ABSTRACT

YANWADI PERMANA, ***"Software Quality Analysis of Human Resource Information System (HRIS) Impact on Employee Performance At PT. East West Seed Indonesia Farm Institute "under the guidance of*** **Prof.. Dr. Hj. Umi Narimawati, Dra., S.E,. M.Si**

Software Human Resource Information System (HRIS) software is used by PT. East West Seed Indonesia Farm Lembang to manage the human resources management contained in the company. The purpose of this study is to determine impact of the Software Human Resource Information System (HRIS) Employee Performance in PT. East West Seed Indonesia Farm Lembang.

The method used in this research is descriptive and verification with quantitative approach. To know the implementation of the Software Human Resource Information System (HRIS) are now running at PT.East West Seed Indonesia Farm Lembang, it can be seen from the Flow Map, Context Diagram (DK) and Data Flow Diagrams (DFD). Data collection techniques using observation, interviews, and questionnaire distribution. Quantitative analysis using statistical analysis, Pearson Product Moment Correlation, Regression Test, Coefficient of Determination, and the Z test to test the hypothesis with the help of SPSS 17.0 For Windows applications.

Results of research conducted by the researchers that the level of response categories for respondents on the quality of Software Human Resource Information System (HRIS) are GOOD and Responder on the performance of employees after the Software Human Resource Information System (HRIS) categorized ENOUGH, with confidence level of 99% Who produced the level of correlation, and direction as well as significantly improve employee performance with the percentage impact produced by the Software Human Resources Information System (HRIS) to employee performance that is equal to 19.27% and the remaining 80.73% influenced by other factors ie training, discipline, motivation and communication. In hypothesis testing is done by using the z test, obtained values of 2.706 and Ztabel Zhitung of 2.58 for α = 1%, then it is known that there is in the region of rejection of H0, H1 accepted or mean Software Human Resource Information System (HRIS) impact on employee performance at PT. East West Seed Indonesia Farm Lembang. This indicates that the Software Human Resource Information System (HRIS) impact on employee performance at PT. East West Seed Indonesia Farm Lembang.

Keywords: Software Human Resource Information System (HRIS), employee performance, and PT. East West Seed Farm Lembang, Indonesia.