Hot-Fit Model Framework In Central Government Employee Data Management Systems

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Abstract: This study aims to determine the results of evaluating the implementation of Employee Data Management Systems by using the HOT-Fit Model Framework and knowing the elements that need to be improved in the implementation of the Employee Data Management System based on evaluation with the HOT-Fit Model criteria. The object of this research is the Employee Data Management System used by the Financial and Development Supervisory Agency. This study uses a qualitative descriptive approach with a case study method. Broadly speaking, evaluations made on the implementation of the Employee Data Management System at the Head Office of the Financial and Development Supervision Agency through the HOT-Fit model showed positive results where tested elements such as human, organizational, and synergy technology produced good net benefits for organization.

Index Terms: Management Information Systems, Hot Fit Models, It Government, Public Sector Accounting, Accounting Information Systems

1 INTRODUCTION

Laudon and Laudon (2001) define information systems as an arrangement of interconnected components that collect (or find), process, store, and distribute information to support decision making, coordination, and control in the organization. McLeod and Schell (2011) say that management information systems are computer-based systems that provide information for users who need it. Information systems can provide a competitive advantage for users to support them in doing their daily work. The role of information systems is very important for organizations, including the need for institutions to regulate and supervise internal activities in real time, dissemination of information to internal employees that can be done effectively and efficiently, control the development of human resources both in quantity and quality, and the application of the green office principle which has recently been in the spotlight. Implementation of the use of information technology in the management of these functions, the Financial and Development Supervisory Agency has created a staff application system that is named the Employee Data Management System that is integrated with the Financial Management and Development Management System (DMS) system. This Employee Data Management System application contains features that can be used by employees to manage documents and information related to their employment data such as personal data, education data, and related office data so that they can be used at any time when needed. This application allows employees to store their data virtually because it is connected to the DMS Financial and Development Supervisory Agency application system that is also used in the management of other documents related to planning, implementation, and reporting.

This Employee Data Management System application can also help leaders in making various decisions related to staffing such as appointment, development, transfer, and dismissal of employees more effectively and efficiently. After being used for about eight years and has never been evaluated, raising questions about the Employee Data Management System application has the Employee Data Management System application been implemented properly so far? Is the implementation in accordance with the objectives? Are there elements or functions in the application that need to be improved or improved? To answer some of these questions, an evaluation is needed. One way that can be used to evaluate an information system is to use the HOT-Fit Model framework.

2 RESEARCH METHODS

Sugiyono (2010) states that qualitative research methods are research methods based on the philosophy of positivism, used to examine natural conditions of objects, where researchers are as key instruments and qualitative research results emphasize meaning rather than generalization, whereas descriptive methods are methods in examine the status of a group of people, an object, condition, system of thought or event at the present time. Arikunto and Cepi (2008) suggest that evaluation is an activity to gather information about the workings of something, which then information is used to determine appropriate alternatives in making a decision. The main function of evaluation in this case is to provide information that is useful for the decision maker to determine the policy to be taken based on the evaluation that has been carried out, while Uzer (2003) says that evaluation is a process that someone takes to obtain information that is useful for determining where from two or more things which are desirable alternatives, because this kind of determination or decision is not taken randomly, then the alternatives must be given relative value, therefore giving that value must require rational consideration based on information for the decision making process. Evaluation can also be interpreted as the process of assessing something based on predetermined criteria or goals which is then followed by decision making on the object being evaluated (Djaali and Pudji, 2008; Ahmad & Ahmad, 2018). Yusof (2008) provides a new framework that can be used to evaluate information systems called the Human-Organization-
Technology (HOT) Fit Model. This model places an important component in the information system namely Human (Human), Organization (Organization) and Technology (Technology) and the suitability of the relationship between them (Net Benefit). HOT-Fit Model was chosen because this evaluation model can collaborate between the influence of technology, human, and organization in a fit (fit), and is the most comprehensive and holistic model for evaluating information systems (Yusof, 2013). The three components are then categorized into measurement dimensions. There are eight dimensions of measurement obtained from the merger between the evaluation model of information systems and information technology, which will then be used to analyze the application of information systems. The following is an explanation of the three important elements in the information system along with the eight dimensions contained in the element:

