

Use Of Inter- Employees Performance Evaluation Application on Employee Performance Improvement

(Case Study of Information Technology Training Center Division, UIN Sunan Kalijaga Yogyakarta)

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Abstract

The use of application-based Information Technology to improve Employee Performance is still rare applied and used in an organization or a company. Information Technology Training Centre Division of UIN Sunan Kalijaga has a Web-based Performance Evaluation Application that uses employee roles to give each other performance assessment to other employees, it is intended to improve performance in doing their job. But the problem is, is this application has significantly affected employee performance. This research uses interview, observation, regression analysis, and study of research documentation methods related to factors that affects team performance.

From the result of simple regression analysis known that R Square value of 64% affects the Inter-Employee Performance Evaluation Application on Employee Performance, while the rest affected by other factors that not researched. F Test testing shows that the F value is 67,701 which more than significant value of 0,05 or in the other words that variable of Inter-Employee Performance Evaluation Application have big effects to Employee Performance. In this research can be concluded that the Inter-Employee Performance Evaluation Application significantly affects the Employee Performance at Information Technology Training Centre Division of UIN Sunan Kalijaga Yogyakarta.

Keywords — *Inter-Employee Performance Evaluation Application, Team Performance, Information Technology Training Centre, Regression*

1. INTRODUCTION

Until now there are so many organizations and working teams that always want to improve team or employee performance. The purpose of teamwork improvement is the successful achieve of the vision and mission of an organization or division. This is because the team or employee, is the main asset that determines the good or the bad performance of an organization [1]. If team performance is bad or decreased, then the organization's results or outcomes are also bad, vice versa.

Employees who have high ability or integrity to their work is needed by the organization to be able to perform a job that cannot be done by employees in general, so that the results achieved will be maximal [1]. Therefore, in the requirement process or employees candidates seeking, it is a must to be

selective to obtain competent and qualified human resources in their field.

In this development era, Information Technology has brought great impact to human life. Research conducted by [1], the existence of resource-based information technology (human, business, technology) bring benefit to be able to give effect to employee performance. From this research found that in addition to the level of the ability the employee has, the application of appropriate technology is perceived its effectiveness to help to improve employee performance in carrying out their daily tasks.

Research conducted by [2], indicates that Information Technology can be used as a benchmark to measure the performance of company employee. Then research conducted by [3] shows that the performance of employees is affected by the suitability of the tasks and



conditions that facilitate the use of Information Technology.

Information Technology Training Centre Division of UIN Sunan Kalijaga is a division that is engaged in the field of training on utilizing the Information Technology to support academic activities within UIN Sunan Kalijaga students. To improve the employee performance, besides performing human resource recruitment system that has the ability in Information Technology, Information Technology Training Centre Division also make an application which the main function is the employee performance evaluation record conducted by among employees or co-workers on their team. At the end of the training period, the evaluation results are given to the evaluated employee. From the results of the evaluation, each employee is expected to improve their performance in the next training period.

From the research and literature in the same topic, as well as the exposure of the above problems, the researcher wanted to research how the influence of the application of Information Technology with the Inter-Employee Performance Evaluation Application in Information Technology Training Centre Division can improve employee performance in doing their work.

2. LITERATURE REVIEW

2.1 Employee Performance

According to [3], employee performance is the achievement result of tasks or responsibilities by employees. Higher performance involves a combination of increased efficiency, effectiveness, productivity, and quality.

While according to [4], employee performance is the result of jobs that have been

2.3 Inter-Employee Performance Evaluation Application

To date, Information Technology Training Centre Division of UIN Sunan Kalijaga has had an application used for employee evaluation. The application is created and developed by [5]. The function of this application is an evaluation record performed by the employee or his or her own team as an evaluator during the training work. In assessing, each employee has their respective accounts but when providing an assessment or evaluation to other employees, the name of the evaluating employee is not included or made anonymous. At the end of the training period, the evaluation results are given to the evaluated employee. From the results of the evaluation, each employee is expected to improve its performance in the next training period or training. Here is a quick overview of the Inter-Employee Performance Evaluation Application.

done or achievements in work that given to them in an organization, both quantity and quality. Therefore, the employee performance is very important for every employee and for the company or organization to see how far the results achieved by them so far, is the manifestation of the work done by the employees which used as the basis for assessment.

Can be concluded from the above that employee performance is the achievement of a target or goal of a job that performed by employees which have become their responsibility. In achieving the goals of the work, required the quality of suitable human resources and have the ability that suits with the work given.

2.2 Information Technology Training Centre Division

Information Technology Training Centre Division is one of the divisions owned by UIN Sunan Kalijaga Yogyakarta which has a duty to conduct training in the utilization of Information Technology to new students in UIN Sunan Kalijaga. The material presented is about Microsoft Word, Microsoft Excel, Microsoft Power Point and Internet.

In the delivery, the training materials are delivered by the Instructor and assisted by the Facilitator during the training process. The number of Instructors is currently 15 people and Facilitators 25 people. Training time is divided into 3 sessions in a day and done for 5 days (Monday - Friday) with duration of 1 session = 2 hours. It is expected that from this training, all students of UIN Sunan Kalijaga who have different background study program have the same ability in the use of Information Technology.

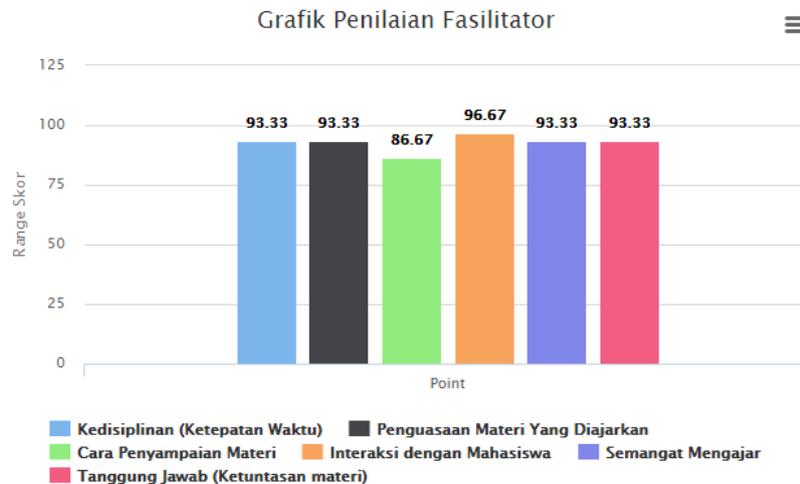


Image 1.1 Instructor Assessment Graph with the Inter-Employee Performance Evaluation Application



Image 1.2 Critics and Advices from Facilitator with Inter-Employee Performance Evaluation Application

3. RESEARCH METHOD

In this study, the study population is all employees in the Information Technology Training Centre Division of UIN Sunan Kalijaga Yogyakarta, amounting to 40 people. Researchers distributed questionnaires to employees at the Information Technology Training Centre Division of UIN Sunan Kalijaga Yogyakarta. The questionnaire is divided into 2 sections, the first of which is the employee's response regarding the Employee Performance Evaluation Application and the second is the employee's response to Employee Performance [2]. Respondent's data that have been processed by position is obtained. There are employees as instructors as many as 15 people (37.5%) and Facilitators as many as 25 people (62.5%).

4. RESULT AND DISCUSSION

Application Usage Variable (X)

From the questionnaire data that contains questions related to the use of the Inter-Employee Performance Evaluation Application used by the employees, shows that as many as 25 people or 65%

stated strongly agree, 10 people or 25% agreed, 4 people or 12.5% stated neutral, and 0 people or 0% stated disagree and strongly disagree.

Employee Performance Variable (Y)

From the questionnaire data that related to Employee Performance, shows that as many as 28 people or 70% stated strongly agree, 10 people or 25% agreed, 2 people or 5% stated neutral, and 0 people or 0% stated disagree and strongly disagree.

Data Normality Testing

Data normality testing is one part of the data analysis requirements testing or assumption test, meaning it is necessary before doing further analysis. Good data is normal data in its distribution. Normality test aims to test whether the research data carried out has a normal distribution or not. With the SPSS Program, this study uses the Kolmogorov-Smirnov Normality Test which results show that the data set of the study is normal because it is greater than the significant value of 0.05.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a, b}	Mean	.0000000
	Std. Deviation	8.59462964
Most Extreme Differences	Absolute	.077
	Positive	.072
	Negative	-.077
Kolmogorov-Smirnov Z		.490
Asymp. Sig. (2-tailed)		.970

a. Test distribution is Normal.
 b. Calculated from data.

Image 1.3 Kolmogorov-Smirnov Normality Test

Simple Linear Regression Analysis

This research uses simple linear regression to forecast Performance value as dependent variable which is symbolized by Y influenced Inter-Employee Performance Evaluation Application as independent variable symbolized by X, which can be denoted as:

$$Y = a + bX \tag{1.1} \quad \text{Under}$$

the condition:

- X = Employee Performance
- Y = Inter-Employee Performance Evaluation Application
- a = constants
- b = regression coefficient

From the above equation with the help of SPSS software, the coefficient obtained as follows

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	35.323	3.341		10.571	.000
	Aplikasi Evaluasi	.554	.067	.800	8.228	.000

Image 1.4 Simple Regression Coefficient Calculation

Therefore the equation obtained that is, $Y = 35.323 + 0,554X$ or it can be said that Employee Performance = 35.323 + 0,554 Inter-Employee Performance Evaluation Application with value of constant (a) equal to 35.323. This means that if the Inter-Employee Performance Evaluation Application value is zero (0), then Employee Performance value is 35,323. The regression coefficient value of Information

Technology variable is equal to 0,554. This means that if the Information Technology increased by 1 unit, it will increase employee performance of 0,554. [2]

Simple Coefficient Testing (R) and Determination (R2)

The Determination Coefficient Test [2] is used to test the coefficients generated by the Linear Regression process. The test explains the effect percentage of the independent variables which is the Inter-Employee Performance Evaluation Application to the dependent variable which is Employee Performance. The value of determination coefficient (R Square) is 0.64. It implies that the effect of Information Technology on employee performance is 64%, while the other 36% is affected by other variables of the variables that are not included in this study.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.800 ^a	.640	.631	8.70698

Image 1.5 Determinant Coefficient Test

Coefficient Testing (F Test)

Based on the ANOVA table with the help of SPSS software, it is known that the model of equation structure 1 has the value of F arithmetic of 67,701 and with the significance level of 0.000. If seen from the significance value F, it is obtained that the level of significance F is smaller than (0.05). It can be concluded that the independent variables of Inter-Employee Performance Evaluation Application in this study is the right or proper variable to explain the occurrence of variation in Employee Performance variables (dependent) [6].

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5132.536	1	5132.536	67.701	.000 ^a
	Residual	2880.839	38	75.812		
	Total	8013.375	39			

Image 1.6 Testing with F Test

5. CONCLUSION

Based on the results of the discussion conducted in this study, it can be concluded that the variable use of the Inter-Employee Performance Evaluation Application showed a positive and significant results on Employee Performance in the Information Technology Training Centre Division Yogyakarta. The result of determination coefficient test (R2) obtained Adjusted R square equal to 0,640. This means that independent variables consisting of Inter-Employee Performance Evaluation Application have an effect of equal to 64% of the dependent variable Employee Performance while the rest is equal to 36% influenced by other variables outside the variables used in this study. Similarly, the F test shows the value of F is 67.701 which is more than significant value 0.05 or in other words that the variable Inter-Employee

Performance Evaluation Application have a great effects on Employee Performance.

6. SUGGESTION

Application-based employee evaluation as implemented by the Division Information Technology Training Centre Division UIN Sunan Kalijaga can also be developed in other organizations or companies by adjusting the conditions and real circumstances of each organization. After the Inter-Employee Performance Evaluation Application has been applied, it can be re-examined to analyze the application has an effect on the employee performance added with other factors in the organization.

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