

ANALYSIS OF THE IMPLEMENTATION OF MANAGEMENT INFORMATION SYSTEMS ON BATARAMAS EMPLOYEE PERFORMANCE

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Abstract

Management information system is a system that is created to make it easier for all parts of the company to get the information they need. Information systems have a big role in changing the company, one of which is improving employee performance with data loaded through the information system. In a company, employee performance will affect how the company develops, it can be fast or slow, this depends on the quality of the company. Batara Mas Company implements various types of information systems, according to the needs required. All activities carried out in the company are collected through the information system to be used as an evaluation and to improve employee performance towards a better direction. Data retrieval will be carried out through the website research journal adjusted to the data needed regarding the analysis of the application of the management information system to the performance of Batara Mas employees.

Keywords: Information Systems, Employee Performance, Role of Management Information Systems

Abstract

A management information system is a system created to make it easier for all parts of the company to get the information they need. Information systems have a big role in company change, one of which is improving employee performance with data loaded through the information system. In a company, employee performance will influence how the company develops, it can be fast or slow, this depends on the quality of the company. The Batara Mas Company implements various types of information systems, according to the needs required. All activities carried out within the company are collected through an information system to be used as an evaluation and to improve work performance in an even better direction. Data collection will be carried out through a website research journal in accordance with the data needed regarding the analysis of the implementation of management information systems on the performance of Batara Mas employees.

Keywords: Information Systems, Employee Performance, Role of Management Information Systems

INTRODUCTION

Batara Mas Company is a company engaged in services and goods, ranging from embroidery, clothing manufacturing, and also engaged in sports. Batara mas operates in Mariuk Village, Tambakdahan District, Subang Regency. Batara mas is one of the providers of clothing manufacturing and embroidery services known in the Pamanukan area and its surroundings, supported by the existence of lodaya facilities that hold events, making Batara mas increasingly known by the wider community.

The many fields that Batara Mas company is engaged in, so the company employs 43 employees to run its business. Batara Mas Company implements an information system to manage the running of the company, starting from money in and out, product material data, employee data and cooperation data. The application of information systems in company management helps improve the quality of employee performance, because they have higher discipline demands with data that is already listed in the management

information system.

In this study, the author aims to analyze how Batara Mas utilizes the development of digital technology, such as the use of electronic devices and the application of information systems in management. The data generated from this study can be used by other researchers as reference material when taking the same topic, business activists can use the results of the study as evaluation material for businesses related to the use of increasingly advanced technology.(Riyannah & Arimbi, 2022)

The author decided to take the topic based on the existing situation and conditions, where at this time the development of digital technology is growing. Especially in the field of information and communication systems, business activists can take advantage of this opportunity to further develop their business. With the results of this study, it can help all parties who in the future may need reference data on topics related to the use of social media as a means of promotion.(Nur & Yehezkiel, 2024)

METHOD

This study uses a qualitative methodology, which analyzes and produces a complete and comprehensive study, with the approach used is descriptive which describes according to factual data and details. Data retrieval as a reference through research journals, websites, and books that are relevant to the topic discussed. The relevance is adjusted to the title, namely, analysis of the implementation of management information systems on the performance of Batara Mas employees.(Waris et al., 2020)

RESULTS

Implementation of Information Systems

Information systems are one of the important parts of a company, usually information systems are used to manage an organization or business. Through information systems, information data is converted into digital, this helps companies make decisions faster. Information systems currently make it very easy for companies to share various needs, the development of information systems combined with sophisticated technology and AI greatly helps companies to maximize their efforts.(Hermanto, 2016)

Companies usually have a structured information system, where its use is adjusted to the company's needs. Information systems have an important role in a company as follows:

1. Collect, store and analyze data
2. Managing data into information
3. Share information with relevant parties
4. Monitor efficiency at all levels
5. Assisting decision making
6. Optimizing business processes

The impact of the information system function is very large for the company and becomes one of the company's keys to success in strategy planning. The company can prepare its employees to face every challenge that will occur in the future, this is supported by the information obtained.(Darudiato, 2007)

From the results of the research data, the Batara Mas company uses information systems for various fields, especially for searching and managing information on design trends for making various clothing models. This is one of the reasons why Batara Mas is one of the businesses whose service products are in great demand by the community, in the manufacturing process Batara Mas also uses more sophisticated machines so that it is more efficient in producing goods.(Sutiyadi, 2017)

Employee Performance Improvement

Employee performance is an assessment of the results of achievements made in carrying out their duties, employee performance can be measured by quality and quantity. Each company has its own method for assessing and recording the results of employee performance, where all records are stored in big data through an information system. Companies can improve the quality of employee performance by using the data available in the database, data can be used as evaluation and motivation material so that employees can provide more satisfactory results for the company.(Muhlisin et al., 2022)

In an effort to improve employee performance, companies can pay more attention to several factors that influence employee performance in carrying out their duties in the company, as follows:

1. Employee Skills and Knowledge
2. Work motivation
3. Management Style and Organizational Culture
4. Job Satisfaction and Employee Loyalty
5. Work Discipline.

All records related to the above data can be obtained by the company by accessing the information system. The availability of all this data will be able to maximize the company in improving employee performance.(Ainisha & Meidawati, 2022)

Batara Masa is one of the companies that can implement the development of digital technology, where all operational tools use sophisticated technology. Batara Mas's efforts to improve the information system using adequate electronic tools, the information system is used for all employee absence data, data on incoming and outgoing money, data on employee orders and data on cooperation with other companies. Batara Mas requires each employee to have basic skills in using Microsoft tools and to take part in training on utilization of digital technology.(Jabo & Sunaryanto, 2021)

The Role of Information Systems in Improving Employee Performance

The application of information systems in a company is used in different ways, but is intended for the same things, namely for the progress of the company. Every company always makes improvements to each of its employees both in terms of ability and experience, this aims to make each employee more prepared to face every challenge in the future with the rapid development of technology.(Isa et al., 2024)

Information systems have a very close relationship with improving the performance of company employees, information systems play a major role in providing easy access to information and work tools. That way employees can be more productive and competent in carrying out their duties. The following is the role of information systems in improving employee performance:(Agustini, 2023)

1. Improving data accessibility
2. Improve operational efficiency
3. Helps make faster decisions
4. Improve coordination between business units
5. Helps reduce human error
6. Helps improve collaboration
7. Helping to create new innovation opportunities

In the roles mentioned above, it can be assumed that the information system is a link between many factors in supporting improved employee performance.(Syhani & Ikarari, 2023)

In the results of research data on the Batara Mas company, the role of information systems in the company is very large. Management of databases and new information obtained will be one of the reasons the company can succeed in carrying out its plans. All internal company information related to employee performance results and employee

capabilities can be easily accessed, making it easier for the company to evaluate the company's work. (Nurulfiah & Susanto, 2020)

CONCLUSION

Information systems are one of the keys for a company to achieve common goals, information systems support companies in various fields. Keeping up with the times, information systems are increasingly advanced and make every job easier with the help of AI. Batara Mas Company has implemented an information system to the maximum, by utilizing the information obtained and then managing it into a planning strategy for the company.

Employee performance is a company's assessment of the results of work done by employees. Companies can utilize external and internal factors in improving employee performance, so that efforts to optimize employee performance are successful. In the Batara Mas company, the results of employee performance are closely monitored and used as evaluation material, this is because the Batara Mas company is engaged in the service sector which is directly related to consumers.

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