2.1. Technology
There are several dimensions in this element, namely: 1) The quality of the system, which is to measure the processing of the system itself, consists of several indicators, namely: a) Ease of use (easy to use) and easy to learn (easy to learn). b) Efficiency, seen from the length of response and loading process. c) System reliability, indicated by the existence of system technical assistance (access to technical support), an error warning, the ability to integrate with other systems (availability), tested free from errors (reliability), and system security (security). d) Completeness, including complete features and complete database contents.

2.2. Information quality
Information generated by the application (output), consisting of: a) Content, including format according to needs, form and relevance of the information generated, and completeness. b) Usefulness (usefulness), including easy to read, concise and concise, and informative. c) Data reliability, including data accuracy, timeliness, can be compared, and can be verified.

2.3. Quality of service that is, overall support from service providers, which can be assessed from the speed of response, guarantees, empathy, technical support, and follow-up services to system users.

2.4. Human
There are several dimensions in the human element, namely: 1) System development (system development), assessing information systems in terms of system development (system development) carried out by the IT team for an application, related to the purpose of making the application, development starting from the initial planned, implementation, and evaluation. 2) System use is related to the frequency and extent of the use of the system, who uses it (who uses it), the level of use, training and user knowledge, user expectations, and the attitude of accepting or rejecting the system. 3) User satisfaction related to user experience in using information systems and the potential impact that is felt from the use of information systems, can be related to perceptions of benefits and user attitudes towards information systems that are influenced by personal characteristics.

2.5. Organization
In this element there are two dimensions, namely: 1) Structure (structure), related to the structure of the person responsible for the information system and the communication made by superiors to their employees relating to the information system. 2) Environment (environment), related to funding sources and government regulations.

2.6. Net Benefit
Related to the impact of information management or the contribution of the implementation of information systems felt by individuals, organizations, industries, and countries (Petter et.al, 2008) Simply stated, the relationship of the three elements above can be described as

![HOT-Fit evaluation framework (Yusof, 2013)](image)

3. RESULTS AND DISCUSSION
In the process of managing electronic documents related to digitalization policies on personnel files, the Bureau of Personnel of the Central Office of the Financial and Development Supervisory Agency manages a variety of records related to staffing, which include personal data (basic data, id card data, addresses, marriages, children, parents, relatives, in-laws, diseases, etc.), coaching data (rank, position, unit mutation, KGB and inpassing data, PAK, DP3, etc.), and development data (general education data, education and training, competency tests, etc.) at the BPKP headquarters. These data, if classified according to their value or usefulness, can be entered into an archive of information and administration value. If viewed from the form, if the data is still in the form of hardcopy, then it can be classified as conventional archives in the form of textual or photo archives, whereas when the data has been scanned or converted then the data can be classified into electronic archives. The staffing problems that arise in the Financial and Development Supervisory Agency are the personnel administration processes that seem complicated, the number of employees is quite large, and a lot of staffing data is lost when using a manual system (manuscript). With these problems, the Financial and Development Supervisory Agency developed a system, in which the system was able to speed up data processing, especially updating staffing data, and to simplify the flow of the staffing
service process called the Employee Data Management System. The Employee Data Management System is an online staffing service system and is connected to the Personnel Bureau at the Head Office of the Financial and Development Supervisory Agency. The application of the Employee Data Management System at the Head Office of the Financial and Development Supervisory Agency has been started since approximately 2007 and 2008 until now. After about 8 (eight) years of application, an evaluation of the Employee Data Management System is needed at the Head Office of the Financial and Development Supervisory Agency. This evaluation will later see the suitability of implementing the Employee Data Management System application in terms of the HOT-Fit Model framework.

3.1. Technology
The quality of the system related to the processing of the system itself, the quality of the system can be evaluated by using several indicators, namely: a) Ease of use (easy to use) and easy to learn (easy to learn). b) Efficiency, seen from the length of response and loading process. c) System reliability, indicated by the existence of system technical assistance (access to technical support), the existence of error warnings, the ability to integrate with other systems (availability), tested free of errors (reliability), and system security (security). d) Completeness, including complete features and complete database contents. Regarding ease of use and easy to learn, from several respondents interviewed, such as the Head of Staff Information Management, staff in the Planning and Development Subdivision, and staff in the Staff Appointment and Appointment Section, they said that with the appearance which is quite simple supported menu placement that is not too much, helping the users / users in using this application. They say that this application is relatively easy to use and almost anyone can use it. System failures or failures in accessing the Employee Data Management System rarely occur, failures that occur are often caused by users not yet understanding how to use the application, access failures are also affected by network conditions at certain times, but it can be said that the Employee Data Management System application it's responsive enough. One general principle for determining whether a system is reliable or not is integrity. A system is said to have integrity if it can carry out functions intended for the system as a whole and is free from system manipulation, both unauthorized and unintentional. One of the principles of integrity is reflected in the accuracy of the data in the Employee Data Management System application, where the output relating to rank and position is in accordance with what is inputted by the user, and some even assess that the accuracy of the data in the Employee Data Management System has reached 90%, as said by the Employee Data Management System Manager, "in my opinion, the data inputted to the Employee Data Management System is quite accurate, around 90%." There is no manipulation of the system of data entered by the user, what is entered into the system then that information will be the output of the system. Access to the Employee Data Management System can be done via the intranet or the internet, this increases the added value of the application in terms of accessibility. Users can view staffing data from their devices, as long as they are connected to the internet. The majority of informants stated that the existing infrastructure already supports users in accessing the Employee Data Management System, even though the equipment used is not classified as the latest products. Another advantage of this application is that the Employee Data Management System application is already integrated with other systems in the office, such as Document Management System (DMS), Polite, E-Office, and Dashboard. Although there is a possibility of incorrect input in updating employee data in the Employee Data Management System application such as entering incorrect names, numbers, and dates as well as possible duplication of entries, the organization tries to carry out various risk mitigations, including by conducting periodic data cleansing, reconciliation between units both between units at the center as well as between central and regional units. Respondents also said that there was authorization in uploading a document so that it was expected that the quality of information entered would be more accurate and reliable. The data generated is also quite relevant and useful for the institution, and problems have never been found when inputting and searching / reporting at the same time. Although it has been said that the menu in the Employee Data Management System is sufficient to represent employee data that is to be generated or used in decision making, but there are several menus to be added from this application, including search menu by adding filtering and sorting data. The menu for producing reports also needs to be added because the reports that have been produced so far are still semi-raw so they need to be analyzed or further processed by the user. Then there needs to be a certain notification that can remind users if they have to input data or an error occurs when inputting. Although the information or reports that have been produced have been quite useful and good, some respondents want additional information in the form of infographics, dashboards, and search menus. There are application limitations when used via the internet because the application that can be opened is only the Employee Data Management System, whereas for the Employee Data Management System Reports still have to go through the intranet. Although the module or application usage guide already exists, its use is still relatively limited. Users learn to use the application directly through business processes that run routinely. The majority of users said that training related to the use of the Employee Data Management System was still inadequate.

