

Information Technology and Capacity Source Power Man for Agency Performance Improvement Government: Evidence from Minahasa, Indonesia

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ABSTRACT

Embodiment good governance required source power man apparatus government owns competence in maintenance governance and development. The study aims to analyze the influence source power humans and information technology to enhance the performance of government. Method research used studies quantitative type ex post facto research with a sample respondent as many as 30 respondents. The study was conducted within the government secretariat district Minahasa. Research results from this showing that there is a significant influence among source power humans and improved performance of government. Studies also find that there is a strong influence among the use of information technology and improve performance government and influence positive and significant HR Capacity and IT Mastery together to performance Employee. Studies conclude that Some companies not only need Adequate HR capacity good but good or even very good so that could produce a good and helpful employee performance company for reach purposes. Good IT mastery will push employees to work with more passion and more good again so that the results achieved will also be good.

Keywords: *information technology, sources power human, performance*

INTRODUCTION

One aspect important in bureaucratic reform is the arrangement management of government central and regional (province, district, city). it is rated important among other things because the success something a policy also determined by the ability of management in the bureaucratic government to do policy efficiently and effectively. The whole activity in environmental agency government will be measured from side accountability the performance is good from side performance individual, work unit performance and performance agencies, and even performance government by the whole.

To realize good governance required source power man apparatus government that owns competence in maintenance governance and development. In context the required enhancement capacity source power man apparatus, especially those relating to with attitude devotion and loyalty to the struggle nation and state, spirit unity and unity, and development outlook Civil Servant to paradigm new maintenance government (regional) era of political reform and governance. Making professional apparatus in skeleton show capacity, identity, as well as potency hidden there in every apparatus, Becomes ingredient important thoughts in development source power man especially in government area at the time this, for that apparatus sued for capable maximizing capacity its potential. Apparatus government area is executor policy the public who carries tasks and functions service, protection, and empowerment society, so required requirements adequate capacity from element source power man this. The performance somebody determined by the ability and motivation for doing a job (Pasolong, 2010).

Capacity source power man according to Indriasari is the ability of somebody or an individual, an organization (institutional), or something system to do functions or authority for each performance (Indriasari, 2008). Policy for to do an activity the no could be carried out by employees who do not know in their field. So from that capacity source power man play a role important in producing performance quality in addressing various demands of inhabitant society. For that, the government is obliged to develop and utilize progress information technology to increase the ability in giving service to society.

Organizational performance is strongly influenced by mastery of information technology from employee something organization. With application technology, an organization will experience a change in system management, from system traditional to system management contemporary. Information technology related to service, due to one dimension from capacity service is speed service (Mardjiono, 2009), where dimensions could associate with information technology. With the existence of information technology so services provided, especially in the organization services, will the faster and more accurate.

Capacity source power adequate man not yet, of course, can produce a good performance and reliability if not supported with technical information. The Central Government and Regional Governments are obligated to develop and utilize progress information technology to increase the ability to manage the government, the use of technology of information computers in counting and sorting reports will be faster, more accurate and more consistent than manual systems (Indriasari et al). Based on the description of the push writer for development study about "Influence Capacity Source Power Humans and Utilization Information technology to performance agency government area in Thing This is in the District Minahasa. one aspect important in bureaucratic reform is arrangement management government central and regional (province, district, city). it is rated important among other things because the success something a policy also determined by the ability

of management in the bureaucratic government to do policy efficiently and effectively. The whole activity in environment agency government will be measured from side accountability performance is good from side performance individual, work unit performance and performance agency, and even performance government by the whole

Reality shows that the District Secretariat Minahasa found various problems especially those caused by various such a development fast. the problem main issue faced by the current Regional Secretariat among others is still many apparatus governments or civil servants have competence or performance still low, especially if associated with burden work as well as assigned tasks to him. the indication is, a lack of ability apparatus government in doing assigned tasks to him and lack ability apparatus in mastery to resulting technology slow services provided.

