



## THE EFFECT OF TECHNOLOGY ACCEPTANCE AND SOCIAL FACTORS ON EMPLOYEE PERFORMANCE GOVERNMENT OF TANA TORAJA DISTRICT

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### **Abstract**

This study aims to examine and analyze the influence of technology acceptance and social factors on the performance of the Tana Toraja district government employees. This research is a type of exploratory research and correlational research. This study aims to explore and observe the influence of technology acceptance and social factors on the performance of the Tana Toraja district government employees. This research was conducted in Local government work unit within the scope of the Tanah Toraja Regency government which was carried out for 2 (two) months effective from February 2020. The population in this study were all employees who used the SIPKD application which were spread across all Local government work unit in the Tana Toraja Regency Regional Government which consisted of 74 user / operator. The sample selection method used was population sampling or census, so that the sample size was the same as the population, namely, 74 respondents. Collecting data in this study using a questionnaire method. The data were obtained using a closed questionnaire which was delivered directly to the employees of SIPKD users. The type of data in this study was primary data. The dependent variable in this research is employee performance and the independent variable is the modernization of the use of information systems which includes perceived usefulness, perceived ease of use, computer skills, and computer anxiety.

**KEYWORDS:** employee performance, Computer Anxiety, Computer Self-Efficacy, Perceived Ease of Use, Perceived Usefulness

### **Introduction:-**

One of the efforts made in order to create good governance is to take advantage of developments in information technology (IT) such as implementing information systems (SI) in local governments. IT can be utilized to achieve more efficient and effective operational activities. Apart from planning purposes, technology and data are also needed as consideration in an effective decision-making process. The application of appropriate technology not only offers convenience, the provision of data and information by the government is expected to be able to improve the quality of service to the public and other stakeholders in order to achieve a high level of trust so as to realize transparency and public accountability. This is greatly influenced by the performance of individuals who support various activities in the organization.

The government has issued regulations regarding the mandatory use of IT by the government and regional governments in Government Regulation Number 56 of 2005 concerning Regional Financial Information Systems, as amended by Government Regulation Number 65 of 2010 concerning Regional Financial Information Systems. The Ministry of Home Affairs facilitates regional governments in the field of regional financial management through the Regional Financial Management Information System (RFMIS) in order to create a common perception regarding regional financial management systems and procedures in interpreting and implementing various prevailing laws and regulations. RFMIS is an integrated set of applications that are used as a tool to improve the effectiveness of implementing various regulations in the field of regional financial management which are based on the principles of efficiency, economics, effectiveness, transparency, accountability and auditability.

Human Resources (HR) who are professional and reliable and have high competitiveness are needed by agencies in

carrying out operational activities, so that they are able to improve service performance to the public, as well as be able to participate as a support for government agencies in keeping up with advances in technology and developing science. currently (Abdullah and Kurniawan, 2014). HR is the most important element in determining the success or failure of the activities of government agencies in achieving the stated goals. Employees play an active role in determining plans, systems, processes, and goals to be achieved. Government agencies strive so that the workforce involved in their operational activities can work optimally so that optimal employee performance is achieved. By doing a good collaboration between the implementation of SI with the skills or expertise of the management resources, it is hoped that government agencies will get maximum results in an effort to achieve the final goal to be achieved.

The application of SI in local governments will affect the performance of local governments and the performance of individuals in it, both directly and indirectly, and can have a positive or negative impact on individual performance in the local government (Astuti 2008). Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him (Mangkunegara, 2014).

The findings from several previous studies indicate that the use of IT and IS has a positive effect on individual performance. Jumaili (2005) in his research on belief in new information system technology in evaluating individual performance, states that new information system technology will improve individual performance in a company or organization.

The Regional Financial Management Information System (RFMIS) of the Regional Government of Tana Toraja Regency is a set of integrated applications that are used as a tool to improve the effectiveness of the implementation of various regulations in the field of regional financial management based on the principles of efficiency, economy, effectiveness, transparency, accountability, and auditability in the process. -process that occurs in regional financial management at the regional work unit level which includes the process of budgeting, planning, administration, and accountability.

The RFMIS application is implemented with the hope of creating work effectiveness and improving employee performance in managing regional finances of the Tana Toraja Regency Government. This RFMIS is connected online and based on a network in all Local government work unit of Tana Toraja Regency using a separate computer network. Meanwhile, the regional financial management of North Toraja Regency uses SIMDA (Regional Management Information System), it's just that this system is not online and does not support computer networks so that SIMDA is only used by BPKAD (Regional Financial and Asset Management Agency) North Toraja Regency only. In addition, treasurers and Local government work unit operators use SIMDA offline in making Payment Requests, Payment Orders and financial reports of each Local government work unit.

In addition to the usefulness and youth of use, Rustiana (2004) views the concept of computer self-efficacy and computer anxiety as one of the important variables for the study of individual behavior in the field of information technology.

According to Rustiana (2005) computer anxiety is a negative impact that needs serious attention for researchers. From the results of her research on Strata Management Information Systems (S1) class students, Rustina found that computer anxiety was still felt by end users at a moderate level. This is in accordance with the opinion of Noked (in Rustiana, 2005) which states that computer anxiety towards the end of the 20th century is one of the conditions that widely affects people in interacting with computers. Computer anxiety is a specific concept of anxiety. Anxiety is a person's feelings about his experience when interacting with a computer, in this case anxiety is related to the concept of a computer.

This research was conducted in the Regional Government of Tana Toraja Regency with several considerations. The first consideration is that information technology has been widely used in the public sector, but specifically in the Tana Toraja District Government the use of RFMIS since its use in early 2008 has never been studied. The second consideration is that the investment in the use of the RFMIS application package is very high so it needs to be studied to determine the impact of using RFMIS on employee performance in the Regional Government of Tana Toraja Regency.

Based on this description, the question is whether the implementation of RFMIS in the Tana Toraja Regency Government can improve employee performance. This study conducted a study to obtain information about the influence of the use of RFMIS on employee performance in the local government in Tana Toraja Regency.

## **Literature Review:-**

### **Theory of Technological Acceptance Model (TAM)**

One theory about the use of information technology systems that is considered very influential and is generally used to explain individual acceptance of the use of information technology systems is the Technology Acceptance Model (TAM). The TAM acceptance model is a technology system acceptance model that will be used by the user. This TAM model was first developed by Davis (1989).

TAM focuses on attitudes toward information technology users, in which users develop them based on perceived usefulness (benefits) and then on the use of information technology. The goal of TAM is to provide an explanation of the

determinants of general computer acceptance.

### **Perceived Usefulness**

Davis (1989) defines perceived usefulness as the extent to which a person believes that using a technology will improve job performance. From the definition, it is known that perceived usefulness is a belief about the decision-making process. Thus, if someone believes that information systems are useful, he will use them. Conversely, if someone believes that information systems are less useful then he will not use them (Jogiyanto, 2007).

### **Ease of Use**

Davis (1989) defines ease of use as the degree to which the user believes that the system technology can be used easily and without effort. From the definition it is known that this ease of use is also a belief about the decision-making process. If someone believes that information systems are easy to use then he will use them. Conversely, if someone believes that information systems are not easy to use, he will not use them (Jogiyanto, 2007).

User confidence in the ease of using technology is influenced by several factors. The first factor focuses on the technology itself, for example the user experience of using similar technologies. The second factor is the reputation the technology has acquired by users. A good reputation that is heard by users will encourage user confidence in the ease of use of the technology. The third factor that affects users' confidence in the ease of using technology is the availability of a reliable support mechanism. A reliable support mechanism will make users feel confident that there is a reliable support mechanism. If it is difficult to use technology, it will encourage users to be more positive.

### **Information Systems**

The system is a group of components that are interconnected, work together to achieve common goals by receiving input and producing output in an orderly transformation process.

