

# Evaluasi Sistem Informasi Sumber Daya Manusia Pada PT XYZ Menggunakan Human-Organization-Technology Fit Model = Evaluation of Human Resources Information System at PT XYZ Using Human-Organization-Technology Fit Model

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## Abstrak

Sumber daya manusia (SDM) telah menjadi sumber daya yang penting dalam perkembangan perekonomian perusahaan. Sebagai elemen penting, SDM memiliki sistem sendiri yang menunjang pekerjaan yang digunakan di perusahaan, yaitu SISDM. Untuk mengetahui efisiensi dan efektivitas SISDM, maka diperlukan evaluasi. Penelitian ini mengidentifikasi dimensi pengukuran kualitas SISDM dan pengaruhnya terhadap efisiensi dan efektivitas penggunaan SISDM di perusahaan. Model penelitian ini menggunakan framework HOT-Fit Model dengan menerapkan mixed methods, yaitu penelitian kualitatif dengan thematic analysis dan penelitian kuantitatif dengan analisis kuantitatif PLS-SEM. Pada penelitian kualitatif, model penelitian yang dikembangkan terdiri dari 9 variabel penelitian yang diperoleh berdasarkan hasil wawancara dengan narasumber dari PT XYZ dan studi literatur. Pada penelitian ini, sebanyak 13 hipotesis diajukan yang dianalisis menggunakan SmartPLS. Setelah kuesioner dibagikan, terkumpul data bersih sejumlah 41 data. Hasil dari analisis menunjukkan terdapat beberapa hipotesis yang diterima dan ditolak. System quality berpengaruh positif terhadap system use dan user satisfaction. Namun, information quality tidak berpengaruh positif terhadap system use dan user satisfaction. Lebih lanjut, service quality terbukti berhubungan positif dengan user satisfaction, sedangkan service quality terhadap system use tidak berhubungan positif. Hipotesis akhir, ditemukan bahwa system use tidak memiliki pengaruh yang signifikan terhadap HRIS Management Net Benefits, sedangkan user satisfaction memiliki hubungan yang positif yang signifikan terhadap HRIS Management Net Benefits. Penelitian ini diharapkan dapat menjadi acuan dalam mengevaluasi SISDM bagi perusahaan yang menggunakannya.

.....Human resources (HR) have become an important resource in the development of the company's economy. As an important element, HR has its own system that supports the work used in the company, namely HRIS. To determine the efficiency and effectiveness of HRIS, an evaluation is needed. This study identified the dimensions of HRIS quality measurement and their influence on the efficiency and effectiveness of using HRIS in companies. This research model uses the HOT-Fit Model framework by applying mixed methods, namely qualitative research with thematic analysis and quantitative research with PLS-SEM quantitative analysis. In qualitative research, the research model developed consists of 9 research variables obtained based on the results of interviews with informants from PT XYZ and literature studies. In this study, 13 hypotheses were proposed which were analyzed using SmartPLS. After the questionnaires were distributed, 41 data were collected. The results of the analysis show that there are several hypotheses that are accepted and rejected. System quality has a positive effect on system use and user satisfaction. However, information quality has no positive effect on system use and user satisfaction. Furthermore, service quality is proven to be positively related to user satisfaction, while service quality to system use is not positively related. The final hypothesis is that system use does not have a significant effect on HRIS Management Net Benefits, while user satisfaction has a significant positive relationship with HRIS

Management Net Benefits. This research is expected to be a reference in evaluating HRIS for companies that use it.