3.2. Information quality
These dimensions include: a) Content, including format according to needs, form and relevance of the information generated, and completeness. b) Usefulness (usefulness), including easy to read, concise and concise, and informative. c) Data reliability, including data accuracy, timeliness, can be compared, and can be verified. As the name suggests, the Employee Data Management System was created to produce various kinds of information related to staffing, such as rank, promotion, and transfer. Information from the Employee Data Management System can also be used to find out the latest employee composition, project the number of employees needed by the organization, project the number of employees who will retire, find out the number of employees who are carrying out study assignments, DPIL programs, or abundance, and
find out the proportion existing auditors, which are needed by the organization, and whose competencies can be improved. Employee Data Management System Applications can produce several forms of reports, such as charts, diagrams, or tables, both with the format. The majority of respondents said that the data / information and reports produced by the Employee Data Management System application were clear enough and had been classified or sorted quite well. The majority of respondents also said that the information or reports generated by the Employee Data Management application is very useful and important in the context of decision making, such as the statement given by the Head of Subdivision of PIP-Renbang, “This Employee Data Management System is used as an employment database that is used to support business processes, staffing, for recruitment, promotion, transfer, employee development, and other decision-making processes related to staffing”. Although there are a number of complaints related to reports generated by the Employee Data Management System, the majority of informants said that the data obtained from the Employee Data Management System was in accordance with their wants or needs. The menu in the Employee Data Management System is also sufficient to represent the employee data that is to be generated or used in decision making. In the discussion regarding the suitability of the implementation of the Employee Data Management System it is stated that the accuracy of the data is quite good, however this is not supported by the fact that the data input that is done is often not timely, as said by the manager of the Employee Data Management System, User 2, and Analyst Staffing Supervisor, "not all data has been inputted on time". This is caused partly because the workload that is already quite a lot and the adequacy of the number of HR. In carrying out the input itself there are established criteria, but many factors can affect the employee data input process so that the input process can be disrupted.

3.3. Quality of service
What is meant in this dimension is the overall support from service providers, which among others can be assessed from the speed of response, guarantees, empathy, technical support, and follow-up services to system users. A fairly positive response was given by the majority of respondents when asked whether the IT staff they owned were sufficient to overcome application and network problems and whether they were responsive enough. Besides being possible because of the back up and division of tasks between the Personnel Bureau (Ropeg) as the party responsible for managing day-to-day Employee Data Management Systems and the Information Center for Supervision (Pusinfowas) which is responsible for network and infrastructure services, existing IT staff also indeed quite competent because many of them are graduates of schools with computer skills certification and have been computer institutions and handle the Employee Data Management System for a long time, so that the service to complaints related to the use of applications can be handled more responsively and effectively. Many channels can be used to request resolution of problems related to the use of the Employee Data Management System application, either by telephone, email, and the latest through the Polite application. Reports can also be submitted referring to problems that occur so that handling can be done appropriately and quickly, for example for network problems, it can report directly to the Pusinfowas so that they can immediately respond, as well as other problems related to the application such as not being able to save or cannot log in or upload documents can report directly to the Ropeg or Employee Planning and Development Section (Renbang) by PIP staff. PIP staff or other staff from Renbang will try to resolve any problems reported related to the use of this Employee Data Management System, however if it is not possible and outside their domain, the staff of Pusinfowas are ready to help and respond to each of these problems. Karena intensitas terjadinya permasalahan dalam penggunaan aplikasi Sistem Pengelolaan Data Pegawai ini relatif jarang, maka layanan jemput bola seperti “Knock-knock PMS” dimana staff TI mendatangi pengguna untuk menanyakah permasalahan terkait penggunaan aplikasi tidak pernah dilakukan.

### TABLE 1
**Evaluation Results of Technological Elements of Employee Data Management System Implementation**

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. System Quality</td>
<td>a. This application is relatively easy to use; b. The accessibility via intranet and internet; c. The ability of the application to integrate with other systems; d. There is risk mitigation; e. Need to add several menus, notification features, infographics, and dashboards; f. Limitations on the use of applications through the internet network; g. The use of modules or application usage guidelines is still limited.</td>
</tr>
<tr>
<td>2. Information Quality</td>
<td>a. The data obtained is in accordance with the wishes or needs; b. The data / information and reports produced by the Employee Data Management System application are clear enough; c. The information or reports generated by the Employee Data Management System application is very useful; d. The data generated is already quite relevant and useful for the institution; e. Not all data has been inputted on time</td>
</tr>
<tr>
<td>3. Quality of Service</td>
<td>a. There is a good division of tasks in responding to complaints; b. Sufficient and competent staff; c. Adequate reporting channels; d. There is no &quot;pick up ball&quot; service to monitor problems in the Employee Data Management System.</td>
</tr>
</tbody>
</table>

