
**THE INFLUENCE OF ARCHIVES SYSTEMS, INFORMATION SYSTEMS
AND INFRASTRUCTURE FACILITIES ON THE PERFORMANCE OF DPRD
EMPLOYEES IN SOUTH KALIMANTAN PROVINCE**

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ABSTRACT

The problem in this study is whether there is an influence of the filing system, information systems and infrastructure on the performance of employees at the DPRD Province of South Kalimantan. This study aims to find out whether there is an effect of the filing system, information and infrastructure systems on the performance of employees in the DPRD of the Province of South Kalimantan. The population of this study is employees at the DPRD of South Kalimantan Province . This research is a population approach study so the sample of this study is the population itself with 30 respondents. There are four variables studied in this study, namely the filing system (X1), Information systems (X2), and infrastructure (X3), and the performance of Employees at the South Kalimantan Provincial Parliament District (Y) . Based on the results of multiple linear regression analysis calculated by using SPSS obtained $Y = 19.067 + 0.099X1 + 0.785X2 + 0.812X3$ The partial test results were obtained $t_{count} 0.706$ and $t_{count} = 8.900$ with a significance of $0.000 < 0.05$ so this means there is influence from each variable is a filing system, information and infrastructure systems on the performance of employees at the DPRD Province of South Kalimantan. Simultaneous test results obtained F_{count} of 44.810 with a significance of $0.000 < 0.05$, this means that there is an effect of the filing system, information systems and infrastructure together on the performance of employees in the DPRD Province of South Kalimantan . The conclusion that partially or simultaneously the filing system, information and infrastructure systems have a positive and significant effect on the performance of employees in the South Kalimantan Provincial DPRD

Keywords: *Filing, Information, Infrastructure and Performance*

INTRODUCTION

Agencies or organizations in which there is a filing sector must understand the procedure for organizing archives, this does not mean that the agency or organization concerned is certain to manage records in accordance with procedures effectively and efficiently. A good archive arrangement requires facilities, both the place of arrangement, the method of arrangement to the skills of the archivist, all of that will become a key link so that archives can be preserved and when needed, archives are easy to find and are still in good condition. The rapid advancement of information technology and the potential for its widespread use opens up opportunities for accessing, managing and utilizing large volumes of information quickly and accurately. Utilization of information technology to improve the ability to process, manage, distribute and distribute information and public services. Through this process, the government can optimize the use of advances in information technology to eliminate organizational and bureaucratic barriers, as well as establish a network of management systems and work processes that enable government agencies to work in an integrated manner to simplify access to all information and public services that must be provided by government.

LITERATURE REVIEW

Archives are often interpreted simply as a written material that is left behind to remember that something has happened in writing. Information is data that has been processed into a form that is important to the recipient and has real value that can be felt in current or future decisions. work service facilities are all types of equipment, work equipment and other facilities that function as the main tool/assistant in carrying out work, and also have social functions in the interests of people who are in contact with the work organization. Performance is a result of the work of an employee in carrying out the completion of work that is charged according to the provisions of the time and quality of work. Teacher performance is a person's level of success in carrying out his work. In general, the performance is given a limit

METHOD

This type of research is research with hypothesis testing (*hypotheses testing*). Hypothesis testing is carried out to see the causal relationship between the variables to be studied, namely between the dependent variable in the form of filing systems, information systems and infrastructure facilities with the independent variable in the form of management

RESULT AND DISCUSSION

1. Normality Test

The purpose of the normality test is to determine whether the variables are normally distributed or not. If the data is normally distributed, then the hypothesis test uses parametric statistics, whereas if the data is not normally distributed, then the hypothesis test uses nonparametric statistics.

2. Multicollinearity Test

This test aims to test whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between

the independent variables. To detect the existence of multicollinearity, it can be done by finding the amount of the *Variance Inflation Factor* (VIF) and its *tolerance value*.

3. Heteroscedasticity Test

Testing to heteroscedasticity can be done through observation to pattern the resulting *scatter plots* through the SPSS 22 program. If pattern *Scatter plots* form pattern certain, then the regression model own symptom heteroscedasticity. Appearance symptom heteroscedasticity showing that appraiser in the regression model No efficient in sample big nor small.

4. Analysis Regression

Multiple analysis models are used to determine the form of influence of filing systems, information systems and infrastructure on partial and simultaneous

5. Partial Test (t)

The partial test (t test) basically shows how far the influence of one independent/independent variable individually explains the variation of the dependent/dependent variable. Decision making rules in the t test using the SPSS 22 program.

1. Influence System Record management To Employee Performance

Based on partial test results (t test) can be known that System Record management No influential positive and significant to performance employee on DPRD South Kalimantan Province. No exists influence between variable System Record management to performance employee. Because There is indicator in variable system still _ medium and low influence to performance average employee _ show in criteria medium. performance good employee _ it is also affected by the system System Good archives, like _ in storage, placement until invention back in time Record management needed but in study This variable System Record management Not yet There is influence to performance employees, explained by research data that There is indicator System Archives are still criteria medium and low. Findings _ This No in accordance with theory Amsyah (2015:108), argued there are five stages in save Record management namely: 1) checking, 2) indexing, 3) coding, 4) sorting, 5) placement.

