

ANALYSIS OF THE EFFECT OF INFORMATION TECHNOLOGY ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS A MEDIATING VARIABLE AT THE MADISON CITY LAND OFFICE

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Abstract - Data innovation has grown quickly right now. Data innovation is an innovation used to handle information, including handling, getting, ordering, and putting away it to deliver quality data, specifically pertinent, exact, and ideal data that can be utilized for individual, business, and government purposes.

This study intends to investigate the impact of data innovation on representative execution at the Madiun City Land Office and to examine the impact of data innovation on worker execution with work fulfillment as an intervening variable at the Madiun City Land Office.

This examination can be called illustrative exploration, which is research that expects to make sense of the place of the factors contemplated and the impact between one variable and another. The respondents in this study were 72 representatives of the Madiun City Land Office. The inspection procedure utilized is an example. Information examination in this study utilizes moderate relapse examination (MRA).

In view of the information examination and conversation of exploration results, the accompanying ends can be conveyed: (1) There is a positive and huge impact of data innovation on worker execution at the Madiun City Land Office, and (2) there is a positive and massive impact of data innovation with work fulfillment as a directing variable on the presentation of Madiun City Public Land Organization representatives. This implies that the work fulfillment variable can be utilized as a directing variable.

Keywords: information technology, job satisfaction, employee performance

I. INTRODUCTION

Mechanical advancements are progressively refined; nearly everybody can utilize or get data utilizing modern innovation. What's more, practically all organization workers or representatives of government organizations have utilized innovation to acquire data, so representative execution keeps on moving along as planned. Changes on the planet are presently entering the time of modern unrest 4.0, or the fourth world modern transformation, where data innovation has turned into the premise of human existence. Everything becomes borderless with the utilization of limitless processing power and information since it is affected by the enormous improvement of the web and computerized innovation as the foundation of human and machine development and networks. This period will likewise disturb different human activities.

Data innovation (IT) has grown quickly as of now. Data innovation is an innovation used to deal with information, including handling, getting, incorporating, and putting away it to create quality data, specifically pertinent, precise, and opportune data that can be utilized for individual, business, and government purposes. The principal utilization of data innovation worldwide is to help with taking care of issues with high imagination and make people more compelling in utilizing it. The utilization of IT to help meet the different requirements and advancements of people, associations, and organizations will absolutely bring something positive that can uphold execution, so it will influence the execution of assignments consistently. Concerning work, with the presence of innovation, work that was initially done physically, whether it was work finished and recorded as a hard copy or work done by composing utilizing a typewriter, transformed into work utilizing computerization and the web.

The quantity of web clients in Indonesia as of January 2023 was recorded at 212.9 million, as per the most recent report from We Are Social and Meltwater named "Computerized 2023.". This number is up from the earlier year. In 2022, We Are Social said the number of web clients in Indonesia was around 202 million. This implies that the quantity of web clients in Indonesia has expanded by around 10 million, or 5 percent, from the earlier year. In similar information, Indonesia's complete populace is said to have arrived at 276.4 million as of January 2023, an increment of 1.8 million from the all-out populace starting around 2022. All in all, web traffic in Indonesia as of now stands at 77% (212.9 million individuals). The remaining 23% (63.51 million individuals) are not yet associated with the web.

(<https://tekno.kompas.com/read/2023/02/13/19300087/pengguna-web-di-indonesia-tembus-212-9-juta-di-awal-2023>, 2023).

Data innovation is a sort of innovation that appears as specialized hardware and capabilities to process and pass on data. Data innovation incorporates a progression of gear that has the capability to act as an instrument for handling information or data, devices, control apparatuses, and data-board devices. Execution is the consequence of work in quality and amount accomplished by an individual in fulfilling his capabilities as per the obligations given to him. Notwithstanding, in applying innovation in an organization, it should be upheld by the capacity of HR, who are dependable in utilizing this innovation. This is on the grounds that the people who operationalize innovation are HR. Cutting-edge innovation won't amount to anything on the off chance that HR cannot match it appropriately. In the event that HR in an organization can't answer or adjust to this, the congruity of exercises or work in the organization will be hampered. Alternately, on the off chance that HR in an office can adjust to existing innovation, it will extraordinarily aid the culmination of

undertakings and obligations in the association. In this manner, organizations need quality HR, specifically representatives, to accomplish their normal objectives.

