



LITERATURE REVIEW OF: THE INFLUENCE OF MANUSIA RESOURCE INFORMATION SYSTEMS, DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE

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Abstract: Previous research or relevant research is very important in a scientific research or article. Previous research or relevant research serves to strengthen the theory and the classification of relationships or influences between variables. This article reviews factors that affect the performance of the community, namely: Human Resource Information Resources, disiplin and kerja motivation, a study of the literature of management of manusia. The purpose of writing this article is to build a hypothesis of influence between variables to be used in future research. The results of this review literature article are: 1) the provision of information systems sumber daya manusia affects the performance of the pegawai; 2) work disiplin affects employee performance ; and 3) work motivation affects employee performance.

Keywords: The Effect of Human Resource Information Systems, Discipline and Work Motivation on Employee Performance

INTRODUCTION

Background Problems.

Every student, both Strata 1, Strata 2 and Strata 3, must conduct research in the form of thesis, thesis and dissertation. Likewise for lecturers, researchers and other functional personnel are active in conducting research and making scientific articles to be published in scientific journals.

Scientific work is one of the conditions for students to complete their studies at most universities in Indonesia. This provision applies to all levels of education, namely thesis strata one (S1), Thesis strata two (S2) Dissertation third(S3).

Based on empirical experience, many students and authors have difficulty in finding supporting articles for their scientific work as previous research or as relevant research. Relevant articles are needed to reinforce the theory under study, to look at relationships or influences between variables and to build hypotheses.

This article discusses the influence of human resource information systems, discipline, and work motivation on employee performance, a review literature study in the field of human resource management.

Problem Formulation

Based on the background, it can be formulated the problems that will be discussed to build hypotheses for further research, namely:

- 1) Does the influence of human resource information systems affect employee performance?
- 2) Does discipline affect employee performance?
- 3) Does work motivation affect employee performance?

LITERATURE REVIEW

Employee Performance

Employee performance is an outcome achieved by the employee in his work according to certain criteria that apply to a particular job. Employee performance can be measured by how much employees contribute to the company or organization which includes the quantity of output, the quality of output, the time period, the presence

in the workplace and cooperative attitude (Murti & Srimulyani, 2013). In the study of worker or employee performance management there are things that require important consideration because the individual performance of an employee in the organization is part of the performance of the organization, and can determine the performance of the organization. The success of the performance of employees that have been achieved by the organization will be influenced by the level of performance of individual and group employees. Performance is organizational behavior that is directly related to the production of goods or the delivery of services. Performance refers to the level of achievement of the tasks that make up an employee's work (Maharani et al., 2019). In reality in the field, every organization or company requires an assessment of employee performance. The implementation of the performance assessment is related to the objectives of the organization or company, including to establish employee salary policies, evaluate employee work results that have been completed within a certain period of time, promotion of positions or to meet other needs (Untung Sriwidodo & Haryanto, 2010). Performance includes business, loyalty, potential, leadership, and work morale. Proficiency is seen from three aspects, namely: the behaviors shown by a person in work, the real results or outcomes achieved by workers, and assessments on factors such as motivation, commitment, initiative, leadership potential and work morals. Performance as a result of work related to organizational goals such as, quality, efficiency, and other effectiveness criteria. Performance is basically the responsibility of any individual working within an institution or an organization. Good performance is the result of optimal work and according to organizational standards and supports the achievement of organizational goals. Improving employee performance will bring progress for agencies (organizations) to be able to survive in an unstable competition. The achievement of optimal employee performance can be seen from the welfare of employees and the factors that support employee performance (Najoan et al., 2018)

Based on the above definitions, performance is viewed as a qualitative and quantitative result. The success of the performance that has been achieved by the organization is influenced by the level of performance of employees individually and in groups, where performance is measured by instruments developed in studies that depend on the measure of performance in general, then translated into a fundamental behavioral assessment that can include various things, namely: quantity of work, quality of work, opinions or statements conveyed, decisions taken in doing work and job description. The performance dimensions include: 1) Achievement of company goals; 2) Initiative; 3) Cooperation; 4) Donations to the progress of employees; 5) Other behavior. Most literature focuses on six external factors that determine the level of performance (work performance) of an employee. The determinants in question: 1) Environment; 2) Management behavior (leadership); 3) Job design; 4) Performance assessment; 5) Feedback; 6) Wage administration (Saleh & Utomo, 2018).

