

The Influence of Information Technology and Task Complexity on Employee Performance

Andira Fatriani

Sekolah Tinggi Ilmu Ekonomi Muhammadiyah Mamuju

Muhriagistiqlal@gmail.com

(Diterima: 03-04-2022; direvisi: 24-04-2022; dipublikasikan: 30-04-2022)



©2018 –Bongaya Journal for Research in Management STIEM Bongaya. Ini adalah artikel dengan akses terbuka dibawah licensi CC BY-NC-4.0 (<https://creativecommons.org/licenses/by-nc/4.0/>).

Abstract: *This review plans to decide the impact of data innovation and assignment intricacy on representative execution at the Makassar City Territorial Resource Monetary Administration Office. Information assortment in this review was led utilizing a poll with a purposive inspecting strategy. The populace in this review were 125 workers of BPKAD, with the example choice of this review were representatives of Makassar City BPKAD, adding up to 56 individuals. The information investigation procedure utilized different direct relapse examinations with the assistance of the SPSS program. Given the consequences of the review, it very well may be seen that data innovation has a positive and inconsequential impact with a worth of $(0.285) < (0.05)$ on the Presentation of Provincial Resources Monetary Administration Office Representatives and Assignment Intricacy has a critical impact with a worth of $(0.00) < (0.05)$ on Execution At Local Resource Monetary Administration Office. Just as data innovation and assignment intricacy all the while positively affect worker execution at the Provincial Resource Monetary Administration Office*

Keywords: *Data Innovation, Errand Intricacy, Execution in monetary administration of local resources.*

PRELIMINARY

The current era of globalization affects business progress. The most apparent effect is conflict in the business world. The opposition is getting more challenging, so organizations continue to compete to improve to win the opposition. The organization will strive to achieve its objectives appropriately and proficiently. As the Indonesian Big Word reference points out, coercion is (about effort or activity) that can bring results.

In contrast, productivity means choosing to do a task accurately and carefully. This is done so that the organization can have the intensity and benefit of its competitors. Organizational benefits can be achieved through several components. One of these variables is the organization's internal capacity or organizational assets. BPKAD is one of the current Makassar City

Governing Body is a very binding government organization within the Makassar Regional Government, especially in the segment entrusted by the Makassar City Hall leadership, which consistently defines the Regional Revenue and Consumption Expenditure Plan (APBD). BPKAD is responsible for finalizing the executive planning and development of the board's specific financial information and framework. In running the government of its implementers, this Regional Management Organization has computerized as a tool for supervising, streamlining, and accelerating its work so that it is proficient, empowered, and wise. Execution is a consequence of the evaluation of the work completed by the representative, which is contrasted with the model established by the organization. "The components that affect workers' performance consist of two elements, specifically individual variables and executive factors. (Rofano, Lamidi, and Utami, 2019). Data innovation is the planning, implementation, improvement, support or board investigation of PC-based data frameworks, especially in basic (equipment) and (programming) applications. Programming in supporting and working on data properties for every level of society quickly and with quality. (Novemi Tryandri

Nugroho, 2016). The link between data innovation and execution, as shown by (Erdawati and Esha, 2018), is that data innovation can be put to good use if it is used properly and is beneficial for clients so that the use of data innovation will affect the improvement of worker performance.

Data innovation items are increasing, adapting to human needs. The different results of data innovation work in the most common way to reveal information, saving time. The use of data innovation has a significant effect on the achievement, quality, and the number of representative executions in an association. (Novemi Tryandri Nugroho, 2016). The consequences of previous studies regarding the relationship of data innovation with worker execution (Erdawati and Esha, 2018) in their exploration show that data innovation has a positive effect on representative execution. Task complexity is unstructured, confusing and troublesome work; some review tasks are considered complex and troublesome, while others see them as simple tasks. (Agusniwar, Azis, and Darsono, 2017).

The relationship between task complexity and worker performance, as shown by (Rofano, Lamidi, and Utami, 2019), states that representatives who are faced with low effort complexity will spend more energy doing work, where work will affect the presentation made by workers.

Concept of Human Resource Management

Executive human assets (HRM) is an interaction to manage various problems at different levels of representatives, workers, workers, heads and specialists to help hierarchical and banking exercises achieve predetermined goals. The unit or segment that generally handles (HR) is the HR Office (HRD). Regarding some understanding of the Human Assets of the executives as pointed out by the experts, are as follows:

- 1) Human assets of the executives are interactions consisting of preparation, sorting, driving and controlling, which are identified with workplace investigations, job appraisals, acquisitions, enhancements, payments, progress, and the end of work to achieve stated goals (Panggabean, 2008).
- 2) Implementing human assets are potential assets and limitations as non-material/non-monetary capital in business relationships. These can be called authentic certified potential (verifiable) but are not accurate in capturing the essence. collect (Sulistiyani and Rosidah, 2009).

Information Technology Concept

- a. Understanding Technology. As a general rule, the idea of innovation is a science that concentrates on the ability to create devices, deal with strategies, and remove objects, to help deal with various problems and everyday human work. Some people say that the importance of innovation is every effort and framework made by people to provide various merchandise expected for the durability and comfort of human existence itself. Etymologically, "development" comes from Greek, specifically "technology," where the word tech means dominance and logia means data.
- b. Understanding Information. Accordingly (Gellinas and Dull 2012), the data will be the information introduced in the structure, which is valuable for dynamic exercises. Accordingly (Romney and Steinbart 2015), data will be information that has been monitored and prepared to give meaning and further develop dynamic interactions. Therefore, it can be assumed that the data will become information organized into a more valuable and significant structure for individuals who get it in dynamic training.

The Concept of Task Complexity

Understanding Task Complexity Doing complexity is an unstructured, confusing and troublesome task; some review tasks are considered complex and troublesome tasks, while others see them as simple tasks. (Agusniwar, Azis, and Darsono, 2017). As indicated by (Yendrawati and Mukti, 2015), complexity is the difficulty of a business caused by limited capacity, memory and capacity to coordinate problems claimed by a tribal chief. The difficulty level of the task and the construction of the effort are two angles that make up the complexity of the task. The task's difficulty level is always associated with the size of the data about the task, while the construction is identified with the clarity (data transparency).

Doing complexity is a delicate and complex task. Therefore, village heads need to work on their capacity for reasoning and tolerance in managing business problems. Here leaders or inspectors are needed to cultivate their mentality, inventiveness and development so that complex tasks can be completed without a hitch. A typical business review will be confusing, and the tasks are distinct and interrelated. (Indah Sari and Ruhayat, 2017). Performing complexity is considered inseparable from tasks that are genuinely challenging (requiring significant limits of judgment or mental preparation) or complex task structures (level of detail of what is to be done in the task). As pointed out by (Zuraidah, 2014), The complexity of the task is an endeavor consisting of many unique and interrelated parts.

Employee Performance Concept

The work that an individual or a group of individuals can be done is called execution. According to experts and duties of certain subjects, and with a point of authority to achieve the objectives of the parties concerned legally, without abusing the law, and following ethics and morality. (Nel Arianty, 2014). The execution of promises hampers one's ability to organize business between partners. Implementation is the result of work done by people in a relationship following their roles and obligations to fulfill the objectives of the relationship concerned legally, without violating the principles, and following ethics and morals. For now, it is appropriate (Mangkunegara, 2017). The implementation of experts is the result of the work of a representative both in terms of quality and quantity in carrying out their obligations.

According to (Masrurroh, Mufidah, and Fibriyani, 2020), the implementation of workers (work implementation) is the result of the quality and size of the work completed by a representative or expert in fulfilling their responsibilities following their responsibilities and assigned to him. Execution opportunities combine quality, quantity and fairness. The assumption is that with the suspicion that workers can take advantage of the progress of the existing data, the assignment will be carried out. To achieve exemplary implementation, the most dominant component in HR. However, the arrangements have been well and perfect, but if the people or staff who do it are not qualified and do not have high determination, then, at that time, the plans that have been prepared will not exist. End. . The work completed by a worker must have the option to make a significant commitment to the organization as far as quality and quantity are visible to the organization and are highly beneficial to the benefit of the organization in the present and the future.

Hypothesis

H1: Information technology has a positive and significant effect on employee performance

H2: Task complexity has a significant effect on employee performance.

H3: Information technology and task complexity simultaneously positively and significantly affect employee performance.

RESEARCH METHODS

Research Approach The methodology adopted in this study is a quantitative methodology. This examination will clarify the relationship between factors that are affiliated or independent of whether a variable in this study, especially the implementation of workers as the dependent variable, is influenced by the work plan variable and grants as an independent factor.

RESULTS AND DISCUSSION

Multiple Regression Analysis Results

**Table 1. T-Test Results
Coefficients**

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
1 (Constant)	.971	.488	1.991	.052
Information Technology	.126	.116	1.080	.285
Task Complexity	.663	.121	5.476	.000

From these results, if written in a normalized structure, the relapse condition is as follows: $Y = 971 - 0.126 X1 + 0.663 X2$. Relapse condition model Normalization Coefficient, the coefficient values are as follows:

- The stable number 971 implies that the labor exhibition will remain consistent at 971 without the influence of information development variables (X1) and implementation complexity (X2).
- The X1 backslide coefficient of -0.126 indicates that Information Progress (X1) positively affects agent execution (Y). This shows that with the progress of the delegation of information, there is an increase in the implementation of labor by 0.126%.
- The X2 repetition coefficient of 0.663 indicates that the complexity of the task (X2) positively affects the implementation of delegation (y). This shows that with the complexity of labor duties, there will be an increase in the implementation of delegation by 0.663%.

Determination coefficient results

Table 2. Determination test Model Summary

Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	.689 ^a	.475	.456	.31070

Based on table 2 above, it can be assumed that the R-squared value of 0.475 indicates that the influence of the independent factor (Independent) on increasing explicit information and implementation complexity on the dependent variable (subordinate), especially the implementing delegation is 47.5%, while the abundance is 52.5 % is affected by various parts not depicted in this survey.

Hypothesis Test Results

T-test (Partial)

Table 3. T-test Result Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.971	.488		1.991	.052
	Information Technology	.126	.116	.123	1.080	.285
	Task Complexity	.663	.121	.622	5.476	.000

Testing by looking at the value of $t_{count} > t_{table}$ of 2,005 (this value is obtained from MsExcel = TINV(5%,53) and then enter) and a very large value < 0.05 then the speculation is recognized. Considering table 3, the following objectives are obtained:

Based on table 3 for data innovation (X1) with a value of t_{count} (1.080) $> t_{table}$ (2.005) and an immense value (0.285) $< (0.05)$ so it is clear that the data innovation variable has a significant effect on the implementation of workers. The error rate is 5% which is stated for the main speculation that H_a is recognized and H_0 is rejected Based on table 3 for the complexity of the task (X2) with a value of t_{count} (5.476) $> t_{table}$ (2.005) and a large value (0.000) $< (0.05)$ indicates that the task complexity variable has a significant effect on the implementation of workers, then, at that time, speed 5% error is stated for the second theory that H_a is recognized and H_0 is rejected.

*F- Test (Simultaneous)***Table 4. F-Test Result
ANOVA**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4.635	2	2.318	24.009	.000 ^b
	Residual	5.116	53	.097		
Total		9.752	55			

Testing by comparing the value of $t_{count} > t_{table}$ of 2.005 (this value is obtained from MsExcel = $TINV(5\%,53)$ and then entered) and a critical value of <0.05 , the speculation is recognized. Bearing in mind table 4, the following objectives are obtained: Seen from table 4 for data innovation (X1) with a value of t_{count} (1.080) $> t_{table}$ (2.005) and a critical value (0.285) $< (0.05)$, so it is clear that the data innovation variable has a significant effect on the implementation of workers, then, at that time, the error rate is 5% stated for the leading theory that H_a is recognized and H_0 is rejected.

Based on table 4 for task complexity (X2) with a value of t_{count} (5.476) $> t_{table}$ (2.005) and a critical value (0.000) $< (0.05)$ indicates that the work complexity variable has a significant effect on the implementation of workers, then, at that time, the level of 5% error is stated for the second speculation that H_a is recognized and H_0 is rejected.

Interpretation of Research

The main speculation is proposed, to be more specific, H_1 : Data innovation has a significant and positive impact on workers' performance in provincial finance and council office resources.

The tangible results that have been carried out have a t-hit value of 1.080, which is more prominent than the total value of 2.005, and the subsequent critical value of 0.000 is not correct at 0.05, so H_{o_1} is rejected, and H_{a_1} is recognized. In line with that, the proposed theory is acknowledged; this is shown from the subsequent speculation, which shows that Data Innovation positively affects Worker Execution in Financial and Local Resource Implementing Organizations.

Data innovation is implemented in an organization with the hope that HR and clients of the framework can provide better results and broader execution. The test results show that the higher the utilization of data innovation, it will affect the exhibition of workers in the office. For this situation, the PC office in the organization significantly affects the implementation of data innovation in the organization. With the addition of a support office that accommodates clients, it will be easier for clients to get the information needed to complete individual work within the organization.

The next theory, to some extent, proposed is H_2 : Task Complexity has a positive and critical impact on Worker Execution in the Office of the Territorial Monetary and Resource Council. The measured results that have been carried out have a t-hit value of 5.476, more significant than the 2005 t-tab value, and the subsequent considerable value is 0.001, which is not exactly 0.05, so H_{o_2} is rejected, and H_{a_2} is recognized. In this way, the proposed theory is acknowledged; this is shown from subsequent speculations showing that Task Complexity affects Representative Execution. The complexity of the actual task can be used as a reference in further development of the implementation of workers where representatives are required to acknowledge the work even though they are new and have no involvement in the work given so that it becomes a test for representatives to complete the work. The three proposed at once are H_3 : Data Innovation and Task Complexity while positively influencing Worker Execution in Provincial Council and Resource Organization Organizations.

The results of the measurements that have been carried out have an f hit a value of 24,009, which is more prominent than the F tab 3.171 with a 95% certainty level and an error rate of 5% ($\alpha = 0.05$), and the subsequent large value is 0.000 which is not exactly 0.05, then H_{o_3} is rejected. And H_{a_3} is recognized. This implies that the Data Innovation factor and the Complexity of Assignment simultaneously positively and critically impact the Execution of Workers in the Office of Monetary and Territorial Resources.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

This review plans to determine the impact of data innovation and implementation complexity on workers' performance in local finance and council organizational resources in Makassar. Given the side effects of tests and conversations, it tends to be assumed that: Based on fractional testing (t-test), coincidentally, experimental results show that independent variables, particularly data innovation, have a positive and critical impact on the implementation of representation in the Territorial Monetary and Resources Agency. in Makassar, it was stated that the leading theory was recognized. Representatives in the workplace need innovation assistance, and its implementation requires an understanding of the use of innovation because the use of innovation can make workers work empowered and effective. The results of the halfway examination (t-test) incidentally, the results of the examination showed that independent factors, particularly the complexity of the business, affected the representative exhibition at the Regional Finance and Resources Implementing Organization in Makassar; it was stated that the further theory was recognized. be a test for representatives in completing their work. Considering the synchronous investigation (f-test), incidentally, the examination results show that autonomous factors, especially data innovation and task complexity, simultaneously have constructive results.

Suggestion

Given the side effects of this examination, the ideas that can be given include the following: For the company, the impact of this review is that data innovation and complexity of implementation have an impact on worker performance, so representatives are expected to have the option to continue working on both variables to gain performance good representative. For specialists, it is hoped that this exploration can be utilized and is expected to be a reference for additional identified examinations (HR). For additional specialists, it is recommended to add different factors so that the scientist can further look at the various factors that may affect the execution of the representative so that the continued effects of additional exploration can clarify the problem with a more extensive section.

REFERENCES

- Agusniwar, I., Azis, N., dan Darsono, N. (2017). Pengaruh Kompleksitas Tugas dan Locus of Control Terhadap Kinerja Karyawan dan Dampaknya Pada Kinerja PT. Bank Rakyat, 1(1), 16–24 *jurnal unsyiah*
- Gelinas, Ulrich & Dull, B. Richard, (2012). *Accounting Informations System*, 9th ed. South Western Cengage Learning 5191 Natorp Boulevard Mason, USA. P. 19
- Kasmir, 2014. Analisis Laporan Keuangan ,Jakarta: PT Raja Grafindo Persada.
- Indah Sari, D., & Ruhayat, E. (2017). Pengaruh Locus of Control, Tekanan Ketaatan Dan Kompleksitas Tugas Terhadap Audit Judgment. Jurnal ASET (Akuntansi Riset), 9(2), 23
- L Erdawati, M Bachtiar (2018). Analisis Pertumbuhan Laba menggunakan pendekatan Camel Pada Bank Perkreditan Rakyat Di Tangerang Periode 2014-2016 *Dynamic Management Journal 2 (1)*
- Masruroh, Y., Mufidah, E. and Fibriyani, V. (2020) 'Pengaruh Locus of Control Dan. Kompleksitas Tugas Terhadap Kinerja Pegawai , Jurnal Mahardika Vol. 18 No. 3
- Novemy Triyandari Nugroho (2016). Pengaruh Penggunaan Teknologi Informasi Terhadap Kinerja Karyawan (Studi Kasus Karyawan STMIK Duta Bangsa) : *Jurnal Duta.Com* Volume 11 No 1
- Pangabeian, (2008). Manajemen Sumber Daya Manusia. Penerbit Erlangga
- Romney, Marshall B. dan Steinbart, (2015), “Sistem Informasi Akuntansi”, Edisi 13, alihbahasa: Kikin Sakinah Nur Safira dan Novita Puspasari, Salemba Empat, Jakarta
- Rofano; Lamidi & Setyaningsih Sri Utami (2018), Pengaruh Penggunaan Teknologi Informasi,Kompleksitas tugas,dan lingkungan Kerja terhadap Kinerja Karyawan. Vol. 18 No. 4 (2018): *Jurnal Ekonomi dan Kewirausahaan*.

- Yendrawati, Reni. dan Mukti, Dheane Kurnia. 2015. Pengaruh Gender, Pengalaman Auditor, Kompleksitas Tugas, Tekanan Ketaatan, Kemampuan Kerja dan Pengetahuan Auditor Terhadap Audit Judgment. *Jurnal Inovasi dan Kewirausahaan*, Januari, Vol.4, No.1 Hal. 1- 8.
- Zuraidah (2014) Responsibility Accounting, Cost Production Sebagai Alat Penilaian Prestasi Manajer Produksi Pada PDAM Kabupaten Malang, *ejournal.uin-malang*