

Study Effectiveness of Management Information Systems and Organizational Culture on Productivity Work Accounting Department Employees

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Received : August 24, 2024

Accepted : October 3, 2024

Published : October 31, 2024

Citation: Sari, N.Z.M., Nurdin, R., & Sondary, T. (2024). Study Effectiveness of Management Information Systems and Organizational Culture on Productivity Work Accounting Department Employees. *Ilomata International Journal of Management*, 5(3), 733 – 741. <https://doi.org/10.61194/ijim.v5i3.1375>

ABSTRACT: To achieve the company's goals, it must have good employee productivity. Good work enthusiasm and employee performance will help the company achieve its goals. The development of management information systems has led to changes in the role of managers in decision-making; they are required to always be able to obtain the most accurate and up-to-date information that they can use in the decision-making process. In making a decision. in management information systems decision making initial company management often by there are many factors n on t e now s be accurate, relevant, complete and timely. Organisational culture has a strategic role in encouraging and improving long-term and short-term organisational performance. Using Management Information Systems in automating company operations can help companies save time, reduce costs, and increase employee productivity. This research was conducted by distributing questionnaires to employees with a sample of 33 respondents. This research was processed statistically using SEM-PLS. It is hoped that the results of this research will be a solution to the problem of productivity Among employees in the Accounting Department. This research shows that: 1) The effectiveness of the Management Information System influences employee work productivity. 2) Organizational culture influences employee work productivity and department accountancy.

Keywords: Effectiveness System Information Management, Culture Organization, Productivity employee accountancy.



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INTRODUCTION

Manage their human resources as best as possible. Companies need to secure high-quality human resources. To achieve the company's stated goals, the company must have good productivity. High work morale and good employee performance will help the company achieve its goals and produce results profit. However, if the employee's performance is terrible, this will be detrimental to the company; furthermore, it is revealed that identifying management productivity power Work covers several aspects such as planning, organising, monitoring and controlling. Work productivity planning is about setting clear and specific goals and strategies to achieve them.

Apart from that, employees in every company need work efficiency and effectiveness. This means that every employee must be able to carry out their duties on time according to the predetermined work schedule. However, in reality, Not all employees can fulfil the Work expected of the company because the performance of some employees is still low. Achieving company goals requires commitment from management and employees. Business managers must prioritize the productivity of their human resources. This is very important because productivity is a measure of efficiency. Human resource productivity also affects the productivity of the company workforce as a whole ([Syarief, et al., 2022:163](#)).

The phenomenon of employee work productivity with dimensions of effectiveness was put forward by Erick Thohir, who found that today's young generation has mental health issues which can indirectly affect their productivity at work. Therefore, Erick tried to offer a program called CWS (Compressed Work Schedule) To minimize matters and maintain employee performance to remain optimal. The program trial also aims to determine the effectiveness of implementing CWS, especially in the BUMN environment. An organization needs to be able to manage and deploy its human resources in such a way as to maximize the potential of its members. Development And cultural application Work is two separate but interconnected organizations and begins with the interaction of various functions and positions within an organization or company.

Rojabi et al. (2024:117) argue that every organization or company has a culture that defines it. This organizational culture helps in achieving organizational goals. Company culture is a social glue that shapes employee personalities to adapt to the organisational culture.

Corporate culture represents the behavioural norms followed by organizational members, including those in the organizational hierarchy. For organizations still dominated by the founder, the culture will communicate the founder's hopes to other workers.

Meanwhile, organizational culture has a very strategic role in encouraging and improving the performance of organizations in the short and long term. Corporate culture acts as a social glue that binds the rest of an organization to the same vision and goals. The phenomenon related to organizational culture with dimensions (*outcome orientation*) was put forward by a former senior Corruption Eradication Committee investigator who stated that integrity members of the Corruption Eradication Commission must follow culture organization, which Already There is; this is emphasized so that every KPK member can carry out their duties well ([Baswedan, 2023](#)).

Progress technology has opened opportunities for creating and using information accountancy in operational business. Implementing a computerized Management Information System or computerized accounting application is to provide reports at an appropriate time. And can be accounted for and used by the company to track all financial transactions