The performance of this employee has been researched by many previous researchers including (Dewi Maharani, 2017), Shalleh, Mahadin (2018), and (Najoan et al., 2018)

Human Resource Information System

Along with the times, there are several aspects that are handled by the field of *Human Resources*, and of course this will not be separated from the various information needed. The information needed by the company is related to the management of Human Resources which is closely related to management information.

One element of management information systems is the Hr Information System (HRIS). HRIS is in Indonesian is a Human Resource Information System or better known as staff management information system (SIMPEG). Staffing management information system (SIMPEG) is an information system to support the activities of managers in human resource functions (Susanto, 2004).

The Human Resources Information System is an information system to support the activities of managers in human resource functions. Each company has a system for collecting and maintaining data that describes human resources, converts that data into information and reports that information to users. Healthy HR decisions, one of which is based on the availability of good and quality HR information. The acquisition and search for such information is very necessary to achieve the company's goals because information is a source of evaluation of the development of organizations, institutions, companies and departments (Koesmono, 2006)

Human Resources information systems are needed because in managing the human resources department is required to be as efficient and effective as possible so that all labor issues can be planned as well as possible and strategic decisions in the field of labor can be carried out without harming the parties concerned. The use of automated machines in is very prominent because it can replace human functions quickly and precisely so as to reduce delays due to limited human abilities (Koesmono, 2006). The relationship between performance is that there are policies or procedures and practices and systems that can affect the behavior, attitudes, and performance of the employee himself (Wijonarko, 2021)

A good information system must be able to produce quality information that is useful in decision making because the information must be able to reach the interests of management at various levels of management.

The influence of Human Resource Information Systems has been widely researched by researchers before including (Susanto, 2004), (Koesmono, 2006), and (Wijonarko, 2021).

Discipline

Discipline is the attitude, behavior and actions of a person in accordance with organizational regulations as an effort to increase one's awareness and willingness not to commit negligence, deviation or negligence in doing work. (Ferawati, 2017). Discipline can be seen as a great benefit, both for the benefit of the organization and for employees. For organizations, the existence of work discipline will ensure the preservation of order and smooth implementation of tasks, so that optimal results are obtained. As for employees, a pleasant work atmosphere will be obtained so that it will increase the morale in carrying out their work. Thus, employees can carry out their duties with full awareness and can develop their energy and thoughts as much as possible for the realization of organizational goals (Saleh & Utomo, 2018). Discipline is an important function in human resource management, because the better the discipline of employees, the higher the performance results achieved (Rozalia NA, 2015).

According to Rivai (2011), work disciplines are distinguished over: *Retributive Discipline* is trying to punish people who do wrong. *Corrective Discipline* is trying to help

employees correct inappropriate behavior. *The individual rights perspective* seeks to protect the basic rights of individuals during disciplinary actions. *Utilitarian Perspective* focuses on the use of discipline only when the consequences of disciplinary action overestimate its negative impacts.

Work discipline is the ability and attitude in self-control to obey a regulation that has been given by the company to achieve goals (Jufrizen & Hadi, 2021)

Discipline is a management activity to carry out operational standards. Regularity is the main feature of organization and discipline is one of the methods for maintaining such order. The main goal of the discipline is to increase efficiency as much as possible by preventing waste of time and energy. Discipline tries to prevent damage or loss of property, machinery, equipment, and work equipment caused by carelessness, noise or theft. Discipline tries to overcome errors and transparency caused by inattention, incompetence, and delay.

Discipline has been researched by many previous researchers including (Ferawati, 2017), (Saleh & Utomo, 2018), and (Jufrizen & Hadi, 2021).

Work Motivation

Motivation is an activity that results in, channels, and maintains human behavior. Motivation is the provision of driving force that creates the excitement of a person's work so that they are able to cooperate, work effectively, and integrity with all their efforts to achieve satisfaction. Motivation is a point that makes the urge for someone to work. Motivation can be done in various ways such as: coercion and punishment, rewards for rewards or praise, creating competition. Clear, realistic and easy-to-achieve goals and expectations can also be used as motivation. Subordinates will not be motivated to achieve high levels of productivity if they feel that hope is not a reality can be achieved (Ardian, 2019)

According to (Victoria Pattynama et al., 2016) stated that there are several things that need to be considered, namely awards which in this case include self-respect factors such as self-esteem, autonomy, and achievement, as well as external self-respect factors such as status, recognition and attention from leaders to improve employee work performance. The theoretical seara of motivation is formed because humans have categories of basic needs such as physiological needs, sense of security, social, ego and self-realization. These needs form a hierarchy and each will be active if the lower needs have been met. Physiological needs are basic needs such as food, drinks, shelter and the like. The need for security is a need that arises after basic needs are met, such as security assurance needs. Social needs include giving and receiving affection and friendship. Ego needs include needs related to one's self-respect and reputation. Intensity is related to how vigorously a person tries or governs. This is the element that gets the most attention when it comes to motivation. But high intensity is unlikely to result in satisfactory work performance unless the effort is associated with a direction that benefits the organization. Thus we must consider the quality and intensity at the same time. Efforts that are directed and consistent with organizational goals are the kind of efforts that we should make. Finally, motivation has a dimension of perseverance. This dimension is a measure of how long a person can maintain his business.

Work motivation has been widely researched by previous researchers including Adha, R. N., Qomariah, N., & Hafidzi, A. H. (2019), (Dr. Hasrudy Tanjung, 2015), and Hasibuan, S.M. (2018).

Table 1: Relevant Previous Research

No	Author (year)	Previous research results	Similarities with this article	Difference with this article
1	(Dr. Hasrudy Tanjung, 2015)	The Effect of Work Discipline And Motivation on Employee Work Performance in Social And Labor Services	Discipline & Motivation of Work	Influence of Human Resource Information Systems, Affecting Employee Performance
2	(Suwati Yuli, 2013)	Effect of Compensation And Work Motivation on Employee Performance on Pt. Tunas Hijau Samarinda	Work Motivation	Influence of Human Resource Information Systems, Discipline Affects Employee Performance
3	(Rovinda, 2021)	The Influence of Discipline and Motivation of Work on Employee Performance at the Pati Regency Sports and Tourism Youth Office	Discipline & Motivation of Work Affects Employee Performance	Influence of Human Resource Information Systems
.4	(Lasmaya, 2016)	The Influence of Hr Information Systems, Competencies and Work Discipline on Employee Performance	The Influence of Human Resource Information Systems, Discipline & Affects Employee Performance	Work Motivation
.5	(Noerlina, 2011)	Human Resource Information System in Supporting The Company's Strategic Planning	Influence of Human Resource Information Systems	Discipline and Motivation of Work Affect Employee Performance
6	(Deni, 2018)	Discipline and Motivation for the Performance of Public Service Employees	Discipline & Motivation of Work Affects Employee Performance	The Influence of Human Resource Information Systems,

*at least 6 artikel = 3 hypotheses x 2 articles, left align

*Variable ket: Employee Performance = Employee performance; Influence of Human Resource Information Systems = Perceived Organizational Support (POS); Discipline = Communication; and work motivation = Leadership style.

RESEARCH METHOD

The method of writing this scientific article is by qualitative method and library study (Library Research). Examine the theory and relationships or influences between variables from books and journals both *offline* in libraries and *online* sourced from Google Scholar, Mendeley and other online media.

In qualitative research, literature studies should be used consistently with methodological assumptions. This means that it must be used inductively so as not to direct the questions asked by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory.

FINDINGS AND DISCUSSION

Based on the study of theory and relevant previous research, the discussion of *this literature review* article in the concentration of employee performance is:

The Effect of Human Resource Information Systems on Employee Performance.

Human Resources information systems affect employee performance, where indicators in the Human Resources Information System include (Timely, Accurate, Concise, Relevant,

Complete) affect the dimensions or indicators of Employee Performance (quality, efficiency, and criteria).

The relationship of Human Resources information systems with performance according to (Paauwe, 2009) states that *Human Resources Management* (HRM) refers to policies, practices and systems that affect employee behavior, attitudes and performance. And MSDM practices that support high-performance job systems include employee selection, performance management, training, job design and compensation. According to (Hafid, 2021) there is a need for hr design that can provide convenience in the process of calculating employee achievements and assist the HR department in evaluating the performance of employees in the company, so that it can make it easier to see these reports quickly and precisely when needed.

The influence of Human Resource Information Systems on employee performance according to (Rosadi & Purnomo, 2020) that mastery of information technology is an absolute demand on a company. This is seen in most companies that have used management information systems in carrying out the company's operational activities. All company employees are required to master the information system in accordance with the needs of their respective departments. HR Information System as an integrated information system designed to increase efficiency by collecting HR data and to make HR documents more useful as a source of information.