Information systems are a combination of information technology and the activities of people who use that technology to support decision-making and control within the organization (Jogiyanto, 2000). In a very broad sense, the term information systems is often used to refer to the interactions between people, algorithmic processes, data and technology. Information systems are built to get important communication channels, process certain types of routine transactions, signal management and others to internal or external events, and provide an information basis for making a decision. Jogiyanto (2007) further states that a work system is a system in which human participation with machines carries out a business process using information, technology, and services for internal or external customers. From some of the definitions of information systems above, it can be concluded that an information system is a collection of several components within a company or organization that are interconnected with the process of creating and flowing information that is useful for decision making for organizations.

### **Behavioral Information System**

Behavioral information systems study how organizations must develop information technology to direct individual behaviors in interacting with the information technology system to help achieve their goals. The behavioral information system arises because it realizes the importance of individuals in organizations and information systems are an inseparable part because both of them are organizational components that interact with each other (Jogiyanto, 2007). Behavioral information systems study individual interactions with information systems in organizations to get better individual performance and organizational performance.

Jogiyanto (2007) states that in order to obtain efficient and effective results, organizations must develop information systems that allow people to have the opportunity to interact and take advantage of these technological systems to help achieve their goals.

### **Social Theory**

This theory was originally developed by Bandura (1976). This theory is based on the premise that environmental influences such as social pressures or unique structural characteristics, cognitive and other personal factors including personality and behavior influence one another.

Bandura (1976) formulated Social Learning Theory by accommodating human cognitive abilities in thinking and learning through social observation. Furthermore, this social learning theory is better known as Social Cognitive Theory. This theory is based on the proposition that social and cognitive processes are central to understanding human motivation, emotions and actions. The perspective of this theory views human behavior as a component of a model that interacts to influence each other with components of environmental situations, as well as components of the human person which include affection / emotion and individual cognitive.

In connection with this research, information technology is developing increasingly to function as a means of building social networks that transcend the barriers of space and time. Internet provides instant communication access all over the world. Currently, global broadcasts broadcast a lot of socio-political conflicts, strategies and countermeasures, and their impacts. This makes electronic modeling a powerful tool / vehicle for transcultural and socio-political change.

### **Computer Skills (Computer Self-Efficacy)**

Computer Self-Efficacy is associated with a consideration of a person's expertise (ability) to use a computer. This

relates to considerations of the individual's ability to apply these skills to broader tasks (eg analyzing financial data) (Compeau and Higgins in Jogiyanto, 2007).

Computer Self-Efficacy represents an individual's perception of his ability to use computers to complete a task. The dimensions of computer self-efficacy are magnitude, strength, and generalizability.

### **Computer Anxiety**

Anxiety about the computer environment is expected to be negatively related to computer use. Computer anxiety is the tendency for a person to be troubled, worried, anxious, or afraid about computer use at present or in the future (Igbaria, 1989). Computer anxiety is an anxiety phenomenon that is formed by the development of information technology. Indications of computer anxiety according to Gantz (1986) in Wijaya (2005) are fear of making mistakes, like or dislike studying computers, feeling stupid, feeling cared for by others when making mistakes, feeling detrimental to work, and feeling totally confused.

Computer anxiety is related to self-efficacy. Low anxiety levels cause individuals to have a strong belief that computers are useful for them so that they feel happy working with computers. The high attitude of computer anxiety is due to the belief that computer technology dominates or controls human life (Indriantoro, 2000).

### **Employee Performance**

In general, performance (performance) is defined as the level of success of a person in performing performance. Research by Goodhue and Thompson (1995) states that the achievement of a person's performance is related to the achievement of a series of individual tasks with the support of existing information technology. According to Mangkunegara (2002) in Astuti (2008), employee performance is the result of performance in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him.

