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The Influence of Innovation and Human Capital on Work Effectiveness Through E-Sakip Management Information System (Case Study at the Regional Secretariat of Mojokerto City)

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Abstract: This study aims to analyze work effectiveness using innovation and human capital variables as independent variables, and the E-Sakip Management Information System as an intervening variable. The type of sample used is total sampling with a total population of 60 employees, data collection using a questionnaire, while the data analysis technique uses Partial Least Square analysis with validity tests, reliability tests, and hypothesis tests. The results of the hypothesis test conclude that innovation has a significant effect on SIM E-Sakip, human capital has a significant effect on SIM E-Sakip, innovation has a significant effect on work effectiveness, human capital has a significant effect on work effectiveness, SIM E-Sakip has a significant effect on work effectiveness, innovation has a significant effect on work effectiveness through SIM E-Sakip and human capital has a significant effect on work effectiveness through SIM E-Sakip..

Keyword: Innovation, Human Capital, E-Sakip Management Information System, Work Effectiveness, Partial Least Square

INTRODUCTION

The success of an organization can be seen in terms of achieving organizational goals to achieve predetermined goals, so that it can be categorized as effective. The effectiveness of government work is the process of government and institutions producing results according to the needs of citizens and by using resources as optimally as possible, but in reality it is still ineffective so that many funds are not utilized optimally, in road construction for example, it is carried out but below quality standards, one strategic option for implementing good governance to local governments is through the provision of good and effective public services and according to targets (A. Assagaf, 2017)

One of the most valuable organizational assets today is a responsive and user-oriented information system. Laudon and Laudon translated by Sungkono (2008:22) put forward the definition of a management information system as a management information system is a collection of interconnected components, collecting (or obtaining), processing, storing, and distributing information to support decision making and supervision in an organization.

The importance of innovation in improving company performance, in this case employee performance, is an important thing that will be discussed in this study. Innovation strategy is a way to make changes or new innovations in order to achieve the goals of the company's organization (Wahyuningsih and Prasetyo, 2008). Human Capital is an important factor in the production process because human resources are an important asset in a company to improve company performance (Dahlan, 2014). This is in accordance with research conducted by Ongkohardjo (2008) where human capital has a significant effect on company performance. A company cannot be separated from human labor, even though the company's activities have sufficient capital and modern technology, because no matter how advanced the technology is without being supported by humans as its resources, the company's goals will not be achieved (Mazura, 2012).

The Mojokerto City Regional Secretariat in carrying out its main tasks, functions, details and work procedures experienced various obstacles in its implementation, considering the limited capabilities of employees and the limited facilities available, so that the work results did not run fully. These obstacles affect the overall work results which cause employee performance not to run according to targets and objectives.

METHOD

Population and Sample

The population in this study were all Mojokerto City Regional Secretariat Employees totaling 60 employees. The sampling technique used saturated or census sampling. Saturated or census sampling is a sampling technique when all members of the population are used as samples. Therefore, the number of samples in this study was 60 Mojokerto City Regional Secretariat Employees.

Analysis Methods

The data analysis method used is Partial Least Squares (PLS). PLS is a new method analysis technique pioneered by Herman World, PLS is commonly referred to as soft modeling. With PLS, structural equations with relatively small sample sizes can be modeled and multivariate normal assumptions are not required. Measurement models are used in testing the validity and reliability of measuring instruments, and structural models are used in testing causal relationships. PLS path modeling was developed as an alternative to Structural Equation Modeling (SEM) with a weak theoretical basis.

RESULTS AND DISCUSSION

Evaluasi Inner Model

R-Square Calculation Value

Variabel	R-Square	Keterangan
SIM E-Sakip (Z)	0,886	Reliabel
Work effectiveness (Y)	0,958	Reliabel

Source: Partial Least Square (PLS) Data Processing Results

The variables of Motivation (X1), Competence (X2) and Career Development (X3) that influence the variable of Job Satisfaction (Z) have an R-Square value of 0.740 which indicates that the model is "moderate". While the variables of Motivation (X1), Competence (X2), Career Development (X3) and Job Satisfaction (Z) that influence the variable of Employee Performance (Y) have an R2 value of 0.936 which indicates that the model is "strong" .

Hypothesis Testing

Direct Hypothesis Testing Results

	Direct Influence	t tabel	t statistics	P-value	Information
H1	Innovation (X1) → SIM E-Sakip (Z)	2.030	5.070	0.000	Signifikan
H2	Human Capital (X2) → SIM E-Sakip (Z)	2.030	2.335	0.020	Signifikan
H3	Innovation (X1) → Work effectiveness (Y)	2.030	2.721	0.007	Signifikan
H4	Human Capital (X2) → Work effectiveness (Y)	2.030	2.427	0.015	Signifikan
H5	SIM E-Sakip (Z) → Work effectiveness (Y)	2.030	3.774	0.000	Signifikan

Source: Partial Least Square (PLS) Data Processing Results.

Indirect Hypothesis Testing Results

	Indirect Influence	t tabel	t statistics	P-value	Information
H6	Innovation (X1) → SIM E-Sakip (Z) → Work effectiveness (Y)	2.030	2.847	0.004	Signifikan
H7	Human Capital (X2) → SIM E-Sakip (Z) → Work effectiveness (Y)	2.030	2.039	0.042	Signifikan

Source: Partial Least Square (PLS) Data Processing Results.

Discussion

The Influence of Innovation on SIM E-Sakip

Based on the results of the hypothesis that has been presented, it is known that with a calculated t value > t table ($5.070 > 2.030$) and a P-value of 0.000 ($p < 0.05$). The results of this analysis explain that the hypothesis stating that innovation has a significant effect on SIM E-Sakip is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017) which shows that innovation has a significant effect on management information systems.

The Influence of Human Capital on SIM E-Sakip

Based on the results of the hypothesis that has been presented, it is known that with a calculated t value > t table ($2.335 > 2.030$) and a P-value of 0.020 ($p < 0.05$). The results of this analysis explain that the hypothesis stating that human capital has a significant effect on SIM E-Sakip is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017) and the results of research from Tomy Sun Siagian and Hamzmanan Khair (2018) which show that human capital has a significant effect on management information systems.

The Effect of Innovation on Work Effectiveness

Based on the results of the hypothesis that has been presented, it is known that with a calculated t value > t table ($2.721 > 2.030$) and a P-value of 0.007 ($p < 0.05$). The results of this analysis explain that the hypothesis stating that innovation has a significant effect on work effectiveness is proven

to be accepted/positive. The results of this study are in accordance with the results of research from Magfira Arifin (2017), Tiya Intan Permatasari (2018), and the results of research from Ery Teguh Prasetyo and Puspa Marlina (2019) which show that innovation has a significant effect on work effectiveness.

The Influence of Human Capital on Work Effectiveness

Based on the results of the hypothesis that has been presented, it is known that with a calculated t value $> t$ table ($2.427 > 2.030$) and a P -value of 0.015 ($p < 0.05$). The results of this analysis explain that the hypothesis stating that human capital has a significant effect on employee work effectiveness is proven to be accepted/positive. The results of this study are in accordance with the results of research from Magfira Arifin (2017), Tiya Intan Permatasari (2018), and the results of research from Eliyanto (2018) which show that human capital has a significant effect on work effectiveness.

The Influence of SIM E-Sakip on Work Effectiveness

Based on the results of the hypothesis that has been presented, it is known that with a calculated t value $> t$ table ($3.774 > 2.030$) and a P -value of 0.000 ($p < 0.05$). The results of this analysis explain that the hypothesis stating that SIM E-Sakip has a significant effect on Employee Work Effectiveness is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017), Tomy Sun Siagian and Hamzmanan Khair (2018), as well as the results of research from Ery Teguh Prasetyo and Puspa Marlina (2019) which show that SIM E-Sakip has a significant effect on Employee Work Effectiveness.

The Effect of Innovation on Work Effectiveness through SIM E-Sakip

Based on the results of the hypothesis that has been presented, it is known that with a calculated t value $> t$ table ($2.847 > 2.030$) and a P -value of 0.000 ($p < 0.05$). The results of this analysis explain that the hypothesis stating that innovation has a significant effect on work effectiveness through SIM E-Sakip is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017) which shows that innovation has a significant effect on employee work effectiveness through the management information system.

The Influence of Human Capital on Work Effectiveness through SIM E-Sakip

Based on the results of the hypothesis that has been presented, it is known that with a calculated t value $> t$ table ($2.039 > 2.030$) and a P -value of 0.042 ($p < 0.05$). The results of this analysis explain that the hypothesis stating that human capital has a significant effect on work effectiveness through SIM E-Sakip is proven to be accepted/positive. The results of this study are in accordance with the results of research from Hartanti Nugrahaningsih (2017) and the results of research from Tomy Sun Siagian and Hamzmanan Khair (2018) which show that human capital has a significant effect on work effectiveness through SIM E-Sakip.

CONCLUSION

The conclusions in this study are as follows:

1. Innovation affects the E-Sakip Management Information System.
2. Human Capital affects the E-Sakip Management Information System.
3. Innovation affects Work Effectiveness.
4. Human Capital affects Work Effectiveness.
5. The E-Sakip Management Information System affects Work Effectiveness.

6. Innovation affects Work Effectiveness through the E-Sakip Management Information System as an intervening variable.
7. Human Capital affects Work Effectiveness through the E-Sakip Management Information System as an intervening variable on Mojokerto City Regional Secretariat Employees

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