To improve employee performance through the Human Resources Information System, what must be done is to provide a provision and ability through trainings on information systems and the development of information technology that supports employee performance so that the employee becomes a professional in his field. (Lasmaya, 2016).

The influence of Human Resource information systems affects employee performance, this is in line with research conducted by: (Lasmaya, 2016), (Koesmono, 2006), and (Rosadi & Purnomo, 2020)

Effect of Discipline on Employee Performance.

Discipline affects employee performance, where the dimensions or indicators that affect the level of employee discipline are the level of attendance, work procedures, obedience to superiors, work awareness and responsibility. In maintaining existing discipline, it is hoped that the company can strengthen its punitive sanctions again, with the aim that employees are not negligent in carrying out their duties. As well as adding binding rules so that employees are more responsible in their duties and work (Safitri, 2013)

The results of this study showed that work discipline has a positive and significant effect on employee performance. According to (Jufrizen & Hadi, 2021) work discipline has a positive and significant effect on employee performance. This means that employees have been able and realized the importance of discipline in their activities to carry out and achieve the tasks that have been targeted. According to him, if employee performance is improved, it will affect well-managed work discipline to produce employee compliance with various organizational rules aimed at improving employee performance. For this reason, leaders need to supervise every behavior and actions taken by all employees while working. Discipline is the awareness and willingness of a person to obey all the rules of a company, body or organization and social norms that apply. The existence of a good level of work discipline reflects the credibility of employees in achieving an optimal work result.

The relationship of discipline with performance is, "discipline is a process used to deal with performance problems; This process involves managers in identifying and communicating performance problems to employees." Based on the opinions of these experts, it can be concluded that work discipline is positive and significant to employee performance. Because the discipline that is applied well will provide satisfaction that can help the

organization / company to maintain a productive workforce so that it can achieve its goals. In addition, the organization / company expects that with the application of good work discipline to employees, it will produce better than expected employee performance.

Discipline affects employee performance, this is in line with research conducted by: (Safitri, 2013), (Harlie. M, 2012) and (Jufrizen & Hadi, 2021)

The influence of work motivation on employee performance.

Work motivation affects employee performance, where the dimensions or indicators of work motivation (salary received, acceptance by the group, working conditions, and promotions obtained). These indicators affect the dimensions of employee performance indicators, namely input quantity, output quality, output period, workplace attendance, and cooperative attitude.), (Ghozali, 2017)

To improve employee performance by paying attention to work motivation, then what must be done is to pay attention to the performance of a person which is certainly closely related to his ability. People who have low work ability will be very difficult to work well, even though the person concerned has high motivation in working. Similarly, with people who feel satisfied working in an institution, if they do not have adequate abilities, it will be very difficult to produce optimal performance (Harlie. M, 2012)

Work motivation affects employee performance because motivation itself can be interpreted as a psychiatric state and human mental attitude that provides energy, encourages activities, and leads or channels behavior toward achieving needs that provide satisfaction or reduce imbalances. This is what affects employee performance. Motivation as a psychogis process in a person is influenced by internal and external factors derived from employees (Sutrisno, 2009). 1) Internal factors that can affect the provision of motivation in a person include the desire to be able to live, the desire to be able to have, the desire to get awards, the desire to obtain recognition, and the desire to be powerful. 2) External factors The external factors are working environment conditions, adequate compensation, good supervision, job security, status and responsibilities and flexible regulations.

Kerj motivation affects employee performance which will be able to improve quality, among others, so that individual motivation in each employee given in the form of guidance and training can move each employee.

One way to measure employee motivation is to use: Expectancing theory. The theory of hope suggests that it is useful to measure the attitudes of individuals to make a diagnosis of motivational problems. This kind of measurement can help human resource management understand why employees are encouraged to work or not, what is the strength of motivation in various parts of the company and how far various ways change can be effective to motivate performance.

The role of motivation in improving employee performance is very important, among others, so that the motivation provided in the form of guidance and training can move each employee to be able to work to achieve the expected performance.

Work motivation affects employee performance, this is in line with research conducted by: (Jufrizen & Hadi, 2021), (Ghozali, 2017), and (Harlie. M, 2012).

Conceptual Framework

Based on problem formulation, theoretical studies, relevant previous research and discussion of influences between variables, the framework of this article is as below.

