



INFLUENCE TRAINING AND THE USE OF INFORMATION TECHNOLOGY ON EMPLOYEE PERFORMANCE AT REGIONAL SECRETARIAT KONAWE ISLANDS DISTRICT

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ABSTRACT

This study aims to analyze and determine the effect of training and the use of information technology on employee performance. Data collected from as many as 57 people by determining the number of samples in this study is to use the census / saturated sample method, namely the number of samples taken from the entire population. Methods of data analysis using multiple linear regression analysis. The research results show that: (1) Training and the use of information technology simultaneously have a positive and significant effect on employee performance, (2) Training has a positive and significant effect on employee performance, and (3) The use of information technology has a positive and significant effect on employee performance.

Keywords: *Training, Information Technology, Employee Performance*

INTRODUCTION

Every organization nowadays should be supported by sophisticated technology to achieve maximum results, but all of this will not be achieved without resources. Agencies need potential human resource factors, both leaders and employees, in the pattern of tasks and supervision which is a determinant of achieving the goals of the agency. Lack of work experience will affect employee performance. Work experience should be supported by training and the use of information technology to improve employee performance.

Training in principle is an effort to equip someone with knowledge and skills and attitude so that someone has the ability in carrying out daily organizational tasks or activities. Based on the definition of training expressed by Sedarmayanti (2013:164) and Andrew E. Sikula in Mangkunegara (2011:44), the training indicators are reaction, learning, behavior, and results.

The development of today's era is marked by the development of information technology. The longer humans can not be separated from technology. Information technology products are developing very rapidly, adjusting to human needs. Various products from information technology facilitate the data reporting process, thereby saving time. The use of information technology greatly affects the success, quality, and quantity of

employee performance in an organization.

Information Technology (IT) is a technology used to process data. Processing includes processing, obtaining, compiling, storing, and manipulating data in various ways to produce quality information, namely information that is relevant, accurate, and timely. Currently developing information technologies such as video technology, bioinformatics, cloud computing, global information systems, large-scale knowledge bases, and many more. Therefore, at present an organization, be it a company or a related agency, is used to processing data electronically, a computer a necessary tool. Nur Maflikhah (2010) provides several dimensions regarding the benefits of information technology. Usefulness with two-factor estimation is divided into two more categories, namely usefulness, and effectiveness.

Rakhmansyah and Susilo (2014) argued that how can an organization grow and develop without a computer, the implementation of management information systems is a basic requirement for organizations and can become a competitive advantage, so it gets high priority. All of these developments can be realized properly if supported by the right human resources. Increasingly, more and more trained personnel can use information technology tools effectively. Wireline information technology. Wireless is if from the meaning of the word it can be interpreted as "without cables", which is a substitute for wired media. While wireline is a centralized system, where all work related to computers is carried out centrally on a main computer in the computer system room.

Employee performance is the main reference in assessing the success of an organization. According to Mangkunegara (2013; 86), employee performance (work achievement) is the result of work in quality and quantity achieved by an employee or employees in carrying out their duties under the responsibilities given to them. The concept of performance includes quality, quantity, and timeliness. Government Regulation of the Republic of Indonesia Number 30 of 2019 concerning Performance Evaluation of Civil Servants. The indicators in this study are quality, quantity, time, cost, service orientation, commitment, work initiative, cooperation, and leadership.

The assumption is that if employees can use existing information technology, it will improve employee performance. According to Henderson and Venkatraman (Jogiyanto: 2011; 2011), the effect of information technology on performance is the Information Technology Business Alignment Model.

Training and the use of information technology have an important role in improving employee performance. One of them is in government agencies, especially at the Regional Secretariat Office of the Konawe Islands Regency. Based on initial observations at the Regional Secretariat of the Konawe Islands Regency known that the performance of employees Regional Secretariat of the Konawe Islands Regency decreased. This can be seen from the low awareness of employees to learn to use information technology applications and the lack of awareness of employees to continue their education. In addition, there are still employees who hang around during office hours, do not enter the office without the permission of their superiors, and enter the office not according to working hours.

References to support the theory and prepositions in this study required an empirical study by the author, so some research results were adopted. Research conducted by Resta Oktaviana, et al, (2016) concluded that training affects performance. Furthermore, research conducted by Novemy Triyandari Nugroho (2016) And Diana Fitriani (2018) indicates that there is the use of information technology significantly influences performance.