3.4. Human

3.4.1. System development
As a service portal and staffing database at the Financial and Development Supervisory Agency, the purpose of making this Employee Data Management System application as a database center in managing employee data is felt to have been achieved by most respondents. Like the development of a system in general, the development of the Employee Data Management System is carried out through several phases, including the general phase, the analysis phase, the designing or prototyping phase, the development or making of the program, testing, and then implementing it. Then for the administrative process is also the same as other systems, where there are
user requirements proposal documents, then there are procurement documents, software requirements system, terms of reference for activities, activity documents, user manuals, and so forth. The relationship between IT staff and users is also quite well established through various service channels either by telephone, email, or the latest application of the Financial and Development Supervisory Agency namely Politi.

3.4.2. Use of the system
There are several indicators that can be used to assess the success of the use of the system, including relating to the frequency and extent of the use of the system, who uses it (who use it), the level of use, training and user knowledge, user expectations, and attitudes to accept or reject the system. The Employee Data Management System application has been widely used within the organization, not only at the center but also has reached staffing units in regional representatives. This Employee Data Management System is the only personnel information system application in the Financial and Development Supervisory Agency, as a provider of staff information services. This application facilitates the promotion process, periodic salary increase, credit figures, and other matters related to the implementation of the employment function. Knowledge of understanding of computers is very important in the operation of the Employee Data Management System application. From a number of times the implementation of training related to the Employee Data Management System, the number of participants who attended could reach 90% of invited participants, this could indicate that the desire of employees to be able to use this application is quite high and the existence of this application is vital in the organization, especially related to staffing issues. The majority of respondents said that the Employee Data Management System application was very useful for their work, as the Head of PIP Renbang said, "yes, of course this Employee Data Management System is useful for my work" and the Supervisory Personnel Analyst, "yes, this application is useful for my work." They also agreed that the Employee Data Management System application would still be used as a staffing database, with some development related notes. Meetings as a discussion forum are quite common, but only at the leadership level, most user level respondents did not attend this meeting or were not aware of this.

3.4.3. User satisfaction
Of the several respondents interviewed, the majority expressed satisfaction with the use of this Employee Data Management System application. According to the Head of Subdivision PIP-Renbang this application is very helpful for his work, especially related to planning recruitment, appointment, competency enhancement, mutation, and other matters related to staffing. He also expressed his satisfaction in using the Employee Data Management System.

### TABLE 2
*Results of Evaluation of the Human Element of Employee Data Management System Implementation*

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. System Development</td>
<td>Employee Data Management System</td>
</tr>
</tbody>
</table>

3.5. Organizational Structure
The organizational structure consists of type, culture, hierarchy, planning and control of systems, strategies, management and communication. Leadership, support from top management and staff support are important parts of measuring the success of the system. The division of tasks in the management structure and utilization of this application is an added value that is owned by the Employee Data Management System. This can make it easier for each party to carry out their duties and also provide responsibilities in accordance with their respective competencies. Parties involved in the development and utilization of the Employee Data Management application include the Personnel Bureau as the manager of the Employee Data Management System, the Pusinfowas as the infrastructure manager, the Echelon II Work Unit related to information, and the consultant or third party as the maker and initial developer of the application. The efforts of top management to communicate matters related to the Employee Data Management System are also highly appreciated, among others, by way / strategies to carry out data checking, decision making, workshops and outreach to managers and employees, coaching to the regions, and enhancing features-features available in the Employee Data Management System application.