As a consequence logical from ability technical low work from apparatus government results in low capacity work from apparatus the. kindly concrete Thing this could observe from implementation inclined task need too long time so profession Becomes pile up. Inaction the caused by the capacity resource human and the use of information technology that is not adequate from an employee who caused low participation in society. this among other things causes appearance presumption Public that the image apparatus government in serve very low importance. Appearance presumption is the raises sort of attitude of antipathy or stupid Public to government, thing this could be proven with existence attitude indifferent, not indifferent to government, no doing provision administration by correct, deviations and uses facility government that doesn't under provisions.

Such conditions bring must consequence fulfilled by the District Secretariat Minahasa, for more capable keep pace with the increasing volume of work increase through enhanced capacity resources humans and technology more information good. Based on the problem as has described above, the researcher to do a study with the title "Influence Capacity Resource Humans and Utilization Information technology on Institutional Performance Government Regency Minahasa.

METHOD

Type Study

The study this conducted with use approach quantitative. Method study quantitative is used for researching populations or samples certain, data collection using instrument research, data analysis is quantitative or statistics with a destination for testing the hypothesis that has been set

Research Design

Research design is ex post facto research that is something research conducted for researching events whose data already exist and for knowing the factors that give rise to an incident. Based on a level the explanation includes study associative, i.e knowing the connection Among two variables or more. The approach used in a study is approach quantitative analysis that analyzes data with tool statistics in the form of numbers.

Research Place and Time

Study this carried out in the District Minahasa which is located at Jalan Sam Ratulangi, Number 333, Kelurahan Tounkuramber Subdistrict West Tondano, Regency Minahasa, North Sulawesi Province

Variable Study

The variable study is things to be object study in something activity research, which shows variety, either quantitative or qualitative. There are two types of variables in a study, namely:

1. Variable the independent variable is influencing variables or Becomes because the changes or emergence variable tied. Variable free in a study this is Utilization of IT (X_1) and HR Capacity (X_2).
2. Variable bound (dependent variable) is the affected variable or the result because the existing variable is free. The variable bound in a study is Local Government Performance (Y).

Respondents Study

Next in taking sample is part of the number and characteristics possessed by the population. If the subject is not enough 100, then the whole population Becomes sample research, but if the subject is more than 100 then could be taken 10-15% or 15-25% (Arikunto, 2006). based on the definition of the number of ASNs in the district secretariat Minahasa totalling 144 if taken sample 20% of 144 can be 30 people as a sample.

Data Collection Techniques

Questionnaire

A questionnaire or questionnaire is a tool for data collectors to submit questions answered by respondents. The questionnaire was chosen because is something mechanism of efficient data collection for knowing appropriate what is needed and how to measure the variables studied.

Documentation

Data collection with method documentation that is for collecting related data with study about the organization/company under study. The data sought is a profile from Regency Minahasa.

Instrument Study

An instrument study is something tool measure used to measure something phenomenon and produce required information in research. The instrument used in the study is a questionnaire. A questionnaire containing a statement is to be submitted to an employee for obtaining information about existing variables in research. Scoring used in a study that uses a modification scale Likert. The scale for Instrument study is something tool used by researchers to measure phenomena natural or social (Sugiyono, 2011:92). Study this using instrument study from the questionnaire. In the study, this scale measurement used by researchers is the scale Likert. Researchers use the scale Likert to measure Capacity Source Power Humans, Utilization of Information technology and Local Government Performance.

RESULTS AND DISCUSSION

Testing Precondition Analysis

Prerequisite test analysis in the study this using 3 test analyses namely the normality test, linearity test and multicollinearity test

Normality Test

A data normality test was performed for knowing if the distribution variable is free and whether the variable is normally bound or not. Normality tests are done on statistics parametric so the data should behave assumption that data is distributed normally. Meaning from distributed data normally the data will follow from distribution. The formula used for the normality test is Kolmogorov-Smornov using SPSS 22.0 for windows. If significance > 0.05 then the data is declared normal and vice versa if significance < 0.05 then the data is stated not normal. Test results normality could be seen in the following table 1. Normality Test Results Variable.

