
THE EFFECT OF INFORMATION TECHNOLOGY, WORK DISCIPLINE AND WORK MOTIVATION ON THE PERFORMANCE OF STATE CIVIL APPARATUS IN MENUI DISTRICT, MOROWALI REGENCY

Adrianto¹, Abdul Razak², Ibnu Hajar³, Arifin⁴
Sekolah Tinggi Ekonomi Enam Enam Kendari^{1,2,3,4}

adriantoalibas97@gmail.com¹, abdulrazak.stie66@gmail.com², ibnuhajar1954@gmail.com³,
ipink.aa77@gmail.com⁴

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ABSTRACT

This study aims to determine how much influence information technology, work discipline and work motivation have on employee performance at the Menui Islands sub-district office. Inferential statistical analysis method with multiple linear regression model, census retrieval. This study used a questionnaire given to 23 employees of the District Office of Menui Islands. Furthermore, the data were analyzed using quantitative descriptive. The results showed that information technology, work discipline and work motivation simultaneously had a positive and significant effect on employee performance. Then partially each variable has a positive and significant effect on the performance of the employees of the Menui Islands sub-district. After the data is processed, the resulting value (r) of 0.972 indicates a strong positive relationship. The contribution of the influence of information technology, work discipline and work motivation on employee performance is 97.2% and the remaining 2.8%. Influenced by variables not examined. Hypothesis testing is proven to have an effect on information technology, work discipline and work motivation on employee performance at the Menui Islands sub-district office

Keyword: Information Technology, Work Discipline, Work Motivation and Employee Performance.

Corresponding Author: Arifin

E-mail: ipink.aa77@gmail.com



INTRODUCTION

In today's era, life is all modern, with today's sophisticated information systems, the role of employees who carry out activities to serve the community or in the public sector as workers in an agency is needed to produce the best possible service. In managing a good government agency, it is always full of challenges, the ease of the situation with the conditions of the work environment. Government agencies are required to have information technology. In the development of socio-cultural science and technology, it requires State Civil Apparatus employees to work appropriately and quickly in serving the community. With technology starting to enter the work environment, State Civil Apparatuses are required to understand and be able to operate technology so that goals can be achieved. The activities of government agencies will run well if the agency has knowledgeable human resources, skills in managing government agencies. However, in reality bureaucratic services are still

low, especially human resources, which is marked by the low level of service (Suara Merdeka, Edition 27 May 2018).

Determining success in an optimal government agency. Therefore, ASN employees who have good performance and can be relied on by government agencies are needed. The performance of ASN employees is very necessary, because with this performance it will be known how far they are able to carry out the tasks assigned to them.

Government agencies need human resources who have knowledge and are proficient in operating computers with demands for quality services, government agencies, especially the sub-district office in Menui Islands, implement various services to support speed and integration.

In this case, high work motivation is needed to achieve organizational goals, because with work motivation in employees it can produce high performance of the state civil apparatus and lead to results that are relevant to high performance.

Motivation is a driving force for someone to carry out an activity in order to get the best results. State civil servants who have high work motivation will have high performance as well. Motivation is a potential force that exists within a human being, which can be developed alone or developed by a number of forces outside which essentially revolves around matter and non-material. What is important to remember is that the motivations of state civil servants will differ from one another, according to their level of education, characteristics, and economic conditions. People who are more educated and more independent economically, the sources of motivation are different, not solely determined by traditional motivational means, such as formal authority and incentives, but also influenced by other factors of need.

Factors that affect work motivation, including compensation and career development. Compensation is everything that is received in the form of physical and must be calculated to someone who is an object that is exempt from income tax. While career development affects organizational commitment and performance of state civil servants, where career development is a formal approach taken by organizations to ensure that people in the organization have the appropriate qualifications and abilities and experience when needed. So if these two activities have been carried out, it will be easy to produce good performance. Thus, motivation means a condition that encourages or causes someone to do an act or activity that takes place consciously.

Performance is a measure of success or success in carrying out activities both individually and in groups. Performance is the achievement of standards/targets that have been given responsibility by a worker to get maximum results (Soeprihanto, 1998). However, each agency, especially at the sub-district level, has different standards, including the performance standards of State Civil Apparatus (ASN) employees. Various types of work carried out by ASN, of course, require clear criteria, because each type of work has different standards regarding the achievement of the results. The more complicated the type of work, the minimum standards set will be an absolute requirement that must be complied with. Many things affect the performance of state civil servants, including information technology, work discipline and work motivation

Based on the empirical gap that occurred in the field of initial observations that the performance of the State Civil Apparatus in particular in the Menui Islands sub-district, it was found that there were still obstacles in terms of services provided by the District government such as the

performance of the State Civil Apparatus (ASN) which was still low and irresponsible, services that are still traditional, resulting in people complaining about the services provided by the sub-district government, but there are still governments that pay attention to the quality of services to meet the needs of the community by implementing e-governance or electronic governance, namely public services to the community based on technology to facilitate the government in carrying out service to the community.

The purpose of this study was to determine and analyze the effect of the use of information technology, work discipline and work motivation on the performance of the State Civil Apparatus in the Menui Islands. Knowing and analyzing the effect of the use of information technology on the performance of the State Civil Apparatus in the Menui Islands. Knowing and analyzing the effect of work discipline on the performance of the State Civil Apparatus in the Menui Islands. And to find out and analyze the effect of work motivation on the performance of the State Civil Apparatus in the Menui Islands.

The benefits that can be taken from this research are that it can be a reference, increase knowledge, can add to the STIE Six Six Kendari library collection and become a reference for anyone who wants to do research on the same topic. For the State Civil Apparatus, this research is expected to be a reference material in motivating the State Civil Apparatus (ASN) to be more disciplined in their work in order to improve the performance of government agencies in the sub-district office in the islands, especially the State Civil Apparatus in a government of the Menui Islands District.

METHOD

Based on the objectives to be achieved, this research includes explanatory research, namely the type of research that aims to determine the effect of two or more variables (Sugiyono, 1999). In this case, to test and analyze the effect of motivation, welfare and the relationship between village officials' performance in improving the performance of village officials in the Menui Islands sub-district. According to Arikunto (2006) that the research method is the method used by researchers in collecting research data. The research method is one of the important steps in a scientific research. The method or research method is a tool to achieve the objectives and the quality of research is largely determined by the method or method used. This study uses a descriptive type of research with a quantitative approach. Quantitative research methods, as stated by (Erwanto et al., 2012) are: "Research methods based on the philosophy of positivism, are used to examine certain populations or samples, data collection uses research instruments, data analysis is quantitative/statistical, with the aim of testing hypotheses has been established".

According to (Sugiyono, 2012) descriptive research, namely, research conducted to determine the value of independent variables, either one or more variables (independent) without making comparisons, or connecting with other variables. The object of this research is the performance of the State Civil Apparatus in the Menui Islands District. The population of this study were all 23 employees of the State Civil Apparatus in Menui District. In this study, researchers used 2 kinds of variables, namely: 1) The dependent variable used in this study was the performance of village officials. 2) The independent variables used in this study are motivation, welfare and discipline.

The author takes the object of research on the State Civil Apparatus in the Menui Islands District. Data collection in the study in the Menui Islands District used 3 methods, the following is a description used:

1. Observation, data collection carried out in the Menui Islands District.
2. Interviews, namely conducting direct questions and answers with the village head and the State Civil Apparatus who are authorized to be interviewed
3. Questionnaires, namely distributing questionnaires or lists of written statements that are structured in a structured manner to obtain information about the variables studied (Motivation, Welfare, Discipline Against the Performance of State Civil Apparatus).

RESULTS AND DISCUSSION

A. Respondent Characteristics

1. Characteristics of Respondents Based on Age

In accordance with the data obtained from data identification, it shows that the majority of employees at the Menui Islands District Office, Morowali Regency are in the age category of 45 years and over. for more details can be seen.

Table 1. Distribution of Respondents by Age

Age (years)	Number of Respondents (persons)	Percentage
<30	10	43,48
>31	13	56,53
Total	23	100,00

Source: Primary data from the sub-district office to be processed in 2022

Based on the identification of the data above, it can be seen that the majority of employees at the Menui Islands sub-district office are aged 31 years and over. This age is a productive age for employees who provide benefits for the Menui Islands District office to maximize the employee's work potential in every work implementation can be completed with quality and on time.

2. Characteristics of Respondents by Gender

The composition of employees at the Menui Islands sub-district office by gender can be seen in table 2.

Table 2. Distribution by Gender

Gender	Number of respondents (people)	Percentage
Man	16	69,57
	7	30,44
Woman	23	100,00
Amount	23	100,00

Source: Primary data processed in 2022

Based on the identification of the data carried out, the employees of the Menui Islands sub-district office were dominated by men. This is because basically the duties and responsibilities of the Menui Islands sub-district office so that the role of male employees is very much needed by an organization. In addition, male employees have a greater stake in making decisions because of their responsible nature. Employees with male gender basically tend to have work spirit, tenacity and persistence in carrying out their work. Employees with male gender are also considered to have a very high level of mobilization at work.

3. Characteristics of Respondents Based on Education Level

Employee Distributors at the Menui Islands Sub-District Office by education level can be seen in table 3.

Table 3. Distribution of Respondents by Education Level

Level of education	Number of Respondents	Presentase
Senior High School	12	52,18
S1	10	43,48
S2	1	4,35
Amount	23	100,00

Source: Primary data processed in 2021

Thus, it can be said that the employees of the Menui Islands sub-district office have a high school education level of 12, 10 respondents with a bachelor's degree in education, and 1 respondent with a master's degree education. However, in this case, the largest workforce is employees with high school education and employees with higher education to carry out work communication, counseling and provide each other with knowledge in the implementation of work.

4. Characteristics of Respondents Based on Working Period

Distribution of employees of the Menui Islands Sub-district Office according to years of service can be seen in table 4.

Table 4. Distributors of Respondents by Term of Service

Working period (years)	Number of respondents (people)	Percentage
6-10	14	60,87
10 and above	9	39,13
Total	23	100,00

Source: Primary Data in 2021

Thus, it can be said that most of the employees of the Menui Islands Sub-District Office have a sufficient period of service so that they are expected to have high performance. Employees with a long service period of course have experience in dealing with every work problem. For this reason, employees with quite a lot of work experience with low tenure have the potential to improve employee performance.

B. Descriptive Research Results Variables

Descriptive research variables aim to interpret the frequency of respondents' answers from the data that has been collected. In this study, respondents' answers were categorized into five categories using a Likert scale. Each scale has a gradation of assessment from very negative to very positive which is included in the answer choices of the questionnaire. In order to give meaning to the empirical assessment of the variables, this research adopts the principle of weighting proposed by (Sugiyono, 2005). The average value of the weighting or score of respondents' answers obtained is classified in the range of the value category scale that is presented in table 5.5

Table 5. Determination of the Average Category of Respondents' Statement Scores and the Meaning of the Assessment Descriptively

No	The average score of answers	Category meaning/interpretation	Score	Interval determination
				$1 = \frac{bk \text{ Maks} - bk \text{ min}}{K}$
1	1,00-1,80	Not very good	1	$1 = \frac{5-1}{5} = 0,80$
2	1,80-2,61	Not good	2	
3	2,62-3,40	Not good	3	Information
4	3,41-4,21	Good	4	I = Interval
5	4,22-5,00	Very good	5	BK = Class Limit
				K = Number of Classes

Source: sugiono (2005:79)

Table 5. above shows the categorical meaning in interpreting the results of this research based on the score of respondents' answers. The basic reason is that respondents are given the freedom to give an objective assessment based on what they see, hear and feel while being an employee of the Menui Islands sub-district office. The description of the data and respondents' responses from the results of the study regarding the four latent variables examined using the average score of the respondents' statements can be described as follows:

1. Information Technology Variables

Based on the research results obtained through the questionnaire, the objective conditions for the information technology variable referred to in this study were 2 (two) indicators, namely (1). Benefits include: Make work easier, Useful, Increase productivity. (2) Effectiveness includes: Enhancing effectiveness, Developing job performance. As for the respondents' responses to the work variable indicators, it can be seen in table 6. below:

Table 6. Distribution of Respondents' Answers to Information Technology Variables

Items	Frequency of Respondents' Answers (f) and Percentage (%)										Average
	SS (5)		S (4)		N (3)		TS (2)		STS (1)		
	F	%	F	%	F	%	F	%	F	%	
X1.1	10	11,76	7	8,24	1	1,18	2	2,35	3	3,53	3,83
X1.2	9	10,59	8	9,41	1	1,18	3	3,53	2	2,35	3,83
X1.3	10	11,76	8	9,41	1	1,18	2	2,35	2	2,35	3,96
<i>Average</i>											3,87
X1.4	9	10,59	9	10,59	2	2,35	1	1,18	2	2,35	3,96
X1.5	10	11,76	8	9,41	1	1,18	3	3,53	1	1,18	4,00
X1.6	10	11,76	7	8,24	1	1,18	3	3,53	2	2,35	3,87
<i>Average</i>											3,94
Average Score of Information Technology Variables											3,91

In Table 6. above shows that information technology is very useful for employees at the Menui Islands sub-district office in the good category as indicated by the average score for information technology of 3.91, this shows that the respondents feel helped by the information technology at the Menui Islands sub-district office.

Indicators of the effectiveness of work that are getting easier and of higher quality have the highest average score of 3.94 or are in a good category, this is because most of the employees at the sub-district office in Menui Islands are able to complete work on time and effectively and efficiently for service to the community.

Meanwhile, the indicator that has the lowest average score is usefulness with a score of 3.87. This is because there are still some employees who have not mastered the benefits of software such as operating (Microsoft Excel).

Based on the information above, the sub-district office in Menui Islands needs to improve employee performance for knowledge and utilization in operating computer-based information technology systems for employees.

2. Work Discipline Variables

Based on the research results obtained through the questionnaire, the objective conditions for the work discipline variable referred to in this study were measured by 6 (six) indicators, namely (1) attendance, (2) punctuality, (3) adherence to uniform office rules office, (4) employees wear office uniforms, (5) adherence to work standards, (6) work ethically. The responses to the work discipline variable indicators can be seen in table 7. below.

Table 7. Distribution of respondents' answers to the work discipline variable

Items	Frequency of Respondents' Answers (f) and Percentage (%)										Average
	SS (5)		S (4)		N (3)		TS (2)		STS (1)		
	F	%	F	%	F	%	F	%	F	%	
X.3.1	7	8,24	8	9,41	3	3,53	4	4,71	1	1,18	3,70
X 3.2	8	9,41	8	9,41	1	1,18	4	4,71	2	2,35	3,70
<i>Average Attendance indicator</i>											3,70
X 3.3	9	10,59	8	9,41	1	1,18	3	3,53	2	2,35	3,83
X 3.4	9	10,59	4	4,71	5	5,88	4	4,71	1	1,18	3,70
<i>Average Punctuality</i>											3,76
X 3.5	10	11,76	8	9,41	1	1,18	3	3,53	1	1,18	4,00
X 3.6	12	14,12	3	3,53	2	2,35	5	5,88	1	1,18	3,87
<i>Average Compliance with office rules Employees wear office uniforms</i>											3,93
X.3.7	8	9,41	6	7,06	4	4,71	3	3,53	2	2,35	3,65
X 3.8	11	12,94	3	3,53	3	3,53	4	4,71	2	2,35	3,74
<i>The average employee wears an office uniform</i>											3,70
X 3.9	9	10,59	9	10,59	1	1,18	3	3,53	1	1,18	3,96
X 3.10	9	10,59	6	7,06	4	4,71	2	2,35	2	2,35	3,78
<i>Average Compliance with work standards</i>											3,87
X.3.11	10	11,76	9	4,71	4	4,71	4	4,71	1	1,18	3,78
X.3.12	10	11,76	6	9,41	1	1,18	3	3,53	1	1,18	4,00
<i>Average Work Ethical</i>											3,89
<i>Average Work Discipline Variable Score</i>											3,81

Source: Primary Data Processed in 2022

In Table 7. The above shows that in general the work discipline at the sub-district office is in the good category as indicated by the average score for work discipline of 3.81 with a good category.

Indicators of obedience to office rules, employees wearing office uniforms against office rules have the highest average score of 3.93 or are in a good category, this is because

most of the employees at the sub-district office on the islands obey the office rules. While the indicators that have the lowest average score are employees wearing office uniforms and attendance with a score of 3.70. This is because there are still some employees who have not complied with the provisions on the use of attributes and the provisions for the use of clothing, especially on Thursdays, there are still various motifs, some even wear clothes like going to a party or a trip. Apart from that, several employees were present who were often late and lazy to go to the office during work days.

Based on the information above, the Menui Islands sub-district office needs to increase the use of official clothes or office uniforms and the time of day when it will be used for employees especially attendance needs to be increased during working days that have been regulated according to the regulations at the Menui Islands sub-district office.

3. Variables of Work Motivation

Based on the research results obtained through the questionnaire, the objective conditions for the work motivation variable referred to in this study were measured by 6 (six) indicators, namely: (1) Remuneration, (2) Working Conditions, (3) Work Facilities, (4) Work Performance, (5) Recognition from superiors and (6) the work itself. As for the respondents' responses to the work variable indicators, it can be seen in table 8. below:

Table 8. Distribution of Respondents' Answers to Work Motivation Variables

Items	Frequency of Respondents' Answers (f) and Percentage (%)										Average
	SS (5)		S (4)		N (3)		TS (2)		STS (1)		
	F	%	F	%	F	%	F	%	F	%	
X.1.1	9	10,59	6	7,06	1	1,18	6	7,06	1	1,18	3,70
X.1.2	8	9,41	5	5,88	2	2,35	6	7,06	2	2,35	3,48
<i>Average Payback Indicator</i>											3,59
X.1.3	10	11,76	5	5,88	3	3,53	3	3,53	2	2,35	3,78
X.1.4	10	11,76	5	5,88	2	2,35	5	5,88	1	1,18	3,78
<i>Average Working Condition Indicator</i>											3,78
X.1.5	10	11,76	4	4,71	1	1,18	6	7,06	2	2,35	3,61
X.1.6	8	9,41	5	5,88	3	3,53	5	5,88	2	2,35	3,52
<i>Average Indicator of work facilities</i>											3,57
X.1.7	9	10,59	4	4,71	3	3,53	5	5,88	2	2,35	3,57
X.1.8	8	9,41	6	7,06	3	3,53	5	5,88	1	1,18	3,65
<i>Average Work Performance Indicator</i>											3,61
X.1.9	10	11,76	5	5,88	1	1,18	5	5,88	2	2,35	3,70
X.1.10	10	11,76	3	3,53	4	4,71	3	3,53	3	3,53	3,61
<i>Average Indicator Recognition from superiors</i>											3,65
X.1.11	9	10,59	6	7,06	2	2,35	5	5,88	1	1,18	3,74
X.1.12	8	9,41	7	8,24	2	2,35	5	5,88	1	1,18	3,70
<i>Average Job Indicator itself</i>											3,72

<i>Average</i>	3,65
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Source: Primary Data Processed in 2022

In Table 8. The above shows that in general the work motivation at the Menui Islands sub-district office is very good, which is indicated by the average score for work motivation of 3.65 well.

The working condition indicator has the highest average score of 3.78 or is in a good category, this is because most of the employees at the Menui Islands sub-district office already have a good and pleasant work environment.

Meanwhile, the indicator that has the lowest average score is remuneration with a score of 3.59. This is because there are still some honorarium employees who are not satisfied with the current salary they receive at the Menui Islands sub-district office.

Based on the information above, the Menui Islands sub-district office needs to pay attention to the distribution of salaries for honorarium employees in the Menui Islands sub-district so that employees are motivated in their work.

4. Employee Performance Variables

Based on the research results obtained through the questionnaire, the objective conditions for the performance variables referred to in this study were measured by 3 (three) indicators, namely (1) work results, (2) work behavior, (3) personal characteristics. The responses to the performance variable indicators can be seen in table 9. below.

Table 9. Distribution of Respondents' Answers to Performance Variables

Items	Frequency of Respondents' Answers (f) and Percentage (%)										Average
	SS (5)		S (4)		N (3)		TS (2)		STS (1)		
	F	%	F	%	F	%	F	%	F	%	
Y1.1	8	9,41	6	7,06	2	2,35	5	5,88	2	2,35	3,57
Y1.2	8	9,41	8	9,41	1	1,18	4	4,71	2	2,35	3,70
<i>Average Performance Indicators</i>											3,63
Y1.3	9	10,59	6	7,06	4	4,71	2	2,35	2	2,35	3,78
Y1.4	11	12,94	5	5,88	3	3,53	3	3,53	1	1,18	3,96
<i>Average Work Behavior Indicator</i>											3,87
Y1.5	8	9,41	6	7,06	3	3,53	3	3,53	3	3,53	3,57
Y1.6	11	12,94	5	5,88	2	2,35	4	4,71	1	1,18	3,91
<i>Average Personal Traits</i>											3,74
<i>Average employee performance indicators</i>											3,75

Source: Primary Data Processed in 2022

In Table 9. the above shows that in general the performance of employees at the sub-district office in the archipelago is in a good category, which is indicated by the average score for employee performance of 3.75 with a good category.

The work behavior indicator has the highest average score of 3.87 or is in a good category, this is because most of the employees at the Menui Islands sub-district office are able to work together responsibly and are able to adapt when things go wrong as new as new technology. Meanwhile, the indicator that has the lowest average score is attendance with a score of 3.63. This is caused because there are still some employees who just let go of responsibilities and there is no commitment to work, and there is no self-awareness that the work delegated to employees is a responsibility that must be completed.

Based on the information above, the Menui Islands sub-district office needs emphasis from the leadership to complete the work in accordance with the duties and responsibilities so that the expected results can be maximized in accordance with the predetermined targets.

C. Results of Hypothesis Analysis and Testing

1. Simultaneous Regression Model Testing Results

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

Table 10. Results of Multiple Linear Regression Analysis

Independent Variable (X)	Regression Coefficient (β)	T _{count}	Sig.	Information
Information Technology (X1)	0,279	3.020	0,007	Sig.
Work Discipline (X2)	0,325	2.905	0,009	Sig.
Work Motivation (X3)	0,419	4.422	0,000	Sig.
constant (β_0) = -1.095 with sig 0.300				
R = 0,986				
R Square = 0,972				
F _{count} = 221.415				N = 23
F _{significant} = 0,000				$\alpha = 0,05$
Standar error = 1,328				

Source: Primary Data (processed) in 2022

Based on the results of calculations as in table 10. then the following explanation can be put forward:

- a. Fcount value of 221.415 with a significance value of Fsig = 0.000 which means that (Fsig < 0.05), then statistically the information technology variable (X1) work discipline (X2) and work motivation (X3) on employee performance (Y) simultaneously (together) has a significant effect on employee performance (Y) at the 95% confidence level
- b. The R value (correlation coefficient number) of 0.986 indicates that the close relationship between information technology variables (X1) work discipline (X2) and work motivation (X3) on employee performance (Y) is 0.986. This relationship is statistically very strong, as

stated by Sugiyono (1999:216) that the relationship is classified as very strong at 0.80-1,000.

- c. The value of R (R-Square) of 0.972 indicates that the magnitude of the direct influence of information technology variables (X1), work discipline (X2), work motivation (X3) on employee performance (Y) is 97.2%, which means that the technology variable information (X1), work discipline (X2), and work motivation (X3) on employee performance (Y) at the Menui Islands sub-district office. The remaining 2.8% is influenced by other variables from this study.

Therefore, the resulting regression model can be said to be a "fit" model or can be a good predictor model by explaining the influence of information technology, work discipline, and work motivation on the performance of the sub-district office employees in the Menui Islands. On this basis, the resulting regression model as a model for explaining the influence of information technology, work discipline, and work motivation on employee performance at the Menui Islands sub-district office can be stated as follows:

$$0.279X1 + 0.325X2 + 0.419X3 + 1.328$$

Where: Y = Employee Performance 1 = 0.279

X1 = Information Technology 2 = 0.325

X2 = Work Discipline 3 = 0.419

X3 = Work Motivation £ (standard error) = 1.328

2. Partial Regression Model Test Results

The results of the regression analysis in table 5.10 above can be interpreted as follows:

- a. The effect of the variable X1 (work technology on Y (employee performance) obtained a sig value of 0.007 which means it is smaller than the value of = 0.05. Therefore, the information technology variable (X1) partially has a sig. effect on employee performance (Y). On this basis, the information technology variable (X1) can be included as one of the estimating variables for the performance of the staff of the Menui Islands sub-district office.
- b. The effect of the X2 variable (work discipline) on the sig value obtained. sebesar 0.009 which means it is smaller than the value of = 0.05. Therefore, the work discipline variable (X2) partially has a sig. on employee performance (Y). On this basis, the work discipline variable (X2) can be included as one of the estimating variables for the performance of the staff of the Menui Islands sub-district office.
- c. The effect of the X3 variable (work motivation) on the sig. sebesar 0.000 which means it is smaller than the value of = 0.05. Therefore, the work motivation variable (X3) partially has an effect on sig. on employee performance (Y). On this basis, the work motivation variable (X3) can be included as one of the estimating variables for the performance of the employees of the Menui Islands sub-district office.

3. Hypothesis Testing

The first hypothesis proposed in this study is that information technology, work discipline, and work motivation have a positive and significant effect on employee performance at the Menui Islands sub-district office. To prove this hypothesis using

simultaneous regression testing using this significance of 0.000 which means it is smaller than the value of $\alpha = 0.05$. Therefore, overall or jointly the variables of information technology (X1), work discipline (X2), and work motivation (X3) have a significant effect on employee performance (Y) at the Menui Islands sub-district office. On this basis, the first hypothesis that was previously proposed can be accepted because it is proven true.

The second hypothesis proposed in this study is that information technology has a positive and significant effect on employee performance at the Menui Islands District office. To prove this hypothesis using partial regression testing using a significance value of 0.007, which means it is smaller than $\alpha = 0.05$. Therefore, partially the X1 variable (information technology) has a significant effect on the performance of employees at the Menui Kepulauan sub-district office. On this basis, the second hypothesis previously proposed can be accepted because it is proven true.

The third hypothesis proposed in this study is that work discipline has a positive and significant effect on employee performance at the Menui Islands sub-district office. To prove this hypothesis using partial regression testing using a significant value of 0.009 which means it is smaller than the value of $\alpha = 0.05$. Therefore, partially the X2 variable (work discipline) has a significant effect on the performance of employees at the Menui Islands sub-district office. On this basis, the third hypothesis that was previously proposed can be accepted because it is proven true.

The fourth hypothesis proposed in this study is that work motivation has a positive and significant effect on the performance of the employees of the Menui Islands sub-district office. To prove this hypothesis using a significant value of 0.000 which means it is smaller than the value of $\alpha = 0.05$. Therefore, partially the X3 variable (work motivation) has a positive and significant effect on the performance of employees at the Menui Islands sub-district office. On this basis, the fourth hypothesis previously proposed can be accepted because it is proven true.

D. Discussion of Research Results

1. The Influence of Information Technology, Work Discipline and Work Motivation

Against the Performance of the Menui Islands District Office Employees Based on the results of data analysis in the study, the regression coefficient value was obtained which showed a positive and significant effect between information technology, work discipline and work motivation on employee performance at the Menui Islands sub-district office. This shows that information technology, work discipline and work motivation will be able to improve employee performance.

The results of this study are also in line with the opinion expressed by Robins (1996:152) which states that the level will greatly depend on the ability of the employee itself, such as the level of education, knowledge, experience where the level of ability is also higher. Thus, low levels of education, knowledge and experience will have a negative and negative impact on employee performance.

The results of this study are in line with the opinion expressed by (Robins et al., 2009)) which reveals that employees who have a high level of involvement are very impartial and

really care about the field of work they do. Someone who has high work involvement will melt in the work he is doing. High levels of job involvement are associated with Organizational Citizenship Behavior and performance. In addition, high levels of engagement can reduce employee absenteeism.

The results of this study are in line with the opinions expressed by (Cahyono, 2005) and (Miles & Sunstein, 2006) which state that there is one factor that affects performance, namely the motivation factor, where motivation is a condition that moves a person to try to achieve goals or achieve the desired result. (Y. Rivai et al., 2004) shows that the stronger the work motivation, the higher the employee's performance. This means that every increase in employee work motivation will provide a very significant increase with an increase in employee performance in carrying out their work.

2. The Effect of Information Technology on Employee Performance

Based on the results of partial regression model testing, it is known that information technology has a positive and significant effect on employee performance at the Menui Islands sub-district office. It can be explained that each factor that is an indicator item used to measure information technology is a factor that determines employee performance at work.

The results of this study are in line with the opinion expressed by (Muzakki et al., 2016) which revealed that the ease of use of IT can improve employee performance, ease of use of IT such as easy to understand and learn, controlled, clear and understandable, flexible, skilled and easy to use influential positive on employee performance. If the ease of using IT is implemented properly and appropriately, it will support employee performance optimally.

The results of this study indicate that the benefits of IT have a significant effect on employee performance. This shows that the benefits of IT are able to improve employee performance, the benefits of IT such as working faster, better performance, increasing productivity, making work more effective, making work easier, and useful having a positive effect on employee performance. If the benefits of IT are implemented properly and appropriately, it will support employee performance optimally.

Then the results of this study are also in line with the opinion expressed by (Fajri, 2011) which states that the use of information technology has a positive influence on employee performance. This means that for the ease and suitability of the task with the software used, it affects the speed of the employee working in the work he is doing, it will affect the accuracy in doing the work. The suitability of tasks in accordance with the expertise of using technology will improve the technical ability of employees. Employees who have expertise according to their field of work will greatly affect their work. This will also affect the resilience of employees in solving problems. Conditions that facilitate the use of adequate information technology will increase employee creativity, this is because curiosity for something new will grow if there are adequate facilities.

3. The Effect of Work Discipline on Employee Performance

Based on the results of the partial regression model testing, it is known that work discipline has a positive and significant effect on employee performance at the Menui Islands

sub-district office. This can be interpreted in the sense that every time there is an increase in the quality of work discipline, it will be followed by an increase in employee performance.

Based on the test results, it can be seen that work discipline is the most powerful variable in influencing employee performance at the Menui Islands sub-district office. The basic reason and in accordance with the facts that happened was that the staff of the Menui Islands sub-district office had work discipline that obeyed the rules and had good performance.

The results of this study are in accordance with the theory put forward by (Mayulu & Sutrisno, 2010) Sutrisno saying that work discipline can be seen as something that has great benefits, both for the benefit of the organization and for employees. , so that optimal results are obtained.

The results of this study are in line with previous research, namely research conducted by (Septiasari, 2017) with the title The Effect of Work Discipline on Employee Performance at the Department of Industry, Trade and Cooperative Business and Micro, Small and Medium Enterprises of East Kalimantan Province in Samarinda (Secretariat Sector and Industrial Sector) which explains that Work Discipline has a significant effect on the Employee Performance variable. In terms of punctuality (going to work and leaving work), compliance with regulations, work responsibilities and carrying out duties and obligations.

4. The Effect of Work Motivation on Employee Performance

Based on the results of partial regression model testing, it is known that work motivation has a positive and significant effect on employee performance at the Menui Islands sub-district office. It can be interpreted that the higher the work motivation, the higher the performance of employees at the Menui Islands sub-district office. This is very logical, because employees assume that their needs are in accordance with what they get as an employee of the State Civil Apparatus (ASN). Motivation arises because of a need and therefore the action is directed towards the achievement of certain goals. If the goal has been achieved, satisfaction will be achieved and it tends to be repeated, so that it is stronger and more stable.

Based on the test results, it can be seen that work motivation is the most powerful variable in influencing employee performance at the Menui Islands sub-district office. The basic reason and in accordance with the empirical phenomenon is that employees at the Archipelago Menu Sub-district office have good work motivation. This can be seen from the work motivation obtained by employees both within themselves and co-workers and other parties through the need for employees to increase knowledge, expertise, cooperation and independence in work with the aim of meeting work performance needs, trusting leaders to delegate authority to complete work.

With the emergence of enthusiasm and enthusiasm for employee work, it is hoped that employees can be motivated, to achieve what they want, they must try to do their best. A person's performance or achievement depends on that person's motivation for the work done. The higher a person's motivation to do the job, the higher the level of performance. Conversely, the lower a person's motivation to do a job, the lower the level of performance.

The results of this study are in line with the opinions expressed by (Cahyono, 2005) and (Judges, 2006) which state that there is one factor that affects performance, namely the motivation factor, where motivation is a condition that moves a person to try to achieve goals or achieve goals desired result. (V. Rivai, 2016) shows that the stronger the work motivation, the higher the employee's performance. This means that every increase in employee performance motivation in carrying out their work.

The results of this study are also in line with the opinion expressed by (Porter, 1991) which states that one of the things that is closely related to how to change poor work performance or maintain good performance is to increase work motivation. Employees who have high work motivation will produce good performance, they will be more involved in all aspects of their work and will also be easier to work with to achieve goals. The results of this study are also in line with the results of previous research conducted by (Listianto & Setiaji, 2005) which states that work motivation has a significant effect on performance. The higher the employee's work motivation, the higher the employee's performance will be.

CONCLUSION

Information technology, work discipline, and work motivation have a positive and significant effect on the performance of the staff of the Menui Islands sub-district office. Changes in information technology, work discipline, and work motivation have a positive and significant effect on employee performance. The more mastery of information technology and the increase in work discipline and work motivation, the higher the performance of employees at the Menui Islands District Office.

Work discipline has a positive and significant effect on employee performance at the Menui Islands District Office. Changes in work discipline are positive and significant in increasing employee performance. The better the work discipline, the higher the employee performance at the Menui Islands District Office. Work motivation has a positive and significant effect on employee performance at the Menui Islands District Office. Changes in work motivation are positive and significant in increasing employee performance. The better the work motivation, the higher the employee performance at the Menui Islands District Office.

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