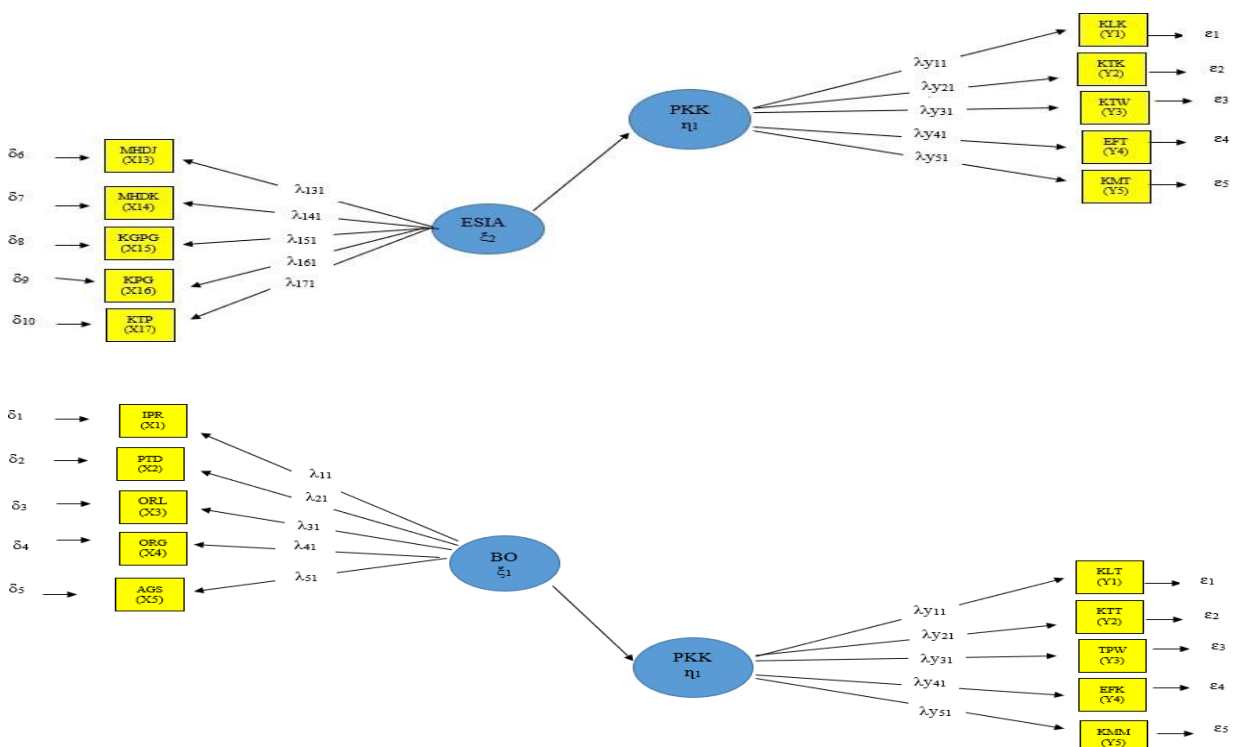
This system can also be integrated with other systems within the organization, such as supply chain and human resource management systems, allowing for a smoother flow of information throughout the company. Information systems help collect, store and manage data in a structured manner. Databases and information management systems help companies organize data, find it quickly, and store it safely

Decision making: More system information gives relevant, accurate, and precise decision-making time. Access to that information and the latest helps the taker make decisions that are more

appropriate. Information provided by the system helps evaluate performance, trend analysis, opportunity identification, and operational monitoring, enabling informed decision-making. Second, to increase efficiency and productivity, information systems automate business processes, reduce dependence on power Work manuals, And increase efficiency and productivity. Companies can save time, reduce costs, and improve employee productivity by using information systems to automate daily tasks, data processing, and workflows. Phenomenon related to the effectiveness Management Information Systems in the easy-to-use dimension, which was stated by the Regional Secretary of Gorontalo City who noted that all members need to understand the Management Information System well, this is useful so that there is no more miscommunication between fields A and B which results in recorded procurement data being inaccurate.

METHOD

The analytical methods used are Descriptive, Verificative, and Quantitative. In this study the population chosen by the author was part of the accounting department by taking samples using a questionnaire. Then, the data is processed using SEM-PLS. With partial Effective Management Inf Systems to productive and organizational culture to productive accounting employee with structure model:



RESULTS AND DISCUSSION

Descriptive analysis of decisions in management information systems clarifies user-supported and employee-supported departments' information system devices. It is Good For implementation.

Table 1. Effectiveness System Information Management

On	No	Indicator	Distribution Response					Mean Score	Category
			5	4	3	2	1		
	1	Driver easy studies	33.33%	57.58%	6.06%	0.00%	0.00%	4, 3	Very good
		Dimensions easy studied						4, 3	Very good
	2	Easy to use	30.30%	57.58%	9.09%	0.00%	0.00%	4.2	Very good
		Dimensions easy to use						4.2	Very good
	3	Accurate	36.36%	54.55%	9.09%	0.00%	0.00%	4, 3	Very good
		Dimensions accuracy use						4, 3	Very good
	4	Device systems	39.39%	48.48%	9.09%	0.00%	0.00%	4.3	Very good
		Dimensions satisfaction to device system information						4.3	Very good
	5	Satisfaction decision making	39.39%	54.55%	6.06%	0.00%	0.00%	4.3	Very good
		Dimensions satisfaction to decision Which taken						4.3	Very good
		Grand Mean						4, 3	Very good

Culture and organisation commitment, the Work department's accountancy department is high-quality in skills work. Partial Big has an appropriate background and the ability to work, so those skills are very supportive of the company.