From analysis descriptive percentage, based on existing criteria _ so variable system record management including in the category medium. There was 1 respondent who answered System Archives (3.00%) deep category very high, 4 respondents answered System Archive (10.00%) deep category high, 9 respondents answer System Archives (48.00%) deep category medium, 6 respondents answer System Archives (40.00%) deep category low with average percentage of 58.00% category medium. System Record management categorized currently Because system still _ Not yet consistent with system used _ since beginning System, expected System Record management That can more effective and efficient in function. System System Record management should customized with place storage and sharing means good and appropriate archives. _ Be different type the archive with clean and tidy system _ If system used _ Already walk with Good so There is system maintenance. Like gift drugs (poisons) in the archives so that it doesn't damaged or eaten termites _

Study previously done by Fitriana _ Praise Astuti (2016) tested about influence ability officer record management to implementation handling archive in the archive

body area province Central Java . From the results study show that in a manner Partial ability officer archiving to implementation handling Record management by 31.08%.

2. Influence System Information To Employee Performance

Based on partial test results (t test) can is known that System Information proven influential positive and significant to performance employee . There is influence positive and significant between System Information to performance employee because height criteria on existing indicators _ in the variable System Information That itself , the indicators are there in variable System Criterion average information high although Still There is still indicator _ criteria medium and low . System Information That ability humans who have knowledge , skills , and abilities in manage files in matter storage , system , maintenance , destruction until invention return in a manner effective and efficient at times Record management That needed return as To use information or something else. From the data found in the field show System Information influential to performance employee proven from level education possessed , though _ in the practice System Record management Still not enough Good or Not yet in accordance system archives used in the Department of Housing , Residential Areas and Defense . Findings _ This in accordance with theory Mulyono (2016:39), argued influencing factors _ System Information namely : (1) skill , (2) accuracy , (3) neatness , (4) intelligence .

From analysis descriptive percentage , based on existing criteria _ so variable System Information officer Record management including in the category very high . There were 9 respondents who answered System Information officer Archives (47.50%) deep category very high , 8 respondents who answered System Information (45.00%) in category high , 4 respondents answered System Information (7.50%) in category currently with percentage average of 83.00% in category high .

Study previously conducted by Agung Khairul Anam (2013) who tested influence experience work and facilities record management to ability employee manage files District Secretariat _ stem . Study This explained that in a manner Partial experience Work influential significant to ability employee manage Archives 53.40 % meanwhile means record management influential to ability employee manage Record management of 46.60%.

3. Influence of Infrastructure on Employee Performance

Based on partial test results (t test) can is known that Infrastructure _ proven influential positive and significant to performance employee . There is influence positive and significant between infrastructure _ to performance employee because height criteria on the indicators that are inside infrastructure variable _ That itself , the indicators are there in variable System Criterion average information high although Still There is still indicator _ criteria medium and low . infrastructure _ supported by the System maintenance and procurement in a manner effective and efficient at being in use or saved . _ From the data found in the field show means infrastructure influential to performance employee proven from level education possessed , though _ in the practice Still There is lack Not yet in accordance systems and patterns work used in the Department of Housing , Residential Areas and Defense . Findings _ This in accordance with theory (Kotler, 2008:47) factors that influence infrastructure including : (1) access , (2) communication , (3) system Information , (4) politeness , (5) credibility , (6) reliability , (7) friendly

environment , (8) certainty , (9) tangible things , (10) understand (recognize consumers).

From analysis descriptive percentage , based on existing criteria _ so variable System Information officer Record management including in the category very high . There were 9 respondents who answered System Information officer Archives (45.00%) deep category very high , 12 respondents answered System Information (55.00%) in category high , deep category currently with average percentage of 83.00 % in category high .

Study previously conducted by Didi Hartono (2012) who tested influence means infrastructure and environment Work to performance employee service education city banjarbaru Study This explained in a manner partial each variable study show that means infrastructure influential significant to performance employee with t value of 3.746 at the Sig this level of 0.000 which has an effect positive , so is the environment Work influential significant to performance employee with t value of 10.955 at the Sig this level of 0.000 which has an effect positive . kindly together variable means infrastructure and environment Work influential significant to performance employee with an F of 60.407 at the Sig this level of 0.000 which has an effect positive . The influential dominant on the Performance of New Banjar City Education Office Employees is environment work .

4. Influence System Archives , System Information and Infrastructure To Employee Performance kindly Simultaneous

Based on the results of the simultaneous test (F test) it can be seen that filing systems, information systems and infrastructure have a positive and significant effect on employee performance at the DPRD of South Kalimantan Province. There is a positive and significant influence between the filing system, information system and infrastructure variables due to the high criteria on the indicators that are in the employee performance variable itself and are influenced by the filing system variables, information systems and infrastructure facilities which on average also have high criteria. although there are some of the indicators that show in medium and low criteria. Employee performance is an action or activity offered that affects the ability to achieve the best quality to meet customer needs. Implementation can be measured, therefore standards can be set both in terms of the time required and the results. With the existence of management standards can plan, implement, supervise, and evaluate activities, so that the end result is satisfactory to those who get it. The explanation above regarding the existence of a positive and significant influence between the variables of filing systems, information systems and infrastructure facilities on the performance of personnel administration managers. These findings are in accordance with Widjaja's theory (2006:16) that personnel administration is formulated as "SCIENCE", as "PROCESS", as "FUNCTION", and as "ART"

CONCLUSION

Based on from results research and discussion about “ Influence System Archives And Systems Information and Infrastructure Against the Performance of DPRD Employees of the Province of South Kalimantan," then can concluded things as following :

1. There is influence in a manner Partial system information and facilities infrastructure record management to performance employees of DPRD of South Kalimantan Province .
2. There is influence in a manner simultaneous system information and facilities infrastructure record management to performance employees of DPRD of South Kalimantan Province
3. infrastructure _ record management influential dominant to performance employees of DPRD of South Kalimantan Province .

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