As indicated by the Law of the Republic of Indonesia Number 11 of 2008, data innovation is a strategy for gathering, planning, putting away, handling, declaring, dissecting, and spreading data. The presence of data innovation makes it simpler for humans to take care of their businesses all the more effectively and proficiently, and it can provide data that can be accessed whenever and anywhere. With the accommodation felt by people, the presence of data innovation can't be isolated from regular human existence.

The usage of data innovation is essentially a method and device that remembers exercises for information handling, data handling, and the board frameworks. The usage of data innovation is felt in different fields of human existence, going from financial matters to legislative issues to schooling and government. Data innovation utilized in the public authority area can oversee information and data planned to serve the local area and can further develop relations among government and society and government and government, like e-government or electronic government.

The presence of new forward leaps made by the public authority connected with e-government, as we are probably aware, is intended to work with general society in getting administrations as well as data. Likewise, the execution of e-government is additionally expected to further develop administration quality, straightforwardness, and responsibility in government organizations. One of the purposes of data innovation planned by the public authority is programming (programming) that consolidates specific highlights that use PC capacities (equipment) straightforwardly to play out an errand, or what is in many cases called an application. The actual application is fundamentally used to work with work that is more viable and proficient by underscoring straightforwardness and honesty.

Ariyanto states that the utilization of fitting data framework innovation is upheld by faculty skill and can further develop worker execution. (Bagus Acintiawan and Putra Astika, 2019). The consequences of Acintiawan and Astika's exploration (2019) show that client-specialized capacity impacts individual execution. (Bagus Acintiawan and Putra Astika, 2019). Moreover, the consequences of the examination by Faridah and Noviyanti (2017) presume that the capacity of data framework clients meaningfully affects execution. (Faridah and Noviyanti, 2018).

Notwithstanding the execution of data innovation and client abilities, execution is likewise impacted by work fulfillment. As expressed by Affandi (2016), work fulfillment prompts expanded execution, so fulfilled specialists will be more useful workers. Moreover, Wirawan (2013) states that individuals' good or gloomy sentiments and perspectives towards their work have suggestions for their impact on themselves and the association. Assuming individuals are happy with their work, they like it and are motivated to complete it, and their presentation is high. In actuality, in the event that they are not happy with their work, they are not spurred to do their work, and their exhibition is low. Work fulfillment is a charming or genuinely sure condition that comes from an individual's evaluation of his work or work insight. (Timoti Hendro, 2018).

From the aftereffects of the information I got at the Madiun City Land Office, it tends to be seen that there are no representatives who work physically except for those who have utilized innovation, be it PCs or organizations that provide assistance to get local area information, so that land-related administration administrations can be quicker and more productive. The Land Office has given web-based data benefits so workers can get local area information without any problem.

In light of the foundational portrayal, the issues in the review are as follows: (1) Does data innovation influence worker execution among Madiun City Land Office representatives? (2) Does data innovation influence worker execution with work fulfillment as an intervening variable among Madiun City Land Office representatives? In light of the issue detailing expressed over, the targets to be accomplished in this study are: (1) To examine the impact of data innovation on worker execution at the Madiun City Land Office; and (2) To dissect the impact of data innovation on representative execution with work fulfillment as an interceding variable at the Madiun City Land Office.

II. RESEARCH METHODS

Type of Research

This type of research is *explanatory research*. According to Sugiyono, *explanatory research* is a research method that intends to explain the position of the variables studied and the influence between one variable and another. (Sugiyono, 2016b).

Population, and Sampling Technique

The meaning of populace, as per Sugiyono, is "a speculation region comprising items or subjects that have specific characteristics and qualities that are applied by specialists to concentrate and afterward make determinations." (Sugiyono, 2016b) The population in this study was 72 workers of the Madiun City Land Office.

As indicated by Sujarweni, the example is essential for various attributes moved by the populace utilized for research. (Sujarweni, 2014). The example in this study was 72 workers from the Madiun City Land Office. In this review, the examining method utilized was an immersion test strategy. As indicated by Sugiyono, the soaked example method is a testing strategy where all individuals from the populace are utilized as tests. (Sugiyono, 2016). The respondents utilized were workers of the Madiun City Land Office. The number of respondents in this study was 72.

