

THE INFLUENCE OF MANAGEMENT INFORMATION SYSTEMS ON HR IN AN ORGANIZATION

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Abstract

This research was written with the aim of seeing how important the influence of management information systems on HR in an organization is on decisions. Management's ability to utilize information as a form of major influence in carrying out managerial functions will also determine the success or failure of the management concerned with achieving success in managing or managing the organization it leads. This study aims to determine how much influence management information systems have on human resources in a company or organization. This research is associative. Data collection techniques were obtained from the internet. In this day and age, current technological sophistication is needed by an organization. Some of these influences are influenced by needs within an organization to increase effectiveness and efficiency in data processing and can even minimize costs and increase the productivity of a company or organization. However, something that has a high positive impact does not cover the possibility of having a high negative impact as well.

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I. Introduction

If we look at today, technology has developed very rapidly, one of which is the

sophistication of information system technology needed in an organization. Information system technology is understood as a tool used to assist the activities of an HR person in every company who wants their company to improve. Some technological advances that can be carried out within an organization, for example processing company data.

Management information systems are basically part of technology development. The presence of the past decade has enabled several companies to develop and grow as widely and quickly as they do now. This is what makes all companies that use sophisticated technology to increase effectiveness and efficiency in processing data with technology able to carry out the process of disseminating information.

The process of spreading technological sophistication to many people makes HR work in an organization more effective. This influences HR to always take advantage of technological sophistication. However, how high is the influence of information system technology on the organization, are the features available in the current technological sophistication sufficient to be able to advance the company without any negative impacts received by an organization.

II. Research Methods

This research is associative in nature and aims to determine the relationship between two or more variables. With this research, a theory can be built that can function to explain, predict and control a symptom. Data collection techniques were obtained from the internet. This scientific paper aims to find out about the influence of management information systems on HR in an organization.

III. Results and Discussion

1. Management Information System

a. System

According to Gordon (2002:6) a system consists of interrelated parts that operate together to achieve several goals or purposes. Another definition put forward by Kumorotomo (1998:8) is that a system can simply be defined as a collection or set of elements, components or variables that are organized, interact with each other, depend on each other and are integrated.

b. Information

Information is the result of processing data so that it becomes an important form for the recipient and is useful as a basis for making decisions whose consequences can be felt directly at that time or indirectly in the future. To obtain information, it is necessary to have data to be processed and a processing unit

c. Management

Management is an art in science and organization such as arranging, looking

at, managing and organizing plans, building an organization.

There are 3 main reasons why management is needed in an organization

1. To achieve goals, management is very necessary to achieve organizational and personal goals
2. To maintain balance between the conflicting goals of interested parties in an organization such as owners, employees, customers, consumers and government
3. To achieve efficiency and effectiveness an organization's work can be measured in many different ways. One general way is efficiency and effectiveness.

Management Information Systems can be interpreted as a collection of subsystems that are interconnected, gathered together and form a unity, interact with each other and collaborate between one part and another in certain ways to carry out data processing functions, receive input (input) some data- data, then process it (processing) and produce the output (output) of some information as a basis for decision making that is useful and has real value that can be felt as a result both at that time and in the future, supporting the organization's operational, managerial and strategic activities, by utilizing the various resources that exist and are available for the function to achieve its objectives.

2. The Influence of Management Information Systems on Business

In the current era of globalization, management information systems have become commonplace for some people. There are many profit-oriented companies and non-profit companies that use management information systems to help the company in terms of production or to become a competitive advantage that will be compared with its competitors. If the company builds With a good management information system, you will get useful benefits for business, including increasing productivity, reducing production stock, helping to eliminate useless activities, increasing customer satisfaction, improving quality and information relating to the company, being able to find out the situation competitors, improve the quality of internal and external communications, can improve control and supervision within the company, and finally improve the quality of management policies.

There are some companies that don't really care about the existence of a management information system. Even though this system is very influential in helping company productivity. The success of a management information system in a company can be seen from the satisfaction of its users, from employees, consumers to the general public who want to know about this system. in the company. The benefits that the company will get if it uses a management information system, apart from processing company data, is also to find out quickly and precisely when problems arise within the company.

Management Information Systems in companies will help provide decision making by company managers and improve individual performance which will certainly improve company performance. Management information system technology plays an

important role in supporting decision making by management in evaluating. Evaluation is useful for helping develop information systems.

Companies that use management information systems are required to consider the efficiency and effectiveness of the users of this system. The success of implementing this system can also be seen from the company's finances, starting from reducing or increasing costs incurred or profits obtained. To measure how big the influence of management information technology is in doing business, companies need to evaluate in order to provide an overview of the success and effectiveness of this system. Evaluation starts with the users because they can provide criticism and suggestions regarding the management information system needed according to the needs of its users. Sometimes the use of management information systems is often not utilized as well as possible so that its implementation does not provide satisfactory results in improving performance by its users. If companies can maximize the use of management information systems, the business will run smoothly and be successful.

3. The Influence of Management Information Systems on Work Effectiveness

Management Information Systems as a formal method provide management with accurate and timely information needed to facilitate the process of carrying out planning, control and operation functions effectively. The system provides information about the past, present and projected future as well as knowing events that occur inside and outside the organization.

IV. Conclusion

Management information systems are basically part of technology development. The presence of the past decade has enabled several companies to develop and grow as widely and quickly as they do now. This is what makes all companies that use sophisticated technology to increase effectiveness and efficiency in processing data with technology able to carry out the process of disseminating information. Management's ability to utilize information as a form of major influence in carrying out (Resty Ryan Budissa, 2016) managerial functions will also determine the success or failure of the management concerned in achieving success in managing or managing the organization they lead. This research aims to find out how much influence management information systems have on HR in a company or organization. In essence, a quality information system will make it easier for the organization to achieve its stated goals.

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