LITERATURE REVIEW

Training

Training is principally an effort to equip a person with knowledge and skills and attitude so that a person can carry out daily organizational tasks or activities. Thus through the knowledge and skills and attitude obtained through the training, an employee or member of the organization can be more confident in dealing with problems encountered in their duties. Through the training program, it is hoped that all the potential possessed can be increased under the wishes of the organization or at least close to what is expected by the organization. Training is usually carried out when workers have less expertise or when an organization

changes a system and needs to learn about new skills.

Rivai (2011: 217) explains the part of education that concerns the learning process to acquire and improve skills outside the applicable education system in a relatively short time with methods that prioritize practice rather than theory. Meanwhile, Andrew E. Sikula quoted by Sedarmayanti (2011: 44) states, a short-term educational process that uses systematic and organized procedures in which non-managerial employees learn knowledge and technical skills for limited purposes. As for another description from Gary Dessler in Benyamin (2011: 89), namely, providing the skills needed for new employees or existing employees to carry out their work.

According to Sikula in Sedarmayanti (2011: 164) what is meant by training is a short-term educational process utilizing systematic and organized procedures, where non-managerial personnel learn skills and technical knowledge for specific purposes. Training is an effort to develop or explore the abilities possessed by someone so that they have skills, ways of thinking, and improving attitudes according to what is needed by a company or a particular agency so that they can solve problems that may be faced in the future.

Concept of Using Information Technology

The development of human civilization is accompanied by the development of ways of conveying information, hereinafter known as (Information Technology). Initially, information technology was developed by humans in prehistoric times and functioned as a system for recognizing the forms they knew, they described the information they found on cave walls, about hunting and the animals it hunted. Now, information technology continues to grow, but delivery and form are more modern.

According to Lantip and Rianto (2011: 4) information technology is defined as knowledge in the field of computer-based information and its development is very rapid. Hamzah B. Uno and Nina Lamatenggo (2011:57) also stated that information technology is a technology used to process data. Processing includes processing, obtaining, compiling, storing, and manipulating data in various ways to produce quality information, namely information that is relevant, accurate, and timely. From the opinions of the experts above, it can be concluded that information technology is a technology in the form of (hardware, software, and use ware) that is used to obtain, transmit, process, interpret, store, organize, and use data in a meaningful way to obtain quality information.

Employee Performance Concept

The concept of performance is a change or paradigm shift from the concept of productivity. In the beginning, people often used the term productivity to express the ability of a person or organization to achieve certain goals. Employee performance is the result of work achieved by a person in the form of a product or service, in carrying out his work according to the workload that must be carried out. Work performance or achievement (job performance) is defined in various formulations. However, the notion of performance generally refers to the success of employees in carrying out their work tasks according to predetermined criteria for a certain period (Dimiyati, 2016: 26).

Anwar (Mazura et al., 2012: 21) states that performance comes from the word "job performance" or "actual performance" which means work performance or achievements achieved by someone at work. Wirawan (Zunaidah & Budiman, 2014: 49) states performance is the output produced by factors or indicators of a job or a profession at a certain time. Sedarmayanti (Suardi et al., 2014: 228) suggests that performance is a result that can be achieved by a person or group of people in an organization, under their respective authorities and responsibilities, in the context of efforts to achieve the goals of the organization concerned illegally, not violating Law is under morals and ethics.

Performance can be interpreted as achievements achieved or shown in the implementation of a task or job. Supriadi (2012: 33) explains that performance can also be interpreted as the achievements of the company in a certain method that reflects the level of soundness of the company. Assessment of company performance is a very important activity because based on the results of this assessment the size of the company's success during a certain period can be known.

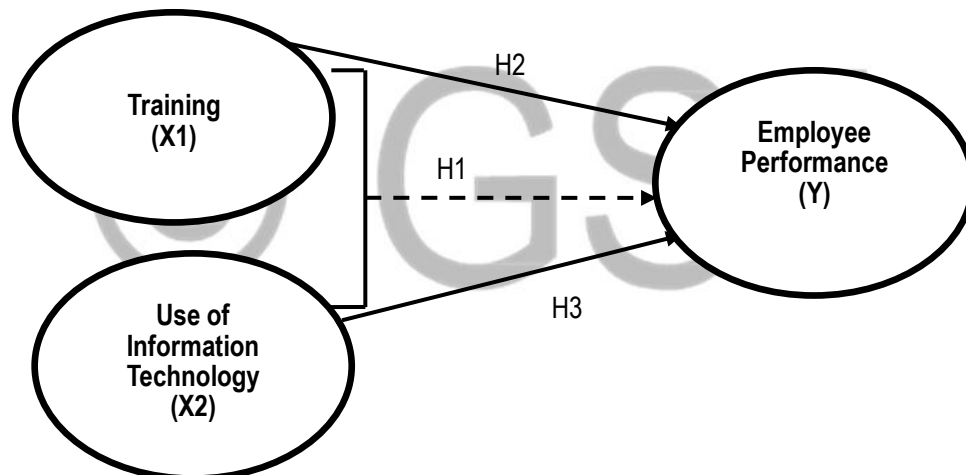
Performance is the seriousness of one's efforts, which has an impact on the results obtained (Asmani, 2012: 130). Mangkuprawira (2007) in Eddy (2008: 164-165) says that performance is the result of certain planned work processes at the time and place of the employee and the organization concerned. Work performance or performance is the result of work achieved by an employee in carrying out the tasks assigned to him. Hasibuan (2001) in Mauli, et al., (2012: 12) suggests that performance is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity, and time.

Conceptual Framework

The conceptual framework that underlies the research is the effect of training and the use of information technology on employee performance at the Regional Secretariat of the Konawe Islands Regency. Training Variable, training expressed by Sedarmayanti (2013:164) and Andrew E. Sikula in Mangkunegara (2011:44), the training indicators are (1) Reaction; (2) Learning; (3) Behavior; and (4) Results. Variable use of information technology according to Nur Mafikhah (2010) provides several dimensions regarding the benefits of information technology. Usefulness with two-factor estimation is divided into two more categories, namely usefulness and effectiveness.

Based on the theory described above, a conceptual model or theoretical framework that can be developed in this study is as follows:

Figure 1. Research Conceptual Framework



Note:

- - - - -> Simultaneous Influence
- > Influence partially

Hypothesis

Based on the theoretical basis and framework that has been put forward, a hypothesis can be put forward as a temporary conclusion as follows:

1. H1: Training and the use of information technology have a positive and significant effect on the performance of employees at the Regional Secretariat of the Konawe Islands Regency.
2. H2: Training has a positive and significant effect on the performance of employees at the Regional Secretariat of the Konawe Islands Regency.
3. H3: The use of information technology has a positive and significant effect on the performance of employees at the Regional Secretariat of the Konawe Islands Regency.

RESEARCH METHODS

Types of research

The type of research used in this study is quantitative, namely collecting, compiling, processing, and analyzing data in the form of numbers which in practice are given certain treatments that are examined in it. According to Sugiyono (2013: 13), quantitative research can be interpreted as a method based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical to test the hypotheses that have been set.

Population and Research Respondents

According to Nasution, (2013: 54) population is a generalization area consisting of objects or subjects that have certain qualities and characteristics. Based on the definition of the population, the population of this study is the entire population employee on Regional Secretariat of Konawe Islands Regency as many as 57 people determining the number of samples in this study is to use the census/saturated sample method, namely the number of samples taken from the entire population.

Data Collection Technique

The data collection technique used in this study is as follows:

1. Observation is used to collect data directly and record phenomena at the research location. The data obtained is the result of a dialogue process between the leaders Regional Secretariat of Konawe Islands Regency with employees in various meeting forums, knowledge-sharing activities carried out by superiors and subordinates, and the intensity of employees in carrying out their duties
2. The questionnaire is a data collection technique that is carried out by giving a set of questions to respondents to answer to obtain the required information.
3. Documentation, namely by collecting and studying supporting documents obtained directly from Regional Secretariat of Konawe Islands Regency. Such as a brief history of the establishment of the office, organizational structure, and other supporting documents.

Data Analysis Technique

This study uses two kinds of analysis, descriptive statistical analysis, and inferential statistical analysis of the data obtained in the field. Descriptive analysis is used to describe each research variable. While inferential statistical analysis is used to see the strength and weaknesses of the influence between the independent variables and the dependent variable, namely by analyzing the data that has been given a score according to the measurement scale that has been determined through multiple linear regression analysis using Microsoft Excel and SPSS software.

RESEARCH RESULT

Results of Analysis and Hypothesis Testing

To prove the research hypothesis proposed in this study, the multiple linear regression method is used with the stages and results of the analysis as follows:

Table 1. Variables Analyzed
Variables Entered/Removed

Model	Variables Entered	Variables Removed	method
1	X2, X1b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Source: Primary Data (processed)

Based on Table 1 above, it is known that the independent variables included in the regression equation are training (X1) and the use of information technology (X2). While the dependent variable is employee performance (Y), the variable used in this study has fulfilled all the classical assumption test stages proposed.

Coefficient of Determination(R Square) and Correlation (R)

The coefficient of determination (R²) describes the proportion of the dependent variable that can be explained simultaneously by the independent variables. The value of the coefficient of determination ranges from $0 \leq R^2 \leq 1$. If the value of R² is closer to one then the independent variable is getting bigger in explaining the dependent variable, but if the value of R² is close to zero then the independent variable is getting smaller in explaining the dependent variable. The value of the coefficient of determination is as follows:

**Table 2. Coefficient of Determination
 Summary modelb**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,829a	,687	,675	4.68754

a. Predictors: (Constant), X2, X1
 b. Dependent Variable: Y

Source: Primary Data (processed)

Based on Table 2 above, it can be seen that the R² value (R-Square) of 0.687 indicates that the magnitude of the direct influence of training (X1), and the use of information technology (X2) on employee performance (Y) is 68.7%, which means that training variables (X1) and the use of information technology (X2) affect employee performance (Y) Regional Secretariat of Konawe Islands Regency. The remaining 31.3% is influenced by other variables outside of this study.

The R-value (correlation coefficient number) of 0.829 indicates that there is a direct relationship between the variables training (X1) and the use of information technology (X2) affect employee performance (Y) Regional Secretariat of Konawe Islands Regency is equal to 0.829 This relationship is statistically quite strong. Therefore, the resulting regression model can be said to be a "fit" model or can be a good estimator model in explaining training and the use of information technology affect employee performance Regional Secretariat of Konawe Islands Regency.

Simultaneous Significance Test (F Test)

A simultaneous effect test (Test F) was conducted to determine whether the independent variables jointly or simultaneously affect the dependent variable. F test values can be seen in Table 3. as follows:

**Table 3. Simultaneous Influence Relationship between Variables (Test F)
 ANOVAa**

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	2600,964	2	1300,482	59,185	,000b
	residual	1186,545	54	21,973		
	Total	3787,509	56			

a. Dependent Variable: Y
 b. Predictors: (Constant), X2, X1

Source: Primary Data (processed)

Based on Table 3 above, it is known that the significance value (P-Value) is 0.000. Because the significance value (P-Value) is $0.000 < 0.05$, it can be interpreted that there is an influence of training variables

(X1) and the use of information technology (X2) simultaneously affecting employee performance (Y).

Partial Test

Statistical testing whether training and the use of information technology have a positive and significant effect on employee performance. The Regional Secretariat of the Konawe Islands Regency can be seen in Table 4. as follows:

**Table 4. Partial Effect of Relationships between Variables (t-test)
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	4,971	2,602		1,910	,061
1 X1	,283	,230	,577	5,569	,000
X2	,367	,442	,320	3,089	,003

a. Dependent Variable: Y

Source: Primary Data (processed)

Based on Table 4. above, then:

1. Obtained p-value of 0,000 < 0.05, means H0 is rejected. This interprets that training has a positive and significant effect on employee performance in the Regional Secretariat of Konawe Islands Regency.
2. Obtained a p-value of 0.003 < 0.05, meaning that H0 is rejected. It is interpreted that the use of information technology has a positive and significant effect on employee performance in the Regional Secretariat of Konawe Islands Regency.

Based on the results of simultaneous and partial tests, the regression equation models that can be obtained are:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2$$

$$Y = 4.971 + 0.283 X_1 + 0.367 X_2$$

Where :

- Y = Employee performance
- X₁ = Training
- X₂ = Use of Information Technology
- β₀ = intercept coefficient (constant)

The intercept coefficient of 4.971 interprets that without involving training and the use of information technology, the employee's performance value is 4.971.

The regression model above interprets that the better the training, the better the employee's performance. This is due to the positive and significant value of the regression coefficient, and vice versa. Meanwhile, the better the use of information technology, the higher the performance of employees. This is due to the positive and significant value of the regression coefficient, and vice versa.

