (improved efficiency)

In general, the main issues to be raised by researchers is "Is there any effect of utilization, ease of e-Government to Performance Information and Communication Service employee Palembang city". The purpose of the study was "to determine the level of influence on employee performance that is expected to become basic concepts in designing and developing e-government towards good governance according to need".

To actualize, the study authors determined the following title: "The Effect of benefit and Ease of Use of e-Government on Employee Performance At the Department of Communication and Information Palembang.

Research Objectives

detailed research objectives can be described as follows:

1. To determine and analyze the effect of benefit in the use of e-Government on the performance of employees

2. To determine and analyze the influence of perceived ease of use of e-Government on the performance

3. To determine whether there was an effect of benefit, ease of use of e-Government on the performance of employees

**LITERATURE REVIEW**

Technology Acceptance Model

attitudes are influenced by user perception, ability and favorable conditions. Next section describes the factors that influence the use of Tl.

a. Users

Gibson (1996) defines perception as a person in understanding environmental processes that involve the organization in the interpretation of the stimuli in a psychological experience. Robbins (1996) argued that perception is a process with the name of individuals organize and interpret their sensory impressions in order to give meaning to their environment.

In determining behavior, perception is an important factor in which perception is beginning intiator! of interpretation of the environment as a form of human interaction with the environment (Rohli, 1999). In a study conducted (Davis & Vekatesh, 1989; Staru, 1997; Hu Fennech 1997 AND 2000) in conjunction with the adoption of IT, it is divided into two, namely the perception of perception and the perception of its use easy Perceived Benefits

b. Perceived Benefits

Perceived Benefits perception be described as "the degree in which a person believes that using a particular system would enhance his job performance" (Davis, 1989). Benefits Perceived Importance of perception as one of the important factors determining user acceptance comes from technology acceptance model, where the model is proposed perception Perceived benefits will affect the use of IT, in regard to the value of output.

Performance

In everyday life the word is often used performance associated with the shape and outcome of a particular activity. The word is used to mention the results that have been achieved by a person or group of people to perform a job or activity.

Opinions Bernandin and Russell (in Gomes, 1995: 135) states that performance as "... the record of outcomes produced on a specified job function or activity during a specified time period" (the results obtained or achieved on a job function or activity during the period time). In addition, it is said also that the performance (work performance) is a strong integration between skills (abilities) and motivation that exist in a person. In that case, ability of someone depending on the level of education, experience and training, which require repair a slow and long process.

**METHODS**

Variables That Investigated

The variables involved in this study is the independent variable and the dependent variable. The variables that will be used in this study can be explained as follows:

1. Independent Variable

Is suspected variables independently influence the dependent variable, which includes:

1. (Perceived usefullness)

Perceptions of the benefits of the individual is the level of confidence that the perceived use of Information Technology to provide benefits in implementing activities and can improve the performance, both for the organization, employees, and community.

2. (Perceived Easy of Use)

The perception of ease of use is the level of individual belief that the use of IT is not difficult to understand the young, and do not need special attention in its operation.

2. Dipendent Variable

The dependent variable is the variable that influenced the independent variables, namely the performance of employees Office of Communications and Information Palembang

Hypothesis Testing

a. Linear

Hypothesis testing is done by a statistical test by using multiple linear regression, the independent variables used for more than one variable.

To determine the contribution of independent variables to the bound variables used small coefficient of determination: (R2) as for the equation of multiple regression is:

Description:

Y = a0 + b1X1 b2X2 + + e

a: Constant

X1: Variable Benefits

X2: Variable Ease of Use

Y: Employee Performance

e: Error

b1, b2: Regression coefficient

To test the partial (self - self) or to determine which variables significantly influence the dependent variable in the test with the test r. Criteria for rejection of H0 if t count greater than t table or t0> t alpha 1, n-3.

**RESULT**

a. Benefit influence on improved performance

The test results also showed reject Ho and accept Ha means artifacts influence the utilization of employee performance. While the ability of independent variables X1 to explain the variation in the dependent variable Y when the independent variable / other controlled independently demonstrated by the price coefficient r count (partial) the amount of 0688.

b. Easy of use influence on Improved Performance

Statistical coefficients needed to test the effect of independent variables is partially visible on the column t, significant column and the column on the Partial Correlations.

The test results also showed reject Ho and accept Ha means easy user artifacts influence on employee performance. While the ability of independent variable X2 to explain variation in the dependent variable Y when the independent variable / other controlled independently demonstrated by the price coefficient r count (partial) the amount of 0256.

c. Utilization and ease of use influence on Performance

Model of multiple linear regression equation is:

Y = 56.316 + X2 0307 + 0.214X1

From the above regression equation model can be summarized as follows:

1. If there is no use and understanding of the task, the average - the average performance of employees Office of Communications and Information Palembang at 56.316 units.

2. If the task of understanding the variables considered zero, then an increase in the utilization rate will improve the performance of employees by 0214 units.

3. If the variable utilization is considered zero, then an increase in the level of simple users will improve the performance of 0307 units.

4. Based on the coefficient of determination (R2) easy to use and the level of influence on the performance of users of Information and Communication Service employee Palembang by 63.4%

5. Another factor that was not observed on the performance of employees and berpenaruh Office of Communications and Information Palembang amounted to 36.6%.

**CONCLUSION**

Based on the analysis of the influence of benefit and easy to use on performance of employees in the Department of Communication and Information Palembang, the following conclusions, namely:

1. That there is influence between the use of e-Government to the performance improvement of 47.3% and a moderate relationship (R = 0688) with indicators of adherence to organizational and social norms.

2. That the effect of the use of easy variables (X2) and Performance (Y) of 6.55% and a moderate relationship (R = 0256).

3. Proved together - together (simultaneous) F values ​​obtained count of 14.975. Where Ho rejection criteria, if F count is greater than f table or t0> ά 1.n F-3, by taking significant level (alpha) of 5%, then the F distribution table obtained from the F table for F0.05.2.59 = 3.15. Due 14.827 greater than 3.15 and a significance level of F at 0.05, then the correlation coefficient is tested multiple and significant effect. Large influence 63.4%. And the most to contribute to improved employee performance.

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