Environment
This dimension is related to the environment in which the Employee Data Management System application was developed. Including those related to funding sources for application development and government regulations that support the existence of the application. Funding related to the application of the Employee Data Management System comes from DIPA of the Financial and Development Supervisory Agency which is listed in the Pusinfowas budget line as capital expenditure for IT and then for maintenance it is charged to the budget line owned by Renbang. The application of this application is also in accordance with applicable regulations, including the Regulation of the Head of the Financial and Development Supervisory Agency Number: Per-729 / K / SS / 2011 About the Personnel Management Information System in the Environment of the Financial and Development Supervisory Agency, the Decree of the Head of the Financial and Development Supervisory Agency Number: KEP-06.00.00080 / K / 2001 Concerning the Organization and Work Procedures of the Financial and Development Supervisory Agency, and the Decree of the Head of the Financial and Development Supervisory Agency Number: Kep-
653 / K / SU / 2010 Regarding Standard Information Service Procedures at the Financial and Development Supervisory Agency. Good collaboration between stakeholders is also well established, this can be seen from the existence of good communication between Renbang as the manager of the Employee Data Management System with the Center for Information and Infrastructure as the manager of the infrastructure, and the users as the party utilizing the Employee Data Management System.

**TABLE 3**

**Evaluation Results of Organizational Elements from Implementing Employee Data Management Systems**

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Structure</td>
<td>a. There is financial support and regulations that underlie the implementation of the Employee Data Management System; b. Good communication between stakeholder</td>
</tr>
<tr>
<td>Environment</td>
<td>There is a division of responsibilities according to their duties and competencies</td>
</tr>
</tbody>
</table>

3.6. Net Benefit

What is meant by net benefits here are the benefits felt by both individuals and organizations that can be identified from the suitability between elements of human, organization, and technology. In this study, the three elements are related to one another. In this element, the first dimension seen is compatibility between humans and organizations (fit between human and organization). This suitability is obtained from the relationship between humans and organizations both the Civil Service Bureau as the manager of the Employee Data Management System application with stakeholders. The relationship between the two can be said to be good because the Personnel Bureau through Renbang is always ready to respond to requests or complaints from users or stakeholders, as well as stakeholders or users to use the Employee Data Management System application to carry out their duties or work so that it can run more effectively and efficiently. The relationship between employees and superiors can also be said to be good because both parties are open to each other to provide criticism and advice. Bosses also always support the use of the Employee Data Management System application, among others by conducting regular monitoring and updates, in addition to that the leaders also use this application as a consideration in making a decision. The second dimension that will be seen from this element is the dimension of human compatibility with technology (fit between human and technology). From several analyzes conducted on the two dimensions (human and technology) and responses provided by several informants, it appears that service improvements have occurred since the Employee Data Management System was implemented because employee data management became easier, more effective and efficient. Other changes mentioned that occurred from the manual system to the Employee Data Management System are to facilitate the work of employees in monitoring, printing the Employee Decree, updating data to the State Personnel Agency, PUPNS, and so on. Furthermore, the third dimension, namely the compatibility between the organization and technology (fit between organization and technology) which can be seen through the strategies used to create the best service through the Employee Data Management System. This strategy is more focused on improving the aspects of Human Resources by increasing training related to changing the mindset of the state apparatus, training IT staff in the Personnel Bureau, updating policies, staffing forums for all work units, and improving in terms of technology through the development of other HRIS applications through data Employee Data Management System. From the explanation above, it can be summarized as a benefit of the Employee Data Management System application, which is able to facilitate the performance of its users very well including being able to help the presentation of reports related to staffing to the maximum. Employee Data Management System is also able to improve the efficiency and effectiveness of the work of users by providing speed, accuracy, and good data integration. In addition the Employee Data Management System can also enhance high collaboration and close relations and communication between stakeholders. The support of the leadership is also very good in terms of application development, and perhaps control issues can be further improved. Finally, when asked about whether the investment spent on the Employee Data Management System is commensurate with the benefits, the Head of the Employee Information Management Subdivision answered that it was very commensurate. If this is related to the purpose of implementing the Employee Data Management System, then most of the objectives have been fulfilled by the Employee Data Management System application. This application can realize effective staffing and rightsizing the implementation of organizational tasks through improving staffing information, by providing information to leaders regarding the latest composition of employees so that planning for recruitment and appointment of employees is more targeted. The automation of staffing operational processes is also realized because of an integrated and computer-based system. The development of accurate and valid staffing information in a consolidated manner for effective human resource planning was also created, because according to the explanation of the technological elements, the Employee Data Management System application can provide relatively accurate and valid staffing information. The communication also went well according to the explanation from the elements of the organization which stated that there was an effort from top management to communicate matters related to the Employee Data Management System that could be appreciated, including by way / strategies for carrying out data checking, decision making, workshops and outreach to managers and employees, coaching to the regions, and enhancing features in the Employee Data Management System application. In the benefit element it is also mentioned that the Employee Data Management System can also enhance high collaboration and close relations and communication between stakeholders, so as to realize better communication, horizontal integration and deeper processes through the establishment of a richer system environment with cooperation among various parties by providing a single access window on cross-sectoral personnel transactions. An staffing information system that can collect, process, and produce information that can be used by management in making various decisions greatly helps improve staffing management capabilities. Continuous development can result in an open and flexible system that will meet and increase
information needs in operational and managerial processes at various levels of users, and accommodate the needs of organizations that continue to develop into greater. Employee Data Management System can also create good staffing governance in the implementation of the Decision Support System (DSS) and bureaucratic reform through previous statements in which this information system is made to assist leaders in making various decisions, especially related to the field of staffing in the organization.

4. CONCLUSION
The summary of the evaluation results of the Employee Data Management System application for each element is as follows below:
The suitability of the implementation of the Employee Data Management System application if analyzed using the HOT-Fit Model Framework, including:
1) The technology element shows that the quality of the system, the quality of information, and the quality of service are relatively good, with a high level of data accuracy shown, the existence of certain criteria in inputting data, the accessibility is quite good, the resulting report contains important information in taking decisions, and a good response from IT staff related to solving problems that occur when using the Employee Data Management System application.
2) The human element also shows quite positive results, both in terms of system usage, knowledge, user satisfaction, and system development. This can be seen from the statements of the majority of respondents who said that they were greatly helped by the Employee Data Management System application this. The existence of a meeting conducted by the leaders to discuss improving employee competency in using the Employee Data Management System application also shows the positives of this application. The use of the Employee Data Management System application which is very useful in doing work and making applications that go through several phases and is planned in sufficient detail and involves the user in the design and development also supports the successful implementation of the Employee Data Management System application.
3) Organizational elements represented by structural and environmental elements also show positive results where there is an effort from top management to communicate matters related to the Employee Data Management System, among others by carrying out data checking, decision making, workshops and outreach to managers and employees, coaching to the regions, and enhancing the features available in the Employee Data Management System application. Good collaboration between stakeholders and the suitability of the Employee Data Management System application with applicable regulations also help this application increase its added value.
4) Conformity between the three elements (human, organization, and technology) results in Net Benefits or benefits felt by both individuals and organizations. The benefits of this application include being able to facilitate the performance of its users very well including being able to help the presentation of reports related to staffing to the maximum. Employee Data Management System is also able to improve the efficiency and effectiveness of the work of users by providing speed, accuracy, and good data integration. In addition the Employee Data Management System can also enhance high collaboration and close relations and communication between stakeholders. The leadership's support is also very good in terms of application development, and also the investment value that is considered to be commensurate with the benefits generated. Elements that still need improvement in implementing the Employee Data Management System application, include:
1) The fact that data input is not always done in a timely manner, this is partly due to the high workload and the sometimes inadequate amount of Human Resources.
2) There are several features that are still not included in the Employee Data Management System application, including the employee data input reminder notification menu, a data search menu with certain filters / filters, and a report menu that can really be used directly in retrieval decision.
3) Trainings related to the use of the Employee Data Management System are also still relatively rare / held or are still inadequate.
4) Meetings as discussion forums only involve leaders, while users at the final level are rarely involved.
5) The problem of controlling the application is relatively lacking, so it is felt that it can still be further improved.

5 REFERENCES


