



## THE ANALYSIS OF MANAGEMENT INFORMATION SYSTEMS AND DECISION MAKING ON EMPLOYEE PERFORMANCE AT PT "G" PARKING MEDAN

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### Abstract

PT. G. Parking located on JL. S. Parman Cambridge City Square Building is a Private Holding Company running Parking Management business. This company manages parking in Cambridge City Square Building and Manhattan's Town Square Buildings which is located at JL. Gatot Subroto . The independents variable Information Management System and Decision Making have a positive effect on employees performance. The relationship between independents and dependents variables are positive. Independent variables give a boost to the bound variable of the regression coefficient of each variable. Through linear equations based on the table above:  $Y =$

$1,435 + 0.355 \cdot X_1 + 0.474 \cdot X_2$  .The influence of the management information system (SIM) and decision making in PT G Parking Field is in line with the performance of the employee. A positive value means that the symbolic if enhanced Management information system in one unit, then the performance of employees will be increased by

0.355 units. Similarly, improved decision making one unit then the performance will be improved of 0.474 units. Thus a positive relationship between the free variables of management information systems and decision making with variable bound to the performance of the employees of PT G Parking direct and linear Field. Partial variable test result management information system obtained the results of t-count of 2.909 with significance of 0.006 against the performance of employees. When its compared to the value of t-table, then  $t\text{-table } 2.909 > t\text{-table with a } 1.687$  significance  $0.05 > 0.006 < (n-2, \alpha = 5\%)$ . With the condition that the first hypothesis thus proposed are acceptable, meaning that management information systems give an impact on employee performance.

**Keywords:** Management Information System, Decision Making, Performance

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## **A. Introduction**

PT. G Parking field berlamat on JL. s. Parman Canbridge Medan City Square Building is a privately owned company engaged in the business of parking. The company manages the parking building, Canbridge City Square and Building of Manhattan's Town Square on JL. Gatot Subroto simpang JL. Medan Black Crow. In the exercise of the activity of the management of parking on both the building.

When will be scanned, frequent parking tickets can not be scanned, can in system error. To anticipate these things usually use parking operators manual way with the Barcode number input in parking tickets. Next in the find also problems when pegimputan using manual operators sometimes wrong place the Barcode code, because the menu correction that is not available in the system so the cost of parking in paid the owner of the vehicle is not sesui and costs that is of course, so it is feared will give influence on the quality of the information generated. Similarly in decisions such as determining the policy particularly in the strategy development of management information system has not performed to its full potential, so it is feared the decisions taken are likely to interfere with performance employee.

## **B. Method**

1. Employee Performance The performance of all employees is very influential on overall company performance. Based on the terms of such a company will keep trying to encourage employees to contribute on the company through the quality of the performance that they produce. Defenisi performance from some of the above, it was concluded that the results of employee performance is measured on the basis of kualiatas as well as the quantity by not ignoring other factors that guarantee performance levels be more optimally. Results achieved are a manifestation of responsibility given to the employee with the company did not violate the procedure legally applicable, purpose-oriented companies as well as in accordance with the time it takes.
2. Management Information Systems  
To maintain the existence of the company's business in an increasingly competitive era which coupled with current growth as well as the development of technologies which are not unstoppable again, then the company must impose themselves building a management strategy to answer these developments by taking steps to follow and adopt



technology development. As a supporter of the acceleration of the availability of the information needed for decision making, management companies are expected to provide a management information system to suit the needs of a company or organization to help the provision of data and information as a basis to formulate policies and business strategies and operations.

### 3. Decision making

One of the activities in the management is taking the decisions. The decision taken is the determination of management over a wide range of actions and plans all of which boils down to maintain the sustainability of the company's business. The proper decision making and firmly against various issues and corporate strategy plan pushes the company in this case management more confidently take the company into a better direction again.

## C. Research Finding

1. Research approach the research analyzes the influence of the free variable relation management information systems ( $X_1$ ) and decision-making ( $X_2$ ) against variable employee performance (Y). Approach to the research done by the quantitative approach. According to Rusiadi, Subiantoro and Hidayat (2014:184) "quantitative research is research that analyses the data using statistical inferensial, with the purpose of knowing the degree of relationship between influence and shape the free variables with variables bound".
2. Population the population referred to by Rusiadi.et.al (2014:30) is the generalization of the object and the subject who has certain qualities and characteristics set by the researchers to learn and then pulled his conclusion.
3. Sample is part of a number of characteristics shared by the population. The population in this study is taken as the sample is the entire staff employees of PT. G Parking Field of 40 people including 6 people as leader, 2 person plays as Admin and 32 people as parking attendants. This means that the sample used is saturated samples..

## D. Discussion

Data sourced from a questionnaire that was distributed to the employees of PT. G. Parking terrain, obtained results about the variables



examined in the company. By using the SPSS as a tool to manipulate the data.