Operational Definition of Variables

As per Sugiyono, "Exploration factors are fundamentally anything through whatever is applied by specialists to concentrate, so data about it is acquired, then ends are drawn." (Sugiyono, 2016). The factors utilized in this study comprise three factors, specifically the autonomous variable, the dependent variable, and the directing variable (Z).

1. Information Innovation (X)

Data innovation is a device made by people that assists people with tracking down data, oversee data or pass data on to somebody or the overall population that is valuable as science or to settle on a choice. Data innovation manages recovery, assortment, handling, capacity, dispersal, and show of data. (Muhajir Affandi, 2018). Signs of data innovation as indicated by M. Suyanto in Azzahrah are as per the following: PC equipment (equipment), PC programming (programming), organizations and correspondences, information bases and data innovation work force. (Azzahrah, 2021)

2. Employee Execution (Y)

Execution is the consequence of work that an individual accomplishes in view of occupation prerequisites. (Kadir, Abdul and Machasin, 2014). Representative execution markers as per Wilson notice execution pointers, including how much work, nature of work, practicality, participation and capacity to co-work. (Suyanto et al., 2018).

3. Job Fulfillment (Z)

Work fulfillment is an inclination that backings or doesn't uphold representatives who are connected with their work and their condition. (Jahidah Islamy, 2019). Signs of occupation fulfillment as per Hasibuan in Lubis include: steadfastness, capacity, trustworthiness, imagination, administration, compensation level, circuitous work fulfillment, and workplace. (Lubis et al., 2021).

Data Collection Technique

Data collection techniques are the most strategic step in research, because the main purpose of research is to get data (Sugiyono, 2016). In this study, the data collection techniques used were documentation, questionnaires and observation.

Data Analysis Technique

In this review, utilizing control factors, testing the balance impact in direct relapse should be possible in stages. As is known, directed relapse examination (MRA) is a typical way used to test balance impacts where the straight relapse condition contains a component of communication (duplication of two factors between the free factor and the mediator variable). To test the control variable, the choice is made by taking a gander at the importance of the communication variable, which is the duplication between factor X and variable M in the Coefficient table. On the off chance that the importance esteem is under 0.05, the facts really confirm that the variable is a directing variable and can fortify or debilitate the relationship. The cooperation test, frequently alluded to as direct relapse investigation (MRA), is an extraordinary use of straight various relapse where the relapse condition contains a collaboration component (duplication of at least two free factors). (Ghozali Imam, 2016).

The increase variable between Data Innovation (X), Representative Execution (Y) and Occupation Fulfillment (Z) is a directing variable since it portrays the directing impact of occupation fulfillment variable (Z) on the connection between Data Innovation (X) and Worker Execution.

Hypothesis Test

1. Test Coefficient of Determination (R^2)

The assurance coefficient (R^2) plans to gauge how far the model's capacity to make sense of the fluctuation of the dependent variable is (Ghozali Imam, 2016). The coefficient of assurance is somewhere in the range of nothing and one. A little R^2 esteem implies that the capacity of the free factors to make sense of the variety in the dependent variable is extremely restricted. A value near one implies that the free factors give all the data expected to foresee the variety in the dependent variable. Each time one autonomous variable expands, the R^2 will determine whether or not the variable is vital for the dependent variable. Thusly, scientists ought to utilize the changed R^2 . On the off chance that in the experimental test the changed R^2 esteem is negative, the changed R^2 esteem is viewed as nothing (Ghozali Imam, 2016).

2. Statistical Test t

The t Statistical Test shows how far the influence of one independent variable individually in explaining the variation in the dependent variable (Ghozali Imam, 2016). (Ghozali Imam, 2016). This test is carried out using a degree of confidence $\alpha = 0.05$, with the following conditions:

- a. If the significance level is greater than 0.05, it can be concluded that H_0 is accepted and H_a is rejected.
- b. If the significance level is smaller than 0.05, it can be concluded that H_0 is rejected and H_a is accepted.

III. RESEARCH RESULTS AND DISCUSSION

Respondent Characteristics

In view of the examination information, it very well may be seen that (1) a large portion of the Madiun City BPN representatives who are respondents in this study are matured (36 to 45 years); (2) the vast majority of the Madiun City BPN workers who are respondents in this study are male; (3) the greater part of the Madiun City BPN representatives who are respondents in this study have finished the Single man Layers 1 level; and (4) the greater part of the Madiun City BPN workers who are respondents in this study have a functioning period somewhere in the range of 16 and 25 years.

Research Instrument Test

Instrument tests were investigated computationally utilizing the PC measurable program SPSS 24.0. In view of the legitimacy and dependability tests, it very well may be seen that all proclamation things for the Data Innovation (X), Worker Execution (Y), and Occupation Fulfillment (Z) factors with 72 respondents have a connection more noteworthy than r table = 0.231 and Cronbach alpha for the Data Innovation variable of $0.762 > 0.60$, worker execution variable of $0.763 > 0.60$, and work fulfillment (Z) of $0.764 > 0.60$. Subsequently, it very well may be presumed that the proclamation things for the Data Innovation (X), Worker Execution (Y) and Occupation Fulfillment (Z) factors are legitimate and dependable, so they can be utilized for additional testing.

Classical Assumption Test

The classical assumption test was analysed computationally using a computer statistical program release SPSS 24.0. The classical assumption test in this study includes normality test, multicollinearity test and heteroscedasticity test. The results of the classical assumption test are described below.

1. Normality Test

The results of the normality test on the first research model using the probability plot technique can be seen in Figure 1 below.

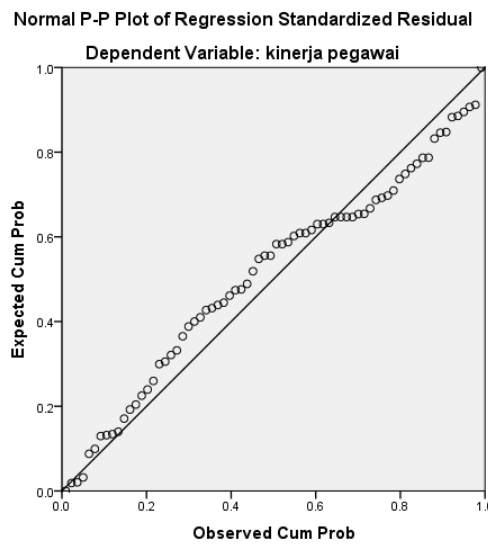


Figure 1. First Research Model Normality Test with Probability Plot Technique

In view of the "Diagram" yield above, we can see that the plotting focuses contained in the "Typical P Plot of Relapse Normalized Remaining" picture generally follow and move toward the corner to corner line. In this way, as a premise or rule for dynamic in the likelihood plot procedure of the ordinariness test, it tends to be reasoned that the lingering esteem is regularly disseminated. Consequently, the ordinariness suspicion for the lingering esteem in the various direct relapse examination of the main exploration model in this study can be satisfied.

The results of the normality test on the second research model using the probability plot technique can be seen in Figure 2 below.

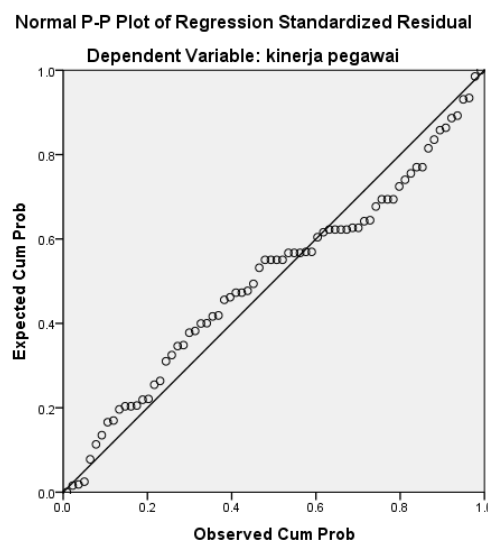


Figure 2. Normality Test of the Second Research Model with Probability Plot Technique

2. Multicollinearity Test

The aftereffects of the multicollinearity trial of the main examination model in this study show the difference expansion factor (VIF) worth of every free factor in the principal research model. In view of the examination results, the difference expansion factor (VIF) worth of the free factor, to be specific, data innovation, is 1.278, and the directing variable, in particular, work fulfillment, is 1.278. The change expansion factor (VIF) worth of every free factor is <10 , so it very well may be inferred that there is no multicollinearity. While the consequences of the multicollinearity trial of the subsequent examination model show that the fluctuation expansion factor (VIF) is worth every free factor in the subsequent exploration model. In view of the examination results, the difference expansion factor (VIF) worth of the data innovation variable with work fulfillment with some restraint has a change expansion factor (VIF) worth of 1.000. The Difference Expansion Element (VIF) worth of the Data Innovation with Occupation Fulfillment variable as a directing variable is <10 , so it tends to be presumed that there is no multicollinearity in the subsequent review.

3. Heteroscedasticity Test

The aftereffects of the heteroscedasticity test in the principal investigation discovered that the importance worth of every autonomous variable in the main examination model was more noteworthy than α (0.05). Data innovation is 0.213, and work fulfillment is 0.544. Subsequently, it very well may be reasoned that the principal research model information isn't presented to heteroscedasticity in light of the fact that the importance worth of every free factor is $> \alpha$ (0.05). While the aftereffects of the heteroscedasticity test in the subsequent examination model showed that the importance worth of every data innovation variable with work fulfillment as balance was 0.477. In this manner, it tends to be reasoned that the subsequent exploration model information isn't presented to heteroscedasticity in light of the fact that the importance worth of the data innovation variable with work fulfillment as a directing variable (0.269) $> \alpha$ (0.05).

Research Data Analysis

The results of the research data analysis using the Moderate Regression Analysis (MRA) analysis technique are shown in table 1 below.

Table 1. Summary of Moderate Regression Analysis (MRA) Output Results

Independent Variable = Employee Performance (Y)			
Independent Variable	Regression Coefficient	t-ratio	Prob.Sig.
Information Technology (X)	0,603	6,731	0,000
Job Satisfaction (Z)	0,255	2,931	0,005
Moderate (X.Z)	0,097	8,988	0,000
First Research Model		Second Research Model	
Constant	= 0,632	Constant	= 2,519
Adjusted R ²	= 0,560	Adjusted R ²	= 0,529
F-Ratio	= 46,205	F-Ratio	= 80,776
Prob.Sig	= 0,000	Prob.Sig	= 0,000
N	= 72		

Source: MRA Output

The description of the results of the research data analysis using Moderate Regression Analysis (MRA) follows below.

1. Test Coefficient of Determination (adjusted R2)

Table 1 outlines the coefficient of various relapse assurances (R square) in the principal research model. In view of the aftereffects of the coefficient of assurance test, the outcome shows that the coefficient of different relapse assurances (changed R2) is 0.560, or 56%. This shows that worker execution can be made sense of by 56% data innovation and occupation fulfillment. While the leftover 44% (100 percent 56%) is made sense of by different factors outside the primary examination model,

Table 1 outlines the coefficient of various relapse assurances (R square) in the subsequent exploration model. In light of the aftereffects of the coefficient of assurance test, it was tracked down that the basic relapse coefficient of assurance (changed R square) in the subsequent examination model was 0.529, or 52.9%. This demonstrates that worker execution must be made sense of by 52.9% of data innovation and occupation fulfillment as directing factors. While the excess 47.1% (100 percent 52.9%) is made sense of by different factors outside the exploration model.

2. Simultaneous Effect Test (F Test)

In light of Table 1, it tends to be seen that the consequences of the examination of the primary exploration model show that the F esteem is 46.205 with a critical worth of 0.000 > alpha (0.05). Thus, the free factors in the primary examination model, to be specific, data innovation and occupation fulfillment, have a tremendous impact at the same time or together on the dependent variable, in particular worker execution. While the consequences of the examination of the subsequent exploration model introduced in Table 1 show that the F esteem is 80.776 with a huge worth of 0.000 > alpha (0.05). In this way, the free factors in the exploration model, specifically data innovation with work fulfillment as a directing variable, have a tremendous impact all the while or together on the dependent variable, in particular representative execution.

3. Partial Effect Test (t-test)

In light of the examination of the exploration information utilizing the Moderate Relapse Examination (MRA) method as displayed in Table 1, the relapse model can be figured out as follows:

$$Y = 0.632 + 0.603.X + 0.255.Z + e \quad (1)$$

$$Y = 2.519 + 0.097.X.Z + e \quad (2)$$

The aftereffects of testing the exploration speculations are as follows:

1) Data Innovation and Worker Execution

The outline of the information examination brings about Table 1, which shows that the data innovation variable has a t worth of 6.731 with an importance level of 0.000 < alpha (0.05). In view of its worth and importance, data innovation meaningfully affects representative execution. Accordingly, speculation 1 (H1) is acknowledged.