Table 1. Normality test results One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		30
Normal Parameters ^{a,b}	Means	0E-7
	Std. Deviation	2.52412471
Most Extreme Differences	absolute	.154
	Positive	.099
	Negative	-.154
Kolmogorov-Smirnov Z		.845
Asymp. Sig. (2-tailed)		.473

a. Test distribution is Normal.

b. Calculated from data.

Based on table 1, get is known that score significance (Asymp. Sig) that is 0.475 more big of 0.05 or $(0.200 > 0.05)$ then could be concluded that the data is normally distributed.

Linearity Test

The linearity test is used for knowing if variable HR Capacity and IT Mastery have a linear relationship or not to variable Performance Agency Government. Linearity test in a study using the F test at a level significance of 5% using SPSS 22.0 for windows. If Fcount is bigger than F t abel then the data is said not linear, preferably if Fcount is smaller or the same as from F t abel at the level significance of 5% then the connection Among variable free and variable bound is said to be linear. Linear test results can be seen in table 2. Summary of Linearity Test Results

Table 2. test results linearity

No	Variable		F count	F table	Conclusion
	Free	Bound			
1.	X1	Y	1, 039	2, 53	linear
2.	X2	Y	0.511	2, 42	linear

Based on table 2, got is known that linearity test results Among variable HR Capacity (X1) with employee performance variable (Y) is obtained Fcount of 1.039 at the level significant 5%. Fcount results smaller from F tabel ie $1.039 < 2.040$ so could pull the conclusion that variable HR Capacity (X1) with Employee Performance (Y) has a linear relationship. Linearity test IT Mastery (X2) with employee performance variable (Y) obtained a Fcount of 0.511 at the level significance of 5%. Fcount results smaller from F t abel ie $0.511 < 2.42$ so could pull the conclusion that IT Mastery (X2) with Employee Performance variable (Y) has a linear relationship.

Multicollinearity Test

Multicollinearity test conducted to Fulfill requirements analysis regression double, that is for know happening multicollinearity in connection Among variable free. If the VIF (Variance Inflation Factor) value is smaller than 10.00 then no occur multicollinearity, on the other hand, if more VIF values are big than 10.00 then occur multicollinearity. If there is multicollinearity between variable free, then the regression test double no could continue. However if no there is multicollinearity between variables free then the regression test double can continue. Multicollinearity test calculation results using SPSS 20 for windows help can be seen in table 3.

Table 3. Summary of Multicollinearity Test Results

No.	Variable	VIF	Information
1.	HR capacity (X1)	1, 551	Not happening multicollinearity
2.	IT Mastery (X2)	1,551	

Based on table 3 summary of multicollinearity test results could is known that the VIF value for variable HR Capacity (X1) and IT Mastery (X2) is more than 1,551 small from 10.00 or $1.551 < 10.00$ so that could be concluded that no occur multicollinearity.

Analysis Regression

Analysis regression was used for answer question studies first, second, and third. Analysis regression in a study uses analysis regression simply with one predictor to answer a question first and second, as well as technique regression double two predictors to answer a question third. The analysis uses SPSS 20 for Windows program help. Analysis the decipher the influence of each variable fee that is HR Capacity and IT Mastery on the Institutional Performance of Government.

Analysis in frame Answer Question Study First

The question study first that is asked is whether there is an influence of HR Capacity on Employee Performance at the District Secretariat Minahasa. The analysis first uses analysis regression simple to do with SPSS 20.00 for Windows help which can be seen in table 4.

Table 4. Analysis in frame Answer Question Study First

Source	Unstandardized Coefficient	r	r ²	Adj R Square	t count	t table	Sig.	Note.
Const	10.560							Positive and
X1	0.389	0.602	0.363	.340	3,993	1,701	0.000	Significant

Regression Line Equation

Based on table 4 above, the regression line equation could be stated inequality as follows:
 $Y = 10,560 + 0.389$

Equality shows that score coefficient regression is worth positive as big as 0.389 which means if the score HR capacity (X1) increases by one-unit Institutional Performance values Government (Y) will increase by 0.389 per unit.