Management information system of variables (X 1) is formed by 5 (five) indicators consisting of hardware (X 1.1), software (X 1.2), data base (X 1.3), procedures (X 1.4), and operators (X 1.5). A complete overview of the responses of the respondents for each of the full indicator can be seen on the table Then retrieved the data processing results now to the variables examined are as follows:

**Assessment Of The Respondent Against The Hard Disk Indicator X1)**

Jawaban Responden	Item Pertanyaan					
	Kebutuhan perangkat keras ( <i>computer set</i> ) dalam SIM telah terpenuhi.		Kualitas perangkat keras ( <i>computer set</i> ) memenuhi standar yang dibutuhkan dalam menunjang kualitas SIM		Secara periodik perangkat keras ( <i>computer set</i> ) dilakukan uji kualitas atau uji kelayakan.	
	Frekuensi	%	Frekuensi	%	Frekuensi	%
Sangat tidak setuju	0	0%	0	0%	0	0%
Tidak Setuju	1	2,5%	1	2,5%	3	7,5%
Netral	11	27,5%	13	12,5%	9	22,5%
Setuju	18	45,0%	16	40,0%	15	37,5%
Sangat Setuju	10	25,0%	10	25,0%	13	32,5%
Total	40	100	40	100	40	100
Mean	3,925		3,875		3,950	

The hardware requirements for the item (computer set) in the LICENCE have been met, a total of 18 respondents (45.0%) agree, with a mean value of 3.925. This illustrates that answers the needs of hardware or computer set is already good.

1. for items of quality hardware (computer set) meet the standards needed to support the SIM quality that suits your needs and is acceptable, as many as 16 respondents (40.0%) agree, with a mean value of 3.875. This answer illustrates that the quality of the hardware (computer set) meet the standards required in support of quality SIM needs is already good.
  2. for items with periodic hardware (computer set) conducted a test of quality or feasibility trials, a total of 15 respondents (37.5%) agree, with a mean value of 3,950. This answer illustrates that periodically hardware (computer set) conducted a test of quality or feasibility trials already fine
- a. the results of Test validity and Reliability Performance Variables (Y)



No	Butir Pertanyaan	Validitas			Reliabilitas		
		r-hitung	r-tabel	Keterangan	r-hitung	r-tabel	Keterangan
1	Kualitas	0,378			0,758		
2	Limit Waktu	0,458			0,751		
3	Kapasitas/kemampuan	0,367			0,759		
4	Perangkat kerja	0,511			0,745		
5	Tingkat akurasi	0,616			0,734		
6	Tanggung jawab	0,566			0,739		
7	Norma/ketentuan	0,341			0,763		
8	Loyalitas	0,347			0,761		
9	Disiplin	0,364	0,30	Valid	0,760	0,60	Reliabel
10	Kreativitas	0,340			0,763		
11	Tunduk dan patuh	0,354			0,761		
12	Pemanfaatan waktu	0,351			0,764		

From the results of processing the data of research performance variables obtained a value of r-calculate the overall performance indicator variable is greater than the value of the standard r-or r-critical tables that set of 0.30 (for test validity) and 0.60 (for test reliability), so the overall performance indicator variables can be used in this study because it meets the requirements of validity (valid) and reliability (reliability).

### 1. Classic Assumption Test. test the Normality of the Data

The result of the test of normality of the data displayed in the form of histograms as follows:

Based on the picture above to see that the distribution of the data are on a diagonal line around and follow the direction of the diagonal lines. This means that the data used in the study of normal and decent to use. The regression model thus filled the assumption of normality. It is evident that the two stage test of normality generate qualified information that research data must be normally distributed.

		Sim	ketutusan	kineria	Unstandardized Residual
N		40	40	40	40
Normal	Mean	59.0500	50.5500	46.3250	.0000000
Parameters <sup>a,b</sup>	Std. Deviation	8.43360	5.84391	7.18398	5.00929906
Most Extreme	Absolute	.135	.103	.171	.118
Differences	Positive	.125	.103	.171	.118
	Negative	-.135	-.090	-.167	-.111
Kolmogorov-Smirnov Z		.852	.653	1.080	.744
Asymp. Sig. (2-tailed)		.462	.788	.194	.637

a. Test distribution is Normal.

b. Calculated from data.

A regression model which is said to satisfy the assumption of normality when the residual value i.e. Asymp. Sig (2-tailed) is greater than 0.05. Kolmogorov-Smirnov Z value of 0.744 with of these figures above



where 0637 level of significance of 0.05 or 5%. Or the value of Asymp. Sig (2-tailed) > 0.05, then data can be expressed in this study are statistically Gaussian and compliant for use.

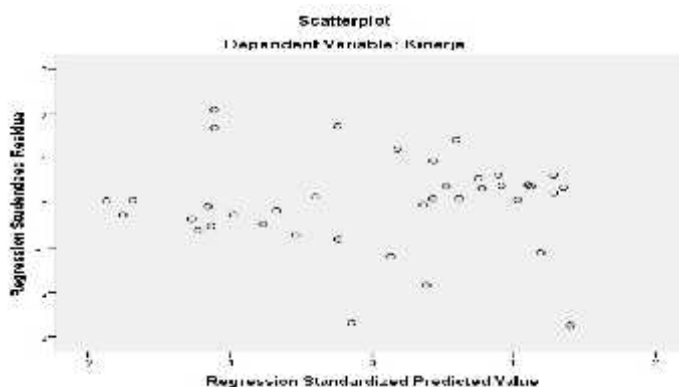
**b. Uji Multikolinearitas**  
**Hasil Uji Multikolinearitas**

Model	Correlations			Collinearity Statistics	
	Zero-order	Partial	Part	Tolerance	VIF
(Constant)					
1 Sistem Informasi Manajemen	,647	,431	,334	,642	1,557
Pengambilan Keputusan	,634	,405	,309	,642	1,557

Test result table of multicollinearity in retrieved results that Collinearity Statistics VIF for the second variable variable bound against free of 1.557 or less than 10 as the default value. While the result value of the Collinearity Statistics Tolerance "for the second variable variable bound against free of 0.642 or greater than the value of the tolerance i.e. 0.1 dibenar. Based on the description above, it was concluded that research data are used there is no symptom of multicollinearity, making that data worth used in this research.

**c. Test Heteroskedastisitas**

Heteroskedastisitas test used to determine whether there is inequality between the residual variance of one test to the other testing. That is to say regression models that meet the requirements, namely the model found in common the residual variance of one observation to another observation of anyway. This condition is illustrated through the following Diagram Scatterplots.



## 2. Analysis of Multiple Linear regression test

Test tool that is used to analyze the data in this study used multiple Linear regression test (Multiple Regression analysis). Multiple linear regression analysis used in this study because the variable or variable-free explanation of more than one variable. Free variable that describes his dependency to specify ditrima or hypothesis rejected.

Model	Unstandardized coefficients		Standardized coefficients
	B	Sttd. Error	Beta
1 ( constanta)	1.435	7.412	
Sim	0.355	0.122	0.416
Pengambilan Keputusan	0.474	0.176	0.385

Based on the above table, retrieved the image of that variable'S LICENCE and decision making a positive effect on performance of employees. The relationship between free variables with variable are positive. Free variable gives a boost to the bound variable of the regression coefficient of each variable. Through linear equations based on the table above:

$$Y = 1,435 + 0.355 0.474 \times 1 + X 2$$

Explain that the influence of the management information system (Sim) and decision making in PT G Parking Field is in line with the performance of the employee. A positive value means that the symbolic if enhanced Management information system in one unit, then the performance of employees will be increased by 0.355 units. Similarly, improved decision making one unit then the performance of employees will be increased by 0.474 units. Thus a positive relationship between the



free variables of management information systems and decision making with variable bound to the performance of the employees of PT G Parking direct and linear Field.

## **E. Conclusion**

After data analysis with through various analysis including trials test the hypothesis, then gained some conclusions related to the condition of management information systems and decision-making practices at PT G. Parking Field as follows:

1. From the results of data analysis in this study, there is significant positive influence between management information system on performance of employees of PT G Paring is terrain. Tested and accepted based on the value of the thitung variable management information systems (X 1) is a t value and table 2.909 amounted to 1.686 then  $t_{hitung} > t_{table}$  ( $2.909 > 1.686$ ) and the value of sig  $0.006 < 0.05$ . The magnitude of the influence of the management information system (X 1) on performance of employees (Y) amounting to 0.335, which means any System there is an increased procurement of goods/services (X 1), it will improve the performance of Employees (Y) amounting to 0.335 units.
2. From the results of data analysis in this research, there is a positive and significant influence among decision making on performance of employees of PT g. Parking Field. Tested and accepted based on the value of the thitung variable (x 2) Decision-making was 2.695 and value t table of 1,686 then  $t_{hitung} > t_{table}$  ( $2.695 > 1,686$ ) and the value of Sig.  $< 0.05$  ( $0.000 < 0.05$ ).
3. From the results of data analysis in this research, there is a positive and significant effect simultaneously between management information systems and decision making on performance of employees at PT G Parking Field. Tested and accepted based on the value of the Fhitung of a significant level of 0.000 19,549, greater than the value of Ftable with a significant level of 95% ( $\alpha = 0.05$ ) is the 3.23 of = ( $19.549 > 3.23$ ).
4. From the results of data analysis in this research the value R of 51.4% 0514 or that indicates that there is a close relationship between the variable information system management, and the decision-making variables on performance of employees of PT g. Parking Field amounted to 51.4%. The rest amounted to 48.6% are influenced by other factors not examined in this study.





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