2) Occupation Fulfillment and Worker Execution

The synopsis of the information examination brings about Table 1, which shows that the work fulfillment variable has a t worth of 2.931 with an importance level of 0.005 < alpha (0.05). In view of its worth and importance, work fulfillment definitely affects representative execution. Subsequently, speculation one (H3) is acknowledged with the goal that the work fulfillment variable can be utilized as a directing variable.

3) Data Innovation on Representative Execution with Occupation Fulfillment as a directing variable

The rundown of the consequences of the information examination in Table 1 shows that the data innovation variable with work fulfillment as a directing variable has a t worth of 8.988 with an importance level of 0.000 > alpha (0.05). In light of the relapse coefficient esteem and the importance esteem, data innovation with work fulfillment as a directing variable impacts the presentation of representatives of the Madiun City Public Land Organization. Subsequently, theory one (H4) is acknowledged.

Discussion of Research Results

1. The effect of information technology on employee performance

In view of information examination, it very well may be presumed that the relapse coefficient worth and importance esteem demonstrate that data innovation affects representative execution. Subsequently, speculation one (H1) is acknowledged, intending that there is a positive and critical impact of data innovation on the exhibition of representatives of the Madiun City Public Land Organization. The utilization of innovation can provide the advantages expected by workers in completing their obligations. Susilo and Adnalin (2019) express that the accomplishment of individual worker execution alludes to the accomplishment of a progression of individual errands fully backed by existing data innovation.

The consequences of this study are in accordance with Ratna's examination (2016) entitled *The Impact of Data Innovation Use on Representative Execution with Work Pressure as a Directing Variable (Contextual Analysis on Representatives of PT PLN (Persero) Upkeep Execution Region (UPT) (Transmission Execution Unit) Malang)*. In light of the aftereffects of the examination, it very well may be seen that the utilization of data innovation influences the exhibition of representatives of PT PLN (Persero) Transmission Execution Unit (UPT) Malang. This implies that the better the utilization of data innovation, the more worker execution increments.

2. The effect of job satisfaction on employee performance

In light of information examination, it tends to be reasoned that the relapse coefficient worth and importance esteem show that data innovation affects worker execution. Subsequently, speculation one (H2) is acknowledged, intending that there is a positive and critical impact of occupation fulfillment on the presentation of Madiun City Public Land Organization workers.

Work fulfillment is one of the variables that influence representative execution. Work fulfillment and execution have an extremely cozy relationship. High representative work fulfillment will typically further develop representative execution. Associations that have workers with elevated degrees of occupation fulfillment will generally be more useful and viable (Eliyana et al., 2019).

The aftereffects of this study are in accordance with the exploration of Paparang et al. (2021) with the title *The Impact of Occupation Fulfillment on Representative Execution of PT Post Indonesia Office in Manado*. In view of the consequences of the review, it tends to be reasoned that Occupation Fulfillment impacts Worker Execution at PT. Pos Indonesia Manado Branch.

3. The effect of information technology with job satisfaction as a moderating variable on employee performance

In view of the information examination, it very well may be reasoned that the relapse coefficient worth and importance esteem show that work fulfillment meaningfully affects representative execution. In this manner, speculation one (H3) is acknowledged, truly intending that there is a positive and critical impact between data innovation and occupation fulfillment as a directing variable on the exhibition of representatives of the Madiun City Public Land Organization. Consequently, the work fulfillment variable can be utilized as a directing variable.

The consequences of this study are in accordance with the examination of Mansyur et al. (2022) with the title *Impact of Authoritative Correspondence and Utilization of Data Innovation on Worker Execution with Occupation Fulfillment as Mediating (Contextual Analysis on Town Devices in Nalumsari Area, Jepara Rule)*. The consequences of the review demonstrate that work fulfillment definitely affects representative execution. Work fulfillment intercedes the impact of hierarchical correspondence and the utilization of Data Innovation on representative execution.

IV. CONCLUSIONS

In view of the information examination and conversation of the exploration results, the following conclusions can be drawn:

1. There is a positive and massive impact of data innovation on representative execution at the Madiun City Land Office.
2. There is a positive and critical impact between data innovation with work fulfillment as a directing variable on the exhibition of Madiun City Public Land Organization representatives. Consequently the work fulfillment variable can be utilized as a directing variable.

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