Table 2. Culture Organization

No	Indicator	Distribution Response					Mean Score	Category
		5	4	3	2	1		
1	Innovation Level	39.39%	39.39%	15.15%	3.03%	0.00%	4,182	Good
2	Decision making level	42.42%	39.39%	12.12%	3.03%	0.00%	4,242	Very Good
	Dimensions innovation And decision -making						4,212	Very good
3	Detail level	30.30%	51.52%	9.09%	3.03%	0.00%	4,091	Good
	Dimensions attention to details						4,091	Good
4	Focus research work	36.36%	48.48%	9.09%	0.00%	0.00%	4,212	Very Good

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Dimensions orientation results							4,212	Very good
5	Activity work	42.42%	45.45%	9.09%	0.00%	0.00%	4,333	Very Good
6	Activity way team	42.42%	45.45%	9.09%	0.00%	0.00%	4,333	Very Good
Dimensions orientation person							4,333	Very good
7	agresiveness	60.61%	27.27%	3.03%	6.06%	0.00%	4,455	Very Good
Dimensions aggressiveness And Stability								
Grand Mean							4,264	Very good

Table 3. Productivity employee

No	Indicator	Distribution Response					Mean Score	Category
		5	4	3	2	1		
1	Level of choice go to work	48.48%	39.39%	6.06%	6.06%	0.00%	4,303	Very Good
2	Relationship work	51.52%	33.33%	12.12%	0.00%	0.00%	4,333	Very Good
Dimensions Quality							4,318	Very good
3	Activity level finished	51.52%	36.36%	12.12%	0.00%	0.00%	4,394	Very Good
Dimensions Quantity							4,394	Very good
4	The level of content is filled	45.45%	45.45%	9.09%	0.00%	0.00%	4,364	Very Good
Dimensions Accuracy time							4.34	Very good
5	Effective level	39.39%	45.45%	12.12%	0.00%	0.00%	4,242	Very Good
Dimensions Effectiveness							4,242	Very good
6	Integrity employee	45.45%	45.45%	9.09%	0.00%	0.00%	4,364	Very Good
Dimensions Commitment Work							4,364	Very good
Grand Mean							4,333	Very good

Loading factor variabel is:

Table 4. Results Calculation Values Factor Loading

Variable

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Dimension	Effectiveness Management Information	Organizational Culture	Productivity Employee Work
Easy Study	0.85		
Easy to use	0.81		
Accurate	0.87		
Satisfaction	0.85		
Decision with taking	0.92		
Innovation		0.91	
Attention to detail		0.91	
Orientation		0.86	
Orientation person		0.88	
aggressiveness		0.88	
Quality			0.97
Quantity			0.93
Accuracy			0.93
Effectiveness			0.82
Commitment work			0.95

Loading factor typically with value min 0,7 valid in SEM PLS. Structural models describe the multi-effect relationships between research variables. Structural model analysis is related to the measurement of research hypotheses. Once the multiple analysis is carried out, the structural model must be tested for collinearity. This is because the estimation of path coefficients in the structural model is based on the OLS regression of each variable on the related constructs. In multiple regressions, the estimation of these path coefficients will be biased if there is a significant level of collinearity between the predictor constructs. R action model parameter selected tabel above indicator 0.7. Risk-taking is an important parameter.

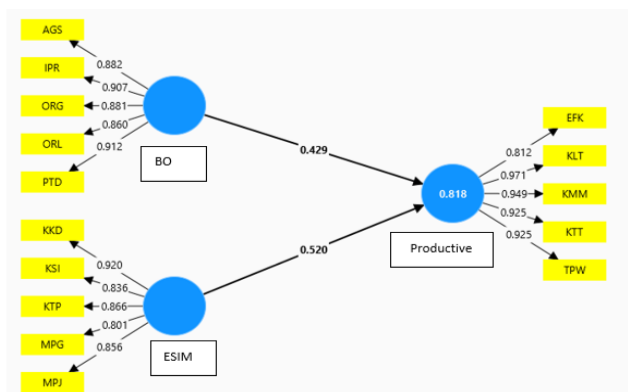


Diagram Track Loading Factor Standardized

Management information systems have a significant effect, better than organizational culture. With dimension easy study. The driver has details for the user, making it easy to study and control the program application. The effect of the effectiveness of management information system variable on employee work productivity is 0.520 and is included in the category of moderate or moderate. The coefficient of this effect indicates that the variability of employee work effectiveness explained by employee work effectiveness is reflected by the ease of learning, ease of use, and timeliness of use.

The influence of organisational culture variables on employee work productivity is 0.429 and is included in the moderate or moderate category. The coefficient of this influence indicates that the variability of organizational culture is explained by employee work productivity, which is reