IMPLEMENTATION OF A MANAGEMENT INFORMATION SYSTEM (SIM) TO IMPROVE EMPLOYEE PERFORMANCE IN THE COMPANY

Arnesha Febra Syavera[1*], Reno Fandika[2] , Hadi Supratikta [3]
[1*,2,3] Universitas Pamulang, Indonesia
*Email koresponden: arneshafebras@gmail.com

Abstract
This research is to analyze the implementation of management information system to improve employee performance in the company. The method used is qualitative descriptive method of analysis. The data sources used are various references or library sources about the study of the implementation of management information systems to improve employee performance. Data collection techniques through documentation techniques, namely by carefully and critically reading various references. The result of this study is that the implementation of management information system provides benefits for employees by providing time efficiency, data accuracy, work effectiveness and group management that it can improve employee performance in the company.

Keywords: management information system, employee performance.

1. INTRODUCTION

Every organization has people in it, whether small or large scale organizations, people or human beings are an important element in determining whether an organization can operate effectively and efficiently to achieve the organization's goals (Ritta and Elok, 2019). A dynamic company will always increase its productivity through consistency in producing the best performance and maintaining its competitive advantages. And the factor that is considered to have the most potential in providing competitive advantages for companies is human resources, and is related to how to manage these resources (Mia, 2016).

Basically, the failure or success of an organization in achieving its goals really depends on the people who manage the organization. To develop and optimize capabilities and performance, management is needed to manage them. One of the policies implemented to improve work efficiency and effectiveness in an organization is to implement a Management Information System (SIM).

MIS as information processing can generally be said to be a series that includes the processes of planning, monitoring, directing and processing it in such a way that it has value and meaning for the organization. By implementing the Management Information System, it is hoped that human resources will be created with effective, efficient and well-supervised performance (Bryan et al., 2019).

A Management Information System (MIS) is a structured framework that processes and arranges data and information, thereby providing valuable support for organizational task execution (Hariyanto, 2016). The significance of MIS in enhancing employee performance cannot be overstated, as it contributes to accelerating work processes, boosting efficiency, and increasing precision (Sutjahjo, 2021).

Based on what was stated above, considering the benefits of implementing Management Information Systems to improve employee performance in Companies, researchers are interested in discussing it in

research with the title Implementation of Management Information Systems (SIM) to Improve Employee Performance in Companies.

Management information System

Management Information Systems (MIS) are integral to the internal control mechanisms within businesses, encompassing the utilization of documents, personnel, technology, and management accounting procedures (Safitri & Nani, 2021). An MIS is essentially a network of related components that collaborate to fulfill shared objectives through the systematic processing of input and generation of output (Darmajaya & Nani, 2020).

The role of an MIS is multifaceted, providing support in decision-making, identifying issues, benchmarking organizational performance, and facilitating interdepartmental coordination (Nani & Safitri, 2021). The stages of the management process are the planning stage, control stage, and decision-making stage (Khamisah et al., 2020).

Management information systems are useful for:

1. Managers can compare planned performance results and can analyze weaknesses and strengths in performance and business plans.
2. A manager can also have the ability to receive feedback on the performance of the business being run.
3. Management gets an overview of each operation carried out
4. Many decisions are transferred from top management to more efficient organizational levels, taking into account factors of experience and knowledge.
5. Organizations can maximize the benefits of investments by seeing and identifying whether systems and information are functioning properly or not.
6. Companies can encourage workflow improvement processes, resulting in better alignment of business processes with the needs of each customer
7. Improving the quality of human resources so that the work unit system can be more systematic and organized.

SIM itself has the physical elements needed for the smooth running of the system used, namely computer hardware, software, namely general system software, general applied software, and application programs. Furthermore, in the SIM there is a database and procedures for implementing the company management system and of course, the officers who operate all these systems.

Performance

According to Mangkunegara (2002, p.67), performance, or work performance, is the measure of the quality and quantity of work an employee delivers while fulfilling their assigned duties and responsibilities. Campbell further elaborates that performance is essentially equivalent to observable behavior. It encompasses the actions and behaviors that align with the goals of an organization, emphasizing that performance is the action itself, not merely the outcome of these actions (as cited by Richard in Sudarmanto, 2009, p.9). Rivai (2009, p. 548) describes performance as the tangible behavior exhibited by individuals, reflecting the work they produce in line with their role within the organization.

Mathis & Jackson (2002, p.78) identify the following elements as determinants of employee performance:

1. Quantity of Output
2. Quality of Output
3. Timeframe of Output

4. Work Attendance

2. RESEARCH METHODS

The research method for implementing management information systems in improving employee performance in companies uses qualitative descriptive analysis methods, which are carried out by describing the facts which are then followed by analysis. As a data source, namely various references or library sources regarding studies of the implementation of management information systems in improving employee performance . The data collection technique is through documentation techniques, namely by reading carefully and critically various references. After reading, then record the data that shows the connection with the objectives of this research. (Sugiyono, 2015).

3. RESULTS AND DISCUSSION

The development of information management systems enables a swifter response to shifts in the marketplace, streamlines management activities, and automates various operational processes. However, the presence of such systems isn't a panacea for all challenges, nor does it assure absolute efficiency in their operation. Their primary benefit lies in conserving resources and facilitating more judicious managerial decisions (Wayan and Yanti, 2021). Notable instances of management information system applications include (Hariyanto, 2016):
These systems aid managers in navigating the business landscape through the use of visual aids and other graphical communication tools.

1. Enterprise Resource Planning (ERP)
   ERP systems are commonly implemented by major corporations to enhance management efficiency and provide comprehensive supervision over various sectors including finance, accounting, HR, marketing, operations, and inventory management.
2. Supply Chain Management (SCM)
   SCM systems play a crucial role in management by providing integrated information regarding the stewardship of raw materials from the point of supply, through production, and on to retailers and end-users.
3. Transaction Processing System (TPS)
   TPS is designed to handle vast quantities of routine transactional data. Common applications include managing payroll and inventory systems.
4. Office Automation System (OAS)
   OAS enhances interdepartmental communication within a company by unifying computer servers, with email being a prime example.
5. Knowledge Work System (KWS)
   KWS serves to assimilate new knowledge within an organization.
6. Informatic Management System
   IMS aids in organizational tasks and decision-making analysis. It integrates various informational functions with computerized systems like e-procurement.
7. Decision Support System (DSS)
   DSS is a tool that aids managerial decision-making processes by providing insights into the internal workings of the organization.
8. Expert Systems (ES) and Artificial Intelligence (AI)
   These systems employ AI to emulate expert problem-solving abilities that have been pre-programmed into the system.
9. Group Decision Support System (GDSS) and Computer Support Collaborative Work System (CSCWS)
   These are typically implemented through questionnaires, consultations, and scenario planning, such as in e-government applications.

10. Executive Support System
    This platform empowers executives to interact with business environments more effectively, leveraging graphical data and other forms of communication support.

timely and accurate workforce so as to provide benefits for employees. The benefits felt in work are as follows:
a. Time efficiency
   Work activities and information tracking are easier and faster;
b. Data Accuracy
   Get more precise information and data
c. Performance Effectiveness
   Makes it easier to manage workload for employees and doesn't need to be done by many people
d. Group Management
Makes it easier to divide work tasks as a team.

4. CONCLUSION

With a management information system, companies can achieve goals by organizing and improving the management structure. The introduction of integrated information systems for management provides certain advantages such as greater speed of information exchange between units, reduction in the quantity of accounting errors, reduction in the volume of unproductive working papers, cooperation of separate blocks of information.

Implementation of a Management Information System provides benefits for employees by providing time efficiency, data accuracy, performance effectiveness and group management so as to improve employee performance within the company.

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