Coefficient Correlation (r) between X1 and Y

Based on a calculation using the SPSS 20 for Windows program obtained score coefficient correlation (r) of 0.602 means background HR capacity has an influence positive on the Institutional Performance of the Government.

Coefficient Determination (r²) between X1 and Y

Based on a calculation using SPSS 20 for Windows, price coefficient determination (r²) between X1 and Y is equal to 0.363 mean variable HR capacity has contribution influence on Employee Performance as big as 36.3 %, meanwhile the remaining 63.7% exists factor or other variables that affect Employee Performance besides HR capacity.

Testing Significance Regression Simple

Testing significance this aim for knowing the significance of variable HR Capacity to variable Performance Agency Government. Based on results and calculation is known that the score *thitung* as big as 3,993. If compared with *ttabel* 1,701 at level significance 0.05 then *thitung* > *ttabel* (3.993 > 1.701), so variable HR capacity (X1) is stated have significance or significant influence on Institutional Performance Government.

Analysis in frame Answer Question Study Second

Question study second asks if there is an influence IT Mastery of Employee Performance District Secretariat Minahasa. Analysis second use analysis regression simple to do with SPSS 20 for Windows help that can be seen in table 5.

Table 5. Analysis in frame Answer Question Study Second

Source	Unstandardized Coefficient	r	r ²	Adj R Square	t count	t table	Sig.	Note.
const	10,788							Positive and
X 2	0.581	0.748	0.560	0.544	5,964	1,701	0.000	significant

Regression Line Equation

Based on table 18 above, the regression line equation could be stated inequality as follows:
 $Y = 10.788 + 0.581 X_2$

Equality shows that scores coefficient regression worth positive as big as 0.581 which means if the score IT mastery (X_2) increases by one-unit Institutional Performance values Government (Y) will increase by 0.581 units.

Coefficient Correlation (r) between X_2 and Y

Based on a calculation using the SPSS 20.00 for Windows program obtained score coefficient correlation (r) of 0.748 means background HR capacity has an influence positive on the Institutional Performance of the Government.

Coefficient Determination (r^2) between X_2 and Y

Based on a calculation using SPSS 20 for Windows, price coefficient determination (r^2) between X_2 and Y is equal to 0.560 means IT mastery has a contribution influence on Employee Performance by 56%, meanwhile, the remaining 44% is present factor or other variables that affect Employee Performance besides IT mastery.

Testing Significance Regression Simple

Testing significance this aim for knowing the significance of IT mastery of variable Performance Agency Government. Based on the results and calculation is known that the score *thitung* as big as 5,964. If compared with *ttabel* 1,701 at level significance 0.05 then *thitung* > *ttabel* (5.964 > 1.701), so IT mastery (X_2) is declared have to influence on Institutional Performance Government. c. Analysis in frame Answer Question Study Third The question study third question is whether there is an influence of HR Capacity and IT Mastery together on Employee Performance at the District Secretariat Minahasa. Analysis third was conducted with the use of analysis regression double. The summary results testing regression double could be seen in table 6.

Table 6. Summary of Analysis Results from Multiple Regression

Source	Koef.	R	R ²	F _{hitung}	F _{tabel}	Sig.	Note .
Const	8.000	0.772	0.596	19,889	3,32	0.000	Positive
X1	0.154						Significant
X2	.470						

Regression Line Equation

Based on table 19 about summary results analysis regression double, then regression line equation double could state as follows:

$$Y = 8.000 + 0.154 X1 + 0.470 X2$$

Equality shows that the score coefficient HR Capacity (X1) of 0.154 which means if the score HR capacity (X1) increases by one unit so Employee Performance value (Y) will increase as big as 0.154 unit with the assumption IT mastery (X2) remains. Coefficient value IT Mastery (X2) of 0.470 which means if score motivation increases by one unit Employee Performance value (Y) will increase as big as 0.470 units with the assumption HR capacity (X1) remains. Coefficient Correlation (r) and coefficient determination (r²) Based on table 19 about results analysis regression double, obtained coefficient correlation (r) of 0.772 and coefficient determination (r²) of 0.596. this _ show that variable HR Capacity (X1) and IT Mastery (X2) have contribution to employee performance _ by 59.6%

Testing Significance with Test F

Testing this aim for knowing the significant influence of HR Capacity and IT Mastery together on the Institutional Performance of Government. Significance test regression double conducted with the F test. Based on F test results obtained Fcount > Ftable (19.889 > 3.32). Significance 0.000 < 0.05 signifies the existence of significant influence. this means there is a positive and significant influence on HR Capacity and IT Mastery together to performance employees. Donations Effective (SE) Based on the results analysis regression double could is known big Donations Effective (SE) of each variable independent (HR Capacity and IT Mastery) and variable bound (Agency Performance government). The size donation effective could see in table 7.

Table 7. Summary of Calculation Results Donations Effective (SE)

No.	Variable	Donations Effective (SE)
1	Discipline Work (X1)	14, 32 %
2	Motivation Work (X2)	45, 25 %
Total		59.6 %

With formula:

Donations Effective X1 variable

SE(X1)%= coefficient correlation x coefficient regression x 100%

0.602 x 0.238 x 100% = 14.32%

SE(X2)%= coefficient correlation x coefficient regression x 100%

0.748 x 0.605 x 100% = 45.25%

Based on table 7 can is known that donations effective from each other variable that is HR Capacity (X1) is 14.32% and IT Mastery (X2) is 45.25%. Total donations effective by 59.6% which means together variable HR Capacity (X1) and IT Mastery (X2) provide a donation effective of 59.6% on Employee Performance while 40.4% is given by other variables that are not discussed in a study. See figure 1.

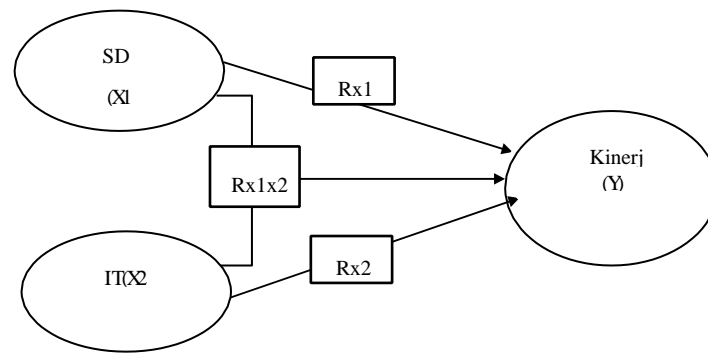


Figure 1. Paradigm Study with Determination Value Description

Destination study this is to answer the question of study influence of HR Capacity and IT Mastery on Employee Performance at the District Secretariat Minahasa. As for the explanation of more detail about the analysis of the results in the skeleton answer question study in the study, this is as follows:

1. Influence HR Capacity on Employee Performance at the District Secretariat Minahasa

Research results show that there is an influence of positive and significant HR Capacity on Employee Performance at the District Secretariat Minahasa. Based on the results analysis regression simple with SPSS version 20 for Windows helped obtained a score coefficient correlation 1 of 0.363. The result shows that the coefficient correlation is worth positive, meaning there is an influence of positive HR Capacity on Agency Performance Government. Coefficient determination (2) i.e., 0.363 or 36.3% means HR capacity contribution on Employee Performance by 36.3% and the rest is influenced by factors another. Based on analysis regression obtained a score of 3,993. If compared with 1.701 then $>$ or $3.993 > 1.701$ so that could be concluded that HR capacity has meaning or significant influence on Agency Performance Government. it shows that the taller HR capacity than will the more Institutional Performance is also high Government, on the other hand, the lower HR capacity will the Lower Agency Performance Government. Donations' effective HR Capacity on Employee Performance is 36.3%.

Research results this reinforced by the theory that suggests that one indicator in measuring the performance of employees that is HR capacity. HR capacity is the attitude of respect, appreciation, and obeying the applicable regulations good written nor no written as well as being able to run it, not dodge sanctions if one violates assigned duties and powers to him (Sastrohadiwiry, 2001). HR capacity is influenced by the spirit work high employees with work better, right time, and no one truant. If the level of Employee HR Capacity is high, an expected employee will work well so the production company will increase. Besides, that Good HR capacity will increase the efficiency of work.

2. Influence IT Mastery on Employee Performance at the District Secretariat Minahasa

Based on the results analysis regression simple using SPSS help version 20 for Windows obtained score coefficient correlation r_{x2y} 0.560. those results show that the coefficient correlation is worth positive, meaning there is an influence positive IT Mastery of Agency Performance Government. Coefficient determination (r^2) ie of 0.560 or 56% which means IT mastery has a contribution on Employee Performance by 56% and the rest is influenced by factors

another. Next significance test was carried out using the t-test at level significance 0.05. Based on the results analysis regression obtained *thitung* of 5.964. If compared with *ttabel* of 1.701 then *thitung* > *ttabel* or 5.964 > 1.701 so could be concluded that IT mastery has significance or significant influence _ on Institutional Performance Government. it shows that the taller IT Mastery then will the more also high Institutional Performance Government, on the other hand, the lower IT Mastery then will the lower Institutional Performance Government. Donations effective IT Mastery on Employee Performance, namely by 56%.

Analysis results the reinforced by the theory that suggests that one _ factor affects employee performance, namely personal/ individual factors. Factor individual the cover knowledge skill (skill), ability to trust self, mastery of IT and commitment owned by each individual. According to (Hasibuan, 2003), Mastery of IT is a gift of power the driving force that creates excitement work someone so that they want to work together, work effectively, and integrated with all power the effort to reach satisfaction. Motivation teaches how the method push spirit work employees to want to work more actively and work hard with use all their abilities and skills to advance and achieve the destination company.

IT mastery is very influential on the Institutional Performance of Government. one destination motivation that is to increase productivity work employees (Hasibuan, 2007). productivity work the high employee will give influence to achievement destination company. The destination is another motivation among them to create an atmosphere of connection and good work, improve the well-being of employees, heighten the sense of responsibility to answer employees to their tasks, and so on.

3. Influence HR Capacity and IT Mastery together on Employee Performance District Secretariat Minahasa

Based on the results analysis regression double using SPSS version 20 for Windows obtained a score correlation *R* (1.2) of 0.846. those results show that the coefficient correlation is worth positive, meaning there is an influence of positive HR Capacity and IT Mastery together with performance employees. Coefficient determination. See table 8.

Table 8. Recapitulation results count X1 and X2

Source	Koef.	R	<i>R</i> ²	<i>F hitung</i>	<i>F tabel</i>	Sig.	Note
const	8.000	0.772	0.596	19,889	2.60	0.000	Positive Significant
X1	0.154						
X2	.470						

2 (1,2) i.e 0.596 or 59.6% which means that HR Capacity and Mastery of IT together have a contribution to Employee Performance by 59.6%. Next conducted testing significance using the F test at level 0.05 significance and obtained as big as 19,889. If compared with 3.32 then > that is 19,889 > 3.32. It signifies that there is a significant influence on HR Capacity and Mastery of IT together on Agency Performance Government. The size donation effective HR Capacity and Mastery of IT together on Employee Performance namely amounted to 59.6% and the remaining 40.4% was influenced by another.

The analysis results the reinforced by the theory that suggests that influencing factors performance includes employee internal factors, the organization's internal environment, and factors external organization (Wirawan, 2009). Mastery of IT and HR Capacity are factors that arise internally. Something company not only need Sufficient HR capacity good, but good or even very good so that could produce a good and helpful employee performance company for reach purpose. Good IT mastery will push employees to work with more spirit and better again so that the results achieved will also be good.

CONCLUSION

Based on the results of research obtained by the whole, then could pull the conclusion that there is an influence of positive and significant discipline work performance among Employees at the District Secretariat Minahasa by 36.3%. There is influence positive and significant Mastery to performance Employees at the District Secretariat Minahasa by 56%. There is an influence of positive and significant HR Capacity and IT Mastery together on the performance of Employees at the District Secretariat Minahasa by 59.6%.

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