Hypothesis Test

The hypothesis proposed in this study is:

1. The first hypothesis of training and use of information technology positive and significant effect on employee performance at the Regional Secretariat of the Konawe Islands Regency. To prove this hypothesis using regression testing using a significance value of 0.000 which means smaller than the

value $\alpha=0.05$. Therefore, simultaneously (together) the training variables and use of information technology have positive and significant effects on employee performance at the Regional Secretariat of the Konawe Islands Regency. On this basis, the hypothesis previously proposed can be accepted because it is proven true.

2. The second hypothesis is that training has a positive and significant effect on employee performance at the Regional Secretariat of the Konawe Islands Regency. To prove this hypothesis using regression testing using a significance value of 0.000 which means smaller than the value $\alpha=0.05$. Therefore, partially the training variable has a positive and significant effect on employee performance in the Regional Secretariat of Konawe Islands Regency. On this basis, the hypothesis previously proposed can be accepted because it is proven true.
3. The third hypothesis is that the use of information technology has a positive and significant effect on employee performance at the Regional Secretariat of the Konawe Islands Regency. To prove this hypothesis using regression testing using a significance value of 0.003 which means smaller than the value $\alpha=0.05$. Therefore, partially the variable use of information technology has a positive and significant effect on employee performance at the Regional Secretariat of the Konawe Islands Regency. On this basis, the hypothesis previously proposed can be accepted because it is proven true.

DISCUSSION

Based on the results of the research that has been done, then further discussion of the analysis will be carried out. The discussion is carried out by looking at the causality relationship that occurs as proof of the hypothesis raised in this study. Theories or results of previous empirical research will be used in discussing research results, whether the theories or research results support or contradict the results of hypothesis testing conducted in this study. A more detailed description of the influence of the latent variables designed in this study is as follows:

The Influence of Training and Use of Information Technology on Employee Performance

The test results in this study prove that training and the use of information technology have significant and positive effects on employee performance. The results of these studies can be concluded that training and the use of information technology positive effect on improving employee performance. It means the better that training and use of information technology at the Regional Secretariat of the Konawe Islands Regency it will be even better. Therefore the increase in employee performance at the Regional Secretariat of the Konawe Islands Regency high can be achieved by increasing training and use of information technology employees at the Regional Secretariat of the Konawe Islands Regency.

Training is principally an effort to equip a person with knowledge and skills and an attitude so that a person can carry out daily organizational tasks or activities. Thus, through the knowledge and skills, and attitudes obtained through the training, an employee or member of the organization can be more confident in dealing with the problems faced in their duties. Through the training program, it is hoped that all the potential possessed can be increased under the wishes of the organization or at least close to what is expected by the organization. Training is usually carried out when workers have less expertise or when an organization changes a system and needs to learn about new skills. Based on the definition of training expressed by Sedarmayanti (2013:164) and Andrew E. Sikula in Mangkunegara (2011:44), the training indicators are (1) Reaction; (2) Learning; (3) Behavior; and (4) Results.

Information technology is a technology in the form of (hardware, software, and use ware) that is used to obtain, transmit, process, interpret, store, organize, and use data in a meaningful way to obtain quality information. Nur Maflikhah (2010) provides several dimensions regarding the benefits of information technology. Usefulness with two-factor estimation is divided into two more categories, namely usefulness and effectiveness.

Training and use of Information technology can affect performance. Performance is the level of success of a person or institution in carrying out its work. Hasibuan (2013: 94) explains that performance is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity, and time. Performance is a combination of three important factors, namely the ability and interest of an employee, the ability and acceptance of the explanation of task delegation, as well as the role and level of motivation of an employee. The higher these three factors, the greater the performance of the employee concerned. Performance refers to the level of achievement of the tasks that make up an employee's job.

Regulation of the Head of the State Personnel Agency Number 1 of 2013 concerning Provisions for the Implementation of Government Regulation Number 46 of 2011 concerning Assessment of the Work Performance of Civil Servants. Furthermore, the Government Regulation of the Republic of Indonesia Number 30 of 2019 concerning the Performance Evaluation of Civil Servants. The indicators in this study are quality, quantity, time, cost, service orientation, commitment, work initiative, cooperation, and leadership.

