The Influence Of Human Resources Information System Ismarthc And Digital Culture On Employee Performance Of PT Telkom Indonesia Tbk Area Bumi Serpong Damai City Of Tanggerang

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Article Info	ABSTRACT
Keywords: Human Resources Information System (HRIS), Digital Culture, Performance Employees, Ismarthc, Human Resources	This research aims to analyze the influence of the Ismarthc Human Resources Information System and Digital Culture on the Performance of PT Telkom Indonesia Tbk Employees in the BUMI SERPONG DAMAI CITY TANGERANG Area. The sample in this research was 55 employees of PT Telkom Indonesia Tbk. The analytical method used is multiple linear regression with data analysis techniques using the SPSS 26 software application. The results of the research conclude that partially the Human Resources Information System has an effect on employee performance, because the sig value is $0.009 < 0.05$, and t count is $2{,}694 > $ t table $2{,}007$. Digital culture influences employee performance because the sig value is $0.001 < 0.05$, and t count is $2.694 > $ t table 2.007 and the significance value of the F test is $0.00 < 0.05$ shows that there is a simultaneous influence between the Human Resources Information System and digital culture on employee performance. The coefficient of determination (R Square) is 0.502, which means that the magnitude of the influence of the Human Resources Information System and digital culture on employee performance is 50.20% and 49.80% influenced by other factors.
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INTRODUCTION

The digital era we have entered has changed the business landscape significantly. Modern organizations have adopted information technology and HRIS as an integral part of company operations. HRIS provides the ability to manage employee data, including personal, performance, training and development information. It allows companies to automate many HR-related processes, improve efficiency and data accuracy, and provides a platform to manage HR more proactively. The use of digital technology has created major changes in the way we work and communicate in the workplace. The influence of digital culture on employee performance has become an important topic in the context of business and management. Digital culture includes a number of factors that have a significant impact on the way employees work and how they interact with the company.

Employees now have faster and easier access to information, productivity tools and resources that can increase work efficiency. They can work from multiple locations, which

can increase flexibility and engagement. According to Mondy (2016), the Human Resources Information System (HRIS) is a system for obtaining information needed in a timely manner for decision making regarding human resources. Human Resources Information Systems (HRIS) require a design that ensures that information is timely, accurate, concise, relevant, and complete. The Human Resources Information System (HRIS) indicators identified by Ann Gaceri Kaaria Ph.D (2023) cover various important aspects that can significantly influence employee performance. The following is a brief explanation of each of these indicators: (1) Ease of Use: HRIS that is easy to use minimizes training time and increases employee work efficiency.

The intuitive system allows employees to complete HR tasks quickly and without confusion, so their performance can improve. (2) Functional: HRIS must have complete functionality and be in accordance with organizational needs. Relevant and reliable features support various HR processes, from recruitment to performance management, ultimately increasing employee productivity. (3) Compatibility: An HRIS system that is compatible with other devices and systems used by the organization ensures that data can be integrated and exchanged smoothly, reducing technical barriers and increasing employee work efficiency. (4) Accuracy: Accurate data is very important in HR decision making. HRIS that ensures correct and valid data helps HR managers in making decisions that have a positive impact on employee performance. (5) Timeliness: HRIS that provides information and reports in a timely manner helps employees and managers to take necessary actions without delay , which can ultimately improve overall organizational performance. (6) Completeness: A system that provides complete data and information makes it easier for HR managers to carry out comprehensive analysis and planning, which supports improving employee performance. (7) Programming: HRIS that has good programming and can be customized according to organizational needs helps in optimizing HR processes and ensures that the system can develop along with changing organizational needs. (8) Risk Assessment: HRIS that is capable of carrying out risk assessments helps organizations identify and manage risks .

One of the companies in Indonesia that has implemented the Human Resources Information System (HRIS) is PT. Telkom Indonesia Tbk. PT Telkom Indonesia Tbk is a company that provides various telecommunications services, including fixed telephone, internet services, cable television and cellular telecommunications services through its subsidiary, Telkomsel. They also provide business solutions, such as data services and enterprise services. In March 2020, PT Telkom Indonesia Tbk had the Ismarth application as part of the company's Human Resources Information System (HRIS). Ismart is a web-based human resources application designed to simplify administrative tasks in human resource management. Ismart also supports the data collection process from employee recruitment to retirement. The Ismart application also helps synchronize work between subunits of a company's human resources department.

Regarding the Human Resources Information System (HRIS), in this case the Ismart application and digital culture in the PT Telkom Indonesia Tbk office in the Bumi Serpong

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Damai (BSD) area of Tanggerang city, researchers discovered several phenomena. From the results of pre-research interviews with 10 respondents who were employees of PT Telkom Indonesia Tbk in the Bumi Serpong Damai (BSD) area of Tanggerang city which was conducted on Monday 30 October 2023 and from the pre-research information was obtained:
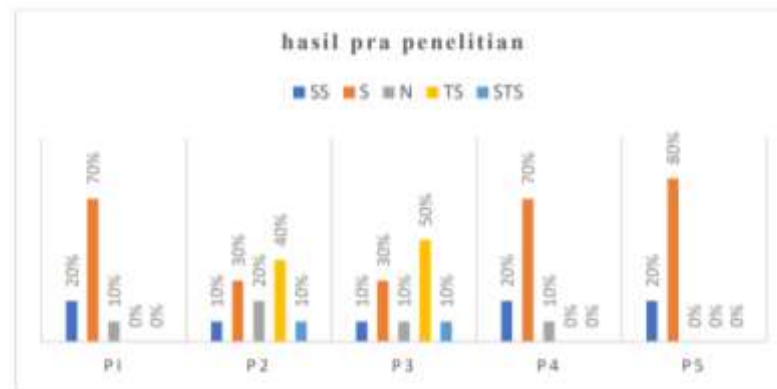

Figure 1. Pre-Research Results

There were 50% of respondents who answered DISAGREE who felt it was easy to access and use existing features, this happened because if the system experienced interference or problems, it could disrupt operations (P3). Another result is that 70% of respondents answered AGREE that digital culture in the office has increased accessibility and flexibility in carrying out their work tasks (P4). Finally, from the pre-research results, it was stated that 80% of respondents AGREE that the adoption of digital technology in the workplace has helped in increasing collaboration and communication between work teams (P5). The relationship between performance information systems and human resource information systems is explained by (Anshori, 2018) that it is absolutely necessary for companies to master information technology. The goal is to increase efficiency by collecting data and making HR documents more useful as a source of information. If related to current conditions, based on pre-research results, it can be said that the Ismarthc application, which is part of the Human Resources information system, is not fully functioning optimally to support employee performance. The opinion of Martínez-Caro et al (2020) is that the creation of a digital culture in a company can be seen through collaboration, creating creativity and innovation through digital strategy. Based on the pre-research results, it can be said that the company already has a digital culture with the existence of a human resources information system in the form of the Ismarthc application.

METHODS

This research uses a type of survey research, namely research that collects information from a sample by asking questions in a questionnaire or interview to then describe various aspects of the population. In this case, the main data for the population sample is collected

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using a questionnaire. Sugiyono (2019). Data analysis is quantitative/statistical in nature and aims to test the given hypothesis. The type of data processing carried out in this research is quantitative analysis with computer calculations using the SPSS statistical program. The researcher determined that the population of this study were employees at the PT Telkom Indonesia Tbk office in the Bumi Serpong Damai (BSD) area of Tangerang city. According to Sugiyono (2019) The sample is part of the population and its characteristics. This sampling must be done well so that the sample reflects the actual state of the population. According to Ghozali (2012), to test all hypotheses in research using the multiple linear regression method, the recommended minimum sample size ranges from 30 to 100. The data collection process is carried out in several ways, such as previous research or journals and books. Apart from that, data was also collected by distributing questionnaires using the Google Form tool which was distributed to the WA (WhatsApp) application for PT Telkom Indonesia Tbk employees in the BSD and Tangerang areas. The number of questionnaires distributed was 70 questionnaires and those who answered perfectly collected 55 questionnaires.

RESULTS AND DISCUSSION

Validity Test

The r table value in this research is = N – 2 = 55 – 2 = 53 with an alpha value of 0.05 or 5% which is 0.2656. The following are the results of the validity test for each variable using SPSS ver 26 software, which are as follows:

Table 1. HRIS Validity Test Results (X1)

Pertanyaan	R hitung	R tabel	Keterangan
P1	0.894	0.265	Valid
P2	0.893	0.265	Valid
P3	0.894	0.265	Valid
P4	0.905	0.265	Valid
P5	0.732	0.265	Valid
P6	0.719	0.265	Valid
P7	0.703	0.265	Valid
P8	0.738	0.265	Valid
P9	0.889	0.265	Valid

Sumber: Olah Data Peneliti (2024)

Based on the validity test above, it can be concluded that each question or statement in the Human Resources Information System (HRIS) variable is valid because the calculated r value is greater than the r table (0.265).

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Table 2. Digital Culture Validity Test Results (X2)

Pertanyaan	R hitung	R tabel	Keterangan
P1	0.732	0.265	Valid
P2	0.738	0.265	Valid
P3	0.752	0.265	Valid
P4	0.721	0.265	Valid
P5	0.775	0.265	Valid
P6	0.748	0.265	Valid
P7	0.698	0.265	Valid
P8	0.704	0.265	Valid
P9	0.725	0.265	Valid
P10	0.711	0.265	Valid
P11	0.807	0.265	Valid
P12	0.802	0.265	Valid
P13	0.790	0.265	Valid
914	0.793	0.265	Valid

Sumber: Olah Data Peneliti (2024)

Based on the validity test above, it can be concluded that each question or statement in the Digital Culture variable is valid because the calculated r value is greater than the r table (0.265).

Table 3. Employee Performance Validity Test Results

Pertanyaan	R hitung	R tabel	Keterangan
P1	0.770	0.265	Valid
P2	0.717	0.265	Valid
P3	0.715	0.265	Valid
P4	0.819	0.265	Valid
P5	0.702	0.265	Valid

Sumber: Olah Data Peneliti (2024)

Based on the validity test above, it can be concluded that each question or statement on the Employee Performance variable is valid because the calculated r value is greater than the r table (0.265).

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Multiple Regression Test

You can use a multiple regression model to predict the Y value. However, before making predictions, you need to construct a linear regression model or equation first. Table 4.17 below shows the regression equation model obtained from SPSS 26 analysis and is presented as follows:

Table 4. Multiple Regression Test Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	4.863	2.125		2.288	.026
	HRIS	.177	.066	.345	2.694	.009
	BUDAYA DIGITAL	.151	.045	.435	3.400	.001

a. Dependent Variable: KINERJA KARYAWAN
Sumber: Olah Data Peneliti (2024)

Based on the data above, the constant value (a) is 4.863, while the regression coefficient for HRIS is 0.177 and the regression coefficient for Digital Culture is 0.151. Thus, the regression equation can be written as follows:

$$Y = a + bX + cX + \varepsilon$$
$$Y = 4.863 + 0.177X1 + 0.151X2 + \varepsilon$$

This equation can be interpreted as follows:
a. Constant of 4,863 means that the consistent value of the EMPLOYEE PERFORMANCE variable is amounting to 4,863
b. Coefficient X1 regression of 0.177 states that for every 1 unit change in the HRIS value, the EMPLOYEE PERFORMANCE value increases by 0.177. The regression coefficient is positive, so it can be said that the influence of HRIS on employee performance is positive.
c. Coefficient X2 regression of 0.151 states that for every 1 unit change in DIGITAL CULTURE value, the EMPLOYEE PERFORMANCE value increases by 0.151. The regression coefficient is positive, so it can be said that the influence of digital culture on employee performance is positive

t test

Testing of regression results was carried out with a confidence level of 95% or with a significance level of 5% ($\alpha = 0.05$). The t table value for this research can be seen in the following way: t table = (a/2; nk-1) = (0.05/2; 55-2-1) = (0.025:52) = 2.007 (can be seen in the value distribution t table) The criteria for the t statistical test according to Ghozali, (2016:57): (a) If the significance value of the t test is > 0.05 or t table > t count then H₀ is accepted and Ha is rejected. This means that there is no influence between the independent variable and the dependent variable. (b) If the significance value of the t test is <0.05 then H₀ is rejected and Ha is accepted. This means that there is an influence between the

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independent variable and the dependent variable. The following table 5, is the result of the t test using SPSS 26 software, which is as follows:

Table 5. Results of t test analysis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.863	2.125		2.288	.026
	HRIS	.177	.066	.345	2.694	.009
	BUDAYA DIGITAL	.151	.045	.435	3.400	.001

a. Dependent Variable: KINERJA KARYAWAN
Sumber: Olah Data Peneliti (2024)

Based on the data processing above, the significance value of each variable is obtained, so it can be concluded that:

a. HRIS has an effect on employee performance because the sig value is 0.009 < 0.05, and t count is 2.694 > t table 2.007 so that the hypothesis (Ha) is accepted and the hypothesis (Ho) is rejected . The results of this research are the same as research conducted by Pushpasiri (2021). This conclusion is also supported by the answers of respondents, many of whom answered strongly agreeing that (1) The information available in HRIS is always timely and in accordance with my needs (X1.5), this statement has the highest index value from respondents' answers, namely 85.09%, (2) affirmative answers such as the HRIS System allows me to complete tasks quickly and efficiently (X1.1), the HRIS System provides all the functions needed to support my work (X1.2) and (3) the HRIS System is compatible with software and tools that I use in my daily work (X1.3).

PT Telkom Indonesia Tbk , as the largest telecommunications company in Indonesia, has widely adopted information technology, including in human resource management through the Human Resources Information System (HRIS). In the BSD and Tangerang areas, the implementation of HRIS plays an important role in increasing operational efficiency and effectiveness. HRIS makes it easier for PT Telkom Indonesia Tbk management to manage employee data, from recruitment, training, to performance appraisal. With an integrated system, administrative processes that previously took a long time can now be completed more quickly and accurately. This allows employees to focus more on their core tasks, thereby increasing productivity and quality of work.

In the BSD and Tangerang areas, the positive impact of HRIS can be seen from increasing employee performance. For example, it allows companies to track and measure employee performance regularly through the performance evaluation feature. With this regular monitoring, managers can provide more accurate and data-based feedback to employees, identify areas that need improvement, and plan employee development accordingly, all of which can improve employee motivation and performance. Apart from that, this system also provides easier access for employees

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to access information related to benefits, training and career development, which ultimately increases job satisfaction. With HRIS, PT Telkom Indonesia Tbk in the BSD and Tangerang areas is able to create a more transparent and accountable work environment. Employees can see firsthand how their performance is assessed and what it takes to achieve higher targets. This not only drives improved individual performance but also creates a more collaborative and results-oriented work culture. Overall, the implementation of HRIS at PT Telkom Indonesia Tbk in the BSD and Tangerang areas not only increases operational efficiency, but also contributes to improving employee performance, which ultimately strengthens the company's competitiveness in the telecommunications industry.

b. Digital culture influences employee performance because the sig value is $0.001 < 0.05$, and t count is $2.694 > $ t table 2.007 so that the hypothesis (Ha) is accepted and the hypothesis (Ho) is rejected. The results of this research are the same as research conducted by Hendarman (2023). This conclusion is also supported by the respondents' answers, many of whom answered strongly agreeing that (1) the company supports and encourages employees to create new ideas and implement innovations (X2.1), this statement has the highest index value from the respondents' answers, namely 86.18%. (2) The level of employee participation in the internal collaboration platform is very high (X2.6) and (3) All company employees in the main business processes already use technology (X2.10).

In the current digital era, PT Telkom Indonesia Tbk continues to transform by integrating digital culture into every aspect of the company's operations, including in the BSD and Tangerang areas. This digital culture not only includes the use of advanced technology, but also changes the way employees think and work in facing challenges and opportunities in a fast-paced and dynamic world. The implementation of digital culture at PT Telkom Indonesia Tbk encourages employees to be more adaptive to technological changes and utilize digital tools to increase productivity. For example, the use of digital collaboration platforms allows teams in BSD and Tangerang to work more efficiently, both in sharing information, communicating and completing projects in an integrated manner without being limited by distance or time. Apart from that, digital culture also emphasizes the importance of developing digital skills among employees. PT Telkom Indonesia Tbk actively provides training and access to digital resources to improve employee competency. This not only improves individual abilities but also strengthens team capacity in facing increasingly fierce competition in the telecommunications industry.

In the BSD and Tangerang areas, the impact of digital culture on employee performance can be seen from increased innovation and speed of response to market changes. Employees who are accustomed to a digital work environment are better able to adapt quickly, make data-based decisions, and contribute to improving the quality of company services. This also has an effect on higher customer satisfaction, which is one of the main performance indicators of PT Telkom Indonesia Tbk. By

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adopting a digital culture, PT Telkom Indonesia Tbk has succeeded in creating a more flexible and responsive work environment, where employees can work more creatively and productively. In the BSD and Tangerang areas, this is reflected in the team's performance becoming increasingly solid and able to achieve targets more efficiently. Overall, digital culture has become the main driver in improving employee performance and strengthening PT Telkom Indonesia Tbk's position as an industrial leader in the digital era.

CONCLUSIONS

Based on data processing and carrying out various statistical tests, this research concludes that: (a) HRIS can provide various benefits that directly influence the performance of PT Telkom Indonesia Tbk employees. By providing easy access to information, increasing process efficiency, facilitating communication and collaboration, enabling performance monitoring and measurement, and meeting employee needs, HRIS helps create a more productive, efficient and satisfying work environment for PT Telkom Indonesia Tbk employees. (b) The application of digital culture has a big influence on the performance of PT Telkom Indonesia Tbk employees. By increasing collaboration, access to information, work flexibility, skills development, and innovation, digital culture creates a dynamic and productive work environment. Organizations that successfully implement a digital culture can experience increased employee performance and competitive advantage in the market. (c) The combination of HRIS and a strong digital culture, organizations can create a more connected, efficient and innovative work environment, which in turn can improve overall employee performance.

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