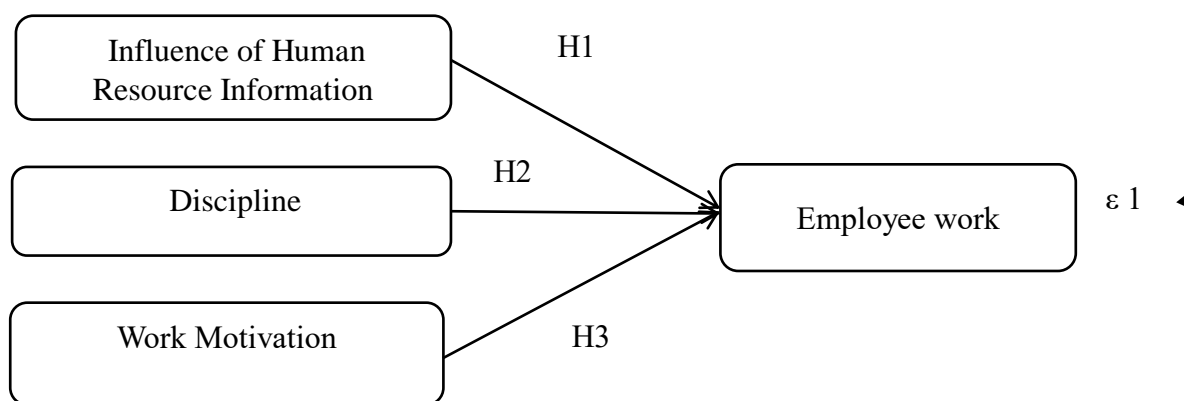


Figure 1: Conceptual Framework

Based on the conceptual framework image above, then: The Influence of Human Resource Information Systems, Discipline, and Work Motivation affects Employee Performance.

Aside from these three exogen variables that affect employee performance, there are many other variables that affect it, including:

- a) Competencies: (Ghozali, 2017), (R Nabawi, 2020), and (H Khair, 2019), (Ansori & Ali, 2017), and (Ridwan et al., 2020),
- b) Work environment: (Ferawati, 2017), (R nabawi, 2020), and (SM Hasibuan, 2018), (Purba et al., 2017), and (Ali & Sardjijo, 2017)
- c) Working ability : (Ardian N, 2019), (Koesmono, 2006), and (WA Surya, 2014).
- d) Leadership: (Limakrisna et al., 2016), (Bastari et al., 2020), (Anwar et al., 2020), (Ali et al., 2016), (Djoko Setyo Widodo, P. Eddy Sanusi Silitonga, 2017), (Chauhan et al., 2019) dan (Elmi et al., 2016).
- e) system:(Shobirin & Hapzi Ali, 2019), (Ashshidiqy & Ali, 2019), (Sari & Ali, 2019), (Djojo & Ali, 2012), (Darwisyah et al., 2021), (Somad, A., Imron Rosadi, K., & Ali, 2021), (Erlina Gusnita, Hapzi Ali, 2021)
- f) Software: (Indarsin & Ali, 2017), (Assagaf & Ali, 2017)

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on theory, relevant articles and discussions can then be formulated hypotheses for further research:

Human Resource Information Systems affect employee performance that mastery of information technology is an absolute demand on a company. This is seen in most companies that have used management information systems in carrying out the company's operational activities. All company employees are required to master the information system in accordance with the needs of their respective departments. Human Resource Information System as an integrated information system designed to increase efficiency by collecting HR data and to make HR documents more useful as a source of information.

Discipline has a positive effect on employee performance and is significantly able to be applied properly which will certainly provide satisfaction that can help the company to maintain a productive workforce so that it can achieve company goals. In this case, the role of the leader is very important because with him it is necessary to supervise every behavior and action carried out by all employees at work. It is based on the level of discipline, where discipline is the awareness and willingness of a person to obey all the rules of the company,

body or organization and social norms that apply. The existence of a good level of work discipline reflects the credibility of employees in achieving an optimal work result.

Work motivation affects employee performance, namely in Internal Factors and external factors. Internal factors that can affect the provision of motivation in a person include the desire to be able to live, the desire to be able to have, the desire to obtain appreciation, the desire to obtain recognition, and the desire to be powerful. While external factors include working environment conditions, adequate compensation, good supervision, job security, status and responsibilities and flexible regulations.

Suggestion

Based on the conclusion above, the advice in this article is that there are many other factors that affect employee performance, apart from the influence of Human Resource Information Systems, discipline, and work motivation at all types and levels of organizations or companies, therefore further studies are needed to look for other factors that can affect employee performance other than the variables studied in this article. Other factors such as competence, work environment and work ability.

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