The results of this study prove that training and the use of information technology have a positive and significant effect on employee performance, meaning that training and the use of information technology are needed by employees to be able to achieve good performance and goals. At the Regional Secretariat of the Konawe Islands Regency.

Based on the results of the discussion above, it can be seen that training and the use of information technology have a positive and significant effect on employee performance at the Regional Secretariat of the Konawe Islands Regency means that the better the training and use of information technology perceived by employees in completing work, the better the performance produced by individual employees.

Effect of Training on Employee Performance

The test results in this study prove that training affects employee performance. The results of this study can be concluded that training affects employee performance improvement.

Training is principally an effort to equip a person with knowledge and skills and an attitude so that a person can carry out daily organizational tasks or activities. Thus, through the knowledge and skills, and attitudes obtained through the training, an employee or member of the organization can be more confident in dealing with the problems faced in their duties. Through the training program, it is hoped that all the potential possessed can be increased under the wishes of the organization or at least close to what is expected by the organization. Training is usually carried out when workers have less expertise or when an organization changes a system and needs to learn about new skills. Based on the definition of training expressed by Sedarmayanti (2013:164) and Andrew E. Sikula in Mangkunegara (2011:44), the training indicators are (1) Reaction; (2) Learning; (3) Behavior; and (4) Results.

The results of the variable description show that the training variable has been well perceived by the respondents. This means that respondents have assessed employee training well Regional Secretariat of Konawe Islands Regency when perceived from reactions, learning, behavior, And results.

Based on the respondents' answers to the 4 (four) indicators of the training variable, the reaction indicator is the indicator that is most rated low by employees, including in the good category. This can be interpreted that the reaction is considered good by employees. It means employees routinely attend training organized by the office and feel comfortable during the training. Furthermore, behavioral indicators are considered good by employees. It means training is the moment that employees have been waiting for and employees and others who attended the training were very enthusiastic about the training.

Good training will affect employee performance. According to Mangkunegara (2002) in Pasolong (2010) performance is the result of work in quality and quantity achieved by someone in carrying out their functions under the responsibilities given to them.

Performance is the level of success of a person or institution in carrying out its work. In the management concept, human resources in companies/institutions must be able to fully utilize and increase power or as optimally as possible to increase productivity, followed by the creation of quality work relationships with pleasant connotations, full of tolerance, and mutual building. Utilizing human resource development is

realized by understanding the organizational structure and developing a qualified workforce both actual and potential. Regulation of the Head of the State Personnel Agency Number 1 of 2013 concerning Provisions for the Implementation of Government Regulation Number 46 of 2011 concerning Assessment of the Work Performance of Civil Servants. Furthermore, the Government Regulation of the Republic of Indonesia Number 30 of 2019 concerning the Performance Evaluation of Civil Servants. The indicators in this study are quality, quantity, time, cost, service orientation, commitment, work initiative, cooperation, and leadership

The results of the variable description indicate that the employee's performance variable is felt by the employee Regional Secretariat of Konawe Islands Regency is in a good category, this shows that the employee's performance is owned by the employee Regional Secretariat of Konawe Islands Regency both assessed from the quantity, quality, time, cost, service orientation, commitment, work initiative, cooperation, and leadership.

Variable employee performance as measured through quality indicators in the good category means that employees do not often make mistakes in completing tasks and be able to finish promptly. Furthermore, the cooperation indicator in the good category means that the cooperation measured is from employees respecting collective decisions and respecting the opinions of others, and expressing opinions in clear and easy-to-understand language based on agreed rules.

The results of this study support the results of the study Resta Oktaviana, et al, (2016) discovered that there is a relationship between training and performance. In his research, it was revealed that training positive and significant effect on performance. This is in line with research conducted by Rio Vicky Bolung, et al (2018) shows that training can significantly improve employee performance. Further research conducted by Efin Shu and Daniel Cassa Augustinus, (2018) shows that there is a link between training and performance. In his research, it was revealed that training had a significant positive effect on performance.

Based on the results of the discussion above, it can be concluded that training has a positive and significant effect on employee performance at the Regional Secretariat of the Konawe Islands Regency. This means that better training will improve employee performance at the Regional Secretariat of the Konawe Islands Regency.

The Effect of Using Information Technology on Employee Performance

The test results in this study prove that the use of information technology significant and positive effect on employee performance. The results of these studies can be concluded that changes use of information technology affects improving employee performance at the Regional Secretariat of the Konawe Islands Regency. It means getting better use of information technology employees than the level of employee performance at the Regional Secretariat of the Konawe Islands Regency the better.

Information technology is a technology in the form of (hardware, software, and use ware) that is used to obtain, transmit, process, interpret, store, organize, and use data in a meaningful way to obtain quality information. Nur Maflikhah (2010) provides several dimensions regarding the benefits of information technology. Usefulness with two-factor estimation is divided into two more categories, namely usefulness, and effectiveness.

The results of the description of the variables indicate that the use of information technology is felt by employees Regional Secretariat of Konawe Islands Regency are in the good category, this shows that the use of information technology owned by employees of the Regional Secretariat of Konawe Islands Regency both in terms of usefulness and effectiveness.

Variable the use of information technology as measured by indicators of effectiveness in the good category means that the use of computer technology makes it easier for employees to find the data they need and processing data becomes easier with computer technology. Furthermore, the usefulness indicator in the good category means that the use of information technology provides more accurate information and the use of computer technology is very helpful for employees at work.

The use of information technology affects improving employee performance in the Regional Secretariat of Konawe Islands Regency. Therefore, the key to success that will be achieved in the future is in

improve employee performance in the Regional Secretariat of Konawe Islands Regency by upgrading the use of information technology.

Performance is the seriousness of one's efforts, which has an impact on the results obtained (Asmani, 2012: 130). Mangkuprawira (2007) in Eddy (2008: 164-165) says that performance is the result of certain planned work processes at the time and place of the employee and the organization concerned. Work performance or performance is the result of work achieved by an employee in carrying out the tasks assigned to him. Hasibuan (2001) in Mauli, et al., (2012: 12) suggests that performance is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity, and time.

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The results of this study support the results of research conducted by Novemy Triyandari Nugroho, 2016 find about the use of information technology's positive and significant effect on performance. This is in line with research conducted by Diana Fitriani, 2018 found that there is a relationship between the use of information technology and performance. In his research, it was revealed that the use of information technology has a positive and significant effect on performance.

Based on the results of the discussion above, it can be concluded that the use of information technology has a significant and positive effect on employee performance at the Regional Secretariat of the Konawe Islands Regency.

Research Limitations

The results of this study have provided several findings, but there are still some things that need to be studied further. This condition is strongly influenced by several things which indirectly become limitations of the research, namely:

1. This research does not consider other variables that may affect employee performance and only assumes that the variables of training and the use of information technology that has the potential to be related to employee performance have not been included in this study.
2. The number of samples used in this study is still limited, namely 57 respondents, therefore further researchers can increase the number of samples and different analytical approaches.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results of data analysis, proving the hypothesis, and discussing the results of the research, several conclusions can be drawn as follows:

1. Training and the use of information technology simultaneously have a positive and significant effect on employee performance. This means that any change in the increase in the variable indicators of training and the use of information technology can improve employee performance. The better

application of training and the use of information technology can improve employee performance at the Regional Secretariat of the Konawe Islands Regency.

2. Training has a positive and significant effect on employee performance. This means that any change to increase in training indicators can improve employee performance. Better employee training to improve employee performance at the Regional Secretariat of the Konawe Islands Regency.
3. The use of information technology has a positive and significant effect on employee performance. This means that any change in indicators of the use of information technology can improve employee performance. The better use of employee information technology to improve employee performance at the Regional Secretariat of the Konawe Islands Regency.

Suggestion

Based on the results of data analysis, changes, and conclusions of this study, suggestions that can be put forward are:

1. For Regional Secretariat of Konawe Islands Regency which are oriented towards employee performance so that they pay more attention to the variable indicators of training, namely reactions that need to be improved in terms of employees routinely attending training organized by the office and feeling comfortable while attending the training still need improvement.
2. For Regional Secretariat of Konawe Islands Regency which is oriented towards employee performance they pay more attention to the variable indicators of the use of information technology, namely the effectiveness assessed from the use of computer technology makes it easier for employees to find the data needed and data processing becomes easier with computer technology Still need improvement.
3. For future researchers, it is hoped that they can utilize and develop the results of this study using different variables such as supervision, competency, and employee job satisfaction, or the indicators used for each variable need to be developed so that they are examined again in different organizations.

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