Performance appraisal relates to the completion of certain tasks by workers, whether successful or not. This achievement also needs to be linked to the behavior of workers during the appraisal process. The performance in this study is related to the achievement of a series of tasks by local government employees of Tana Toraja Regency. Increasingly higher performance involves a combination of increased efficiency, increased effectiveness, increased productivity, and increased quality. More performance will be achieved if individuals can meet individual needs in carrying out and completing tasks (Jin, 2003 in Iranto, 2012).

### **Regional Financial Management Information System (RFMIS)**

One of the technologies and information systems being developed by the government is the Regional Financial Management Information System (RFMIS). RFMIS is an application developed by the Directorate General of Regional Finance of the Ministry of Home Affairs in order to accelerate data transfer and efficiency in collecting regional financial data. The SIPKD application is processed by the Regional Financial Management Information Sub-Directorate at the Directorate of Regional Financial Implementation and Accountability.

The RFMIS Regional Financial Management Information System is an integrated application that is used as a tool for local government which is used to increase the effectiveness of the implementation of various regional financial management regulations based on the principles of efficiency, economy, effectiveness, transparency, accountability and auditability (Saragih, 2008). This application is also one of the manifestations of real facilitation from the Ministry of Home Affairs to local governments in the field of regional financial management, in order to strengthen the common perception of regional financial management systems and procedures in the interpretation and implementation of various laws and regulations.

### **Objectives of the Regional Financial Management Information System (RFMIS)**

In accordance with the purpose of developing the Regional Financial Management Information System (RFMIS) application, its use is aimed at all provincial and district or city governments throughout Indonesia. The implementation of RFMIS is carried out in order to help facilitate the Regional Government in budget preparation, implementation and administration of accounting and reporting as well as in the accountability of APBD implementation.

The financial process in the Regional Government includes Planning, Budgeting, Administration, Accounting and Financial Report Reporting, the role of RFMIS is to process and manage the relationship between the Central Government and Local Government in preparing, reporting and being accountable for Financial Statements at each related agency, it is hoped that by implementing the application Information systems in the financial preparation and reporting process in each region can assist in increasing the effectiveness and efficiency of government performance.

### **Research Methods: -**

This study aims to examine and analyze the influence of technology acceptance and social factors on the performance of the Tana Toraja district government employees. This research is a type of exploratory research and correlational research. This study aims to explore and observe the influence of technology acceptance and social factors on the performance of the Tana Toraja district government employees. The population in this study were all employees who used the RFMIS application which were spread across all SKPDs in the Tana Toraja Regency Government, consisting of 74 users / operators. Data collection in this study used a questionnaire method. The data were obtained using a closed questionnaire which was delivered directly to the employees of SIPKD users. The type of data in this study was primary data. The dependent variable in this study

is the employee's performance and the independent variable of the modernization of the use of information systems which includes perceptions of usefulness, perceived convenience, computer skills, and computer anxiety.

## Results:

### Description of Research Results

#### Validity Test

The validity test was carried out by correlating the score of each item with the total score of each attribute, the coefficient formulation used was the Pearson Product Moment Test with the SPSS version 25 program. As shown in table 1 According to Sugiyono (2018: 125), the correlation between the total item score is an interpretation by consulting the critical r value. If r count is greater than critical r, then the instrument is declared valid. From the statistical table with  $df = (n-2) = (52-2) = 50 = 0.273$ . From the validity test carried out on the score of each item with the total score of each attribute in this study, the results of all items of the independent variable and the dependent variable show valid or valid, with the Pearson correlation value between the questions with a total positive above 0.273.

Table 1 Validity Test Results

Variable	Indicator	R count	R table	Description
Perception of expediency (x1)	X1.1	0,570	0,273	Valid
	X1.2	0,485	0,273	Valid
	X1.3	0,555	0,273	Valid
	X1.4	0,490	0,273	Valid
	X1.5	0,386	0,273	Valid
Perceived ease of use (x2)	X2.1	0,574	0,273	Valid
	X2.2	0,486	0,273	Valid
	X2.3	0,674	0,273	Valid
	X2.4	0,545	0,273	Valid
Perceptions of computer skills (x3)	X3.1	0,374	0,273	Valid
	X3.2	0,693	0,273	Valid
	X3.3	0,666	0,273	Valid
	X3.4	0,755	0,273	Valid
Perceptions of computer anxiety (x4)	X4.1	0,866	0,273	Valid
	X4.2	0,899	0,273	Valid
	X4.3	0,793	0,273	Valid
	X4.4	0,850	0,273	Valid
Employee performance (y1)	Y2.1	0,522	0,273	Valid
	Y2.2	0,647	0,273	Valid
	Y2.3	0,634	0,273	Valid
	Y2.4	0,754	0,273	Valid

Source: primary data processed, 2020

#### Reliability Test

Reliability testing with internal consistency was done by testing the instrument only once, then the data obtained were analyzed using Cronbach's alpha. The concept of reliability according to this approach is consistency between items in an instrument. The level of relationship between question items in an instrument to measure certain variables shows the level of internal consistency reliability of the instrument in question. From the results of data processing, the alpha value of each variable can be seen in the table as follows:

Table 2. Reliability Test Results

Label	Cronbach's alpha	Reliability
psi kemanfaatan (x1)	0,659	Reliabel
psi kemudahan penggunaan (x2)	0,700	Reliabel
psi keahlian komputer (x3)	0,738	Reliabel
psi kecemasan komputer (x4)	0,830	Reliabel
nilai pegawai (y)	0,747	Reliabel

Source: primary data processed, 2020

In the table above, it can be seen that the reliability coefficient can be accepted using the reliability of cronbach's alpha > 0.60 (Zeithaml Berry, 1996), where the Cronbach's alpha coefficient for the perceived usefulness variable is 0.659, the Cronbach's alpha coefficient for the perception variable ease of use is 0.700, cronbach's alpha coefficient for perceptual computer skills variable is 0.738, cronbach's alpha coefficient for computer anxiety perception variable is 0.830, and cronbach's alpha coefficient for employee performance variable is 0.747. The test results as shown in the table above show a result greater than 0.6 (> 60%), so the measurement is reliable.

### Multiple Linear Regression Analysis Test

The data analysis technique used in this study uses multiple linear regression analysis techniques with the following equation assumptions:

$$Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

Where :

y = employee performance  
X1 = perceived usefulness  
X2 = perceived ease of use  
X3 = perception of computer skills  
X4 = perception of computer anxiety  
b0 = constant  
b1-4 = regression coefficient  
e = residual or random error

By using the data analysis program tool SPSS version 25, the regression coefficient value of each variable which includes perceived usefulness, perceived ease of use, perception of computer skills, and perceptions of computer anxiety can be explained as follows:

Table 3 regression calculation results

		Coefficients <sup>a</sup>					
		Unstandardized coefficients		Standardized coefficients		Collinearity statistics	
Model		B	Std. Error	Beta	T	Sig.	Tolerance Vif
1	(constant)	-.654	.353		-1.851	.070	
	Perception of expediency	.596	.144	.431	4.141	.000	.283 3.530
	Perceived ease of use	.301	.111	.237	2.700	.010	.400 2.501
	Perceptions of computer skills	.334	.103	.322	3.228	.002	.308 3.244
	Perceptions of computer anxiety	-.074	.030	-.137	-2.456	.018	.982 1.018

A. Dependent variable: employee performance

Source: primary data processed, 2020

Based on the results of the SPSS print out version 25, the coefficients in the regression calculations above are obtained, the regression equation is as follows:

$$Y = -0,654 + 0,596x_1 + 0,301x_2 + 0,334x_3 - 0,074$$

The multiple linear regression equation above can be interpreted as follows:

1. The multiple linear regression formula above shows a constant value of -0.654 which means that if the score of the perceived usefulness variable, perceived ease of use, perception of computer expertise, and perceptions of computer anxiety is constant, then the employee's performance has a value of -0.654.
2. The regression coefficient value of perceived usefulness (x1) is 0.596 which means that there is a positive and significant effect of perceived usefulness on employee performance in local government in Tana Toraja district of 0.596 so that if the perceived usefulness score increases by 1 point it will be followed by an increase in employee performance scores of 0.596. points.
3. The regression coefficient value of perceived ease of use (x2) is 0.301, which means that there is a positive and significant effect of perceived ease of use on employee performance in local government in Tana Toraja district of 0.301 so that if the perceived ease of use score increases by 1 point it will be followed by an increase in the performance score. employees by 0.301 points.
4. The regression coefficient value of perceptions of computer expertise (x3) is 0.334, which means that there is a positive and significant effect of perceptions of computer expertise on employee performance in local government in Tana Toraja district of 0.334 so that if the perceived score of computer expertise increases by 1 point it will be followed by an increase in performance scores. employees by 0.334 points.
5. The regression coefficient value of perceptions of computer anxiety (x4) is -0.074, which means that there is a negative and significant influence of perceptions of computer anxiety on employee performance in local governments in Tana Toraja Regency of -0.074 so that if the perceived score of computer anxiety increases by 1 point it will be followed by a decrease. employee performance score of -0.074 points.

### Dominant Testing (Beta Test)

Beta test is to test the independent variables (x) which have the most dominant influence on the dependent variable (y) by showing the variable that has the highest standardized coefficients beta coefficient. Based on the results of data processing using SSS 25, it can be seen in the following table:

Table 4 Beta Test Results  
Coefficients<sup>a</sup>

Model	Unstandardized coefficients		Standardize d coefficients	T	Sig.	Collinearity statistics	
	B	Std. Error	Beta			Toleranc e	Vif
1 (constant)	-.654	.353		-1.851	.070		
Perception of expediency	.596	.144	.431	4.141	.000	.283	3.530
Perceived ease of use	.301	.111	.237	2.700	.010	.400	2.501
Perceptions of computer skills	.334	.103	.322	3.228	.002	.308	3.244
Perceptions of computer anxiety	-.074	.030	-.137	-2.456	.018	.982	1.018

A. Dependent variable: employee performance

Source: primary data processed, 2020

Based on the results of the beta value of standardized coefficients, it is known that the tested variables are perceived usefulness, perceived ease of use, perceptions of computer skills, and perceptions of computer anxiety. So, what has the most dominant influence on employee performance in local government in Tana Toraja district is the perceived usefulness variable (x1) of 0.431 (43.1%). Meanwhile, the contribution of other variables consecutively: perceptions of computer expertise amounted to 0.322 (32.2%), perceived ease of use was 0.237 (23.7%), and finally computer anxiety perception was 0.137 (13.7%).

This study also found the magnitude of the influence of the independent variable on the dependent variable which can be seen from the coefficient of determination (adjusted r square) and can be seen in the following table:



Table 5 Results Of The Determination Test

Model summary <sup>b</sup>					
Model	Rcount	R square	Adjusted r square	Std. Error of the estimate	Durbin-watson
1	.925 <sup>a</sup>	.856	.843	.1391	1.497

A. Predictors: (constant), perceived computer anxiety, perceived usefulness, perceived ease of use, perceived computer skills

B. Dependent variable: employee performance

Source: primary data processed, 2020

The value of the coefficient of determination (adjusted r square) is 0.843 which means that the independent variable (x) which includes perceptions of usefulness, perceived ease of use, perceptions of computer expertise, and perceptions of computer anxiety contribute to variations in the performance of employees in local governments in tana toraja district by 84 , 3%, while the remaining 15.7% is influenced by other variables not included in this study.

## Discussion:

### The Effect Of Perceived Usefulness On Employee Performance

Information system technology is used to make it easier for individuals to complete their tasks. The ease of use of a system and its use in managing the system by system users is a determinant of success or performance. Information systems in an organization become an important means of improving employee and organizational performance.

Information system is a necessity for an entity in carrying out its activities. In the government sector, the need for information systems in government administration and targets to be achieved have started using computer-based information systems, including in terms of financial management. The Regional Financial Management Information System Application, hereinafter abbreviated as SIPKD, was developed by the Ministry of Home Affairs.

Through hypothesis testing, it is shown that the tcount of 4.141 is greater than the t table of 2.009, which means that the perceived usefulness variable has a positive and significant effect on employee performance in local government in Tana Toraja Regency, thus the hypothesis is accepted. This means that an improved perception of benefit will improve employee performance, and vice versa, a decrease in perceived usefulness will reduce employee performance.

The results of this study are in line with the opinion expressed by Jogiyanto (2007) which states that perceived ease of use and perceived usefulness are the main factors affecting individual acceptance of information technology systems. Both perceptions have an influence on behavioral interest. Technology users will have an interest in using technology (behavioral interest) if they find the technology system useful and easy to use. That way, information technology will greatly assist ASN individuals in encouraging their performance, especially in the use of information technology.

### The Effect Of Perceived Ease Of Use On Employee Performance

Perceived ease of use can be explained by the extent to which someone believes that using a technology will be free of effort. The ease and benefit in using information technology can support the performance of employees in an institution. Employee performance measurement is used to assess the success or failure of activities / programs / policies in accordance with predetermined goals and objectives. Meanwhile, perceived ease of use can also be defined as the extent to which a person believes that the use of technology will be free from effort.

Through hypothesis testing, it is shown that the tcount of 2,700 is greater than the ttable of 2,009, which means that the perceived ease of use variable has a positive and significant effect on employee performance in local government in Tana Toraja Regency, thus the hypothesis is accepted. This means that improved perceptions of ease of use will improve employee performance, and vice versa, decreasing perceptions of ease of use will reduce employee performance.

The results of this study are in line with the opinion of Davis (1989) which states that perceived usefulness and perceived ease of use are the main factors affecting individual acceptance of information technology systems. Perceptions of usefulness and perceived ease of use have an influence on behavioral interest. Technology users will have an interest in using technology (behavioral interest) if they find the technology system useful and easy to use.

Meanwhile, the results of this study are in line with research conducted by Morris and Dillon (1997) which found that perceived usefulness had a positive influence on interest in using Netscape as an application software. This is consistent with the results of research by Lim (2012) which proves that perceived usefulness also has a positive effect on consumer interest in using e-shopping services. In addition, the results of research conducted by Lai (2012) on users of e-wallet services are also consistent with previous research, namely the perception of usability has a positive influence on interest in using e-wallet services.

### The Influence Of Perceptions Of Computer Skills On Employee Performance



Expertise is a combination of knowledge and a person's ability to do something or solve a problem. User expertise in operating an application program, especially SIPKD, can be seen from how much knowledge and ability the user has to identify, manage, access and interpret data in the form of quality information in the SIPKD application program.

Through hypothesis testing, it is shown that the tcount of 3,228 is greater than the ttable of 2,009, which means that the perception variable of computer skills has a positive and significant effect on employee performance in local government in Tana Toraja district, thus the hypothesis is accepted. This means that improved perceptions of computer expertise will improve employee performance, and vice versa, decreasing perceptions of computer expertise will reduce employee performance.

The results of this study are in line with the opinion expressed by Compeau and Higgins (1995) which explains that computer self-efficacy (CSE) describes an individual's perception of his or her ability to use computers to complete tasks such as using software packages for data analysis, writing mail merge letters, using a word processor for more than simple skills like formatting a floppy disk or rebooting the computer. The results of research by Compeau and Higgins (1995) show that there are three factors that can influence CSE, namely: (1) encouragement from other parties; (2) other parties as users; and (3) support.

### **The Influence Of Computer Anxiety Perceptions On Employee Performance**

Computer anxiety can be defined as resistance to change. Rejection can be a symptom or something else like fear of the unknown, fear of failure, or unwillingness to change your present situation. Computer anxiety is often described as a fear of computers using it or the terrifying possibility of using a computer. Emotionally afraid of potential negative outcomes such as breaking equipment or looking foolish. In this connection, computer anxiety must be manageable so that it will encourage employee performance improvement and not vice versa. This is important because high computer anxiety will lead to lower performance when compared with little or no computer anxiety.

Through hypothesis testing, it is shown that the tcount of -2.456 is greater than the ttable of 2.009, which means that the perception of computer anxiety has a negative and significant effect on employee performance in local government in Tana Toraja district, thus the hypothesis is accepted. This means that decreased perceptions of computer anxiety will improve employee performance, and conversely, increased perceptions of computer anxiety will reduce employee performance.

The results of this study are in line with the opinions expressed by Davis (1989) and Igarria (1989). Computer anxiety is the tendency for a person to become troubled, worried, anxious, or frightened about the use of computers in the present or in the future. Computer anxiety is an anxiety phenomenon that is formed by the development of information technology. Indications of computer anxiety according to Gantz (1986) in Wijaya (2005) are fear of making mistakes, like or dislike studying computers, feeling stupid, feeling cared for by others when making mistakes, feeling detrimental to work, and feeling totally confused.

### **The Influence Of Perceived Usefulness, Perceived Ease Of Use, Perceptions Of Computer Skills, And Perceptions Of Computer Anxiety On Employee Performance**

The independent variable (x) which includes perceptions of usefulness, perceived ease of use, perceptions of computer expertise, and perceptions of computer anxiety simultaneously has a positive and significant effect on employee performance in local government in Tana Toraja district as evidenced by the results of fcount = 69.668 greater than f table = 2,570 or it can be said that  $H_0$  is rejected and  $H_a$  is accepted.

The value of the coefficient of determination (adjusted r square) is 0.843 which means that the independent variable (x) which includes perceptions of usefulness, perceived ease of use, perceptions of computer expertise, and perceptions of computer anxiety has contributed to the performance of employees in local government in tana toraja district by 84, 3%, while the remaining 15.7% is influenced by other variables not included in this study.

Information systems such as SIPKD are a collection of elements that are interconnected with each other to form a unit to integrate data, process and store and distribute that information (Sutedjo & Oetomo, 2006). Information systems are one of the solutions to problems faced by organizations, and are useful for facing challenges in the present. Information system components consist of: people (people), hardware, software, data, and communication networks (networks). Information generated by an application is said to be of quality if it pays attention to aspects of relevance, accuracy, and on time.

### **Conclusion:**

Based on the results of the analysis in this study, the following conclusions can be drawn:

1. There is a positive and significant effect of perceived usefulness on employee performance in local governments in Tana Toraja Regency. This shows that the higher the perception of the benefits of information technology with SIPKD, the higher the performance of ASN regional financial managers.
2. There is a positive and significant effect of perceived ease of use on employee performance in local governments in Tana Toraja Regency. This shows that the higher the perceived ease of utilizing information technology with SIPKD, the higher the performance of ASN regional financial managers.
3. There is a positive and significant influence on perceptions of computer expertise on employee performance in local

government in Tana Toraja Regency. This shows that the higher the perception of computer skills, the higher the performance of ASN regional financial managers.

4. There is a negative and significant influence on perceptions of computer anxiety on employee performance in local government in Tana Toraja Regency. This shows that the higher the perception of computer anxiety, the lower the performance of civil servants as regional financial managers.
5. The results of the analysis show that the independent / independent variable (x) perceived usefulness, perceived ease of use, perceptions of computer skills, and perceptions of computer anxiety simultaneously have a positive and significant effect on employee performance in local government in Tana Toraja district by 84.3%, while the remaining 15.7% is influenced by other variables not included in this study.
6. From the research, it is also concluded that the most dominant variable affecting the performance of employees in local government in Tana Toraja Regency is the perception of benefit with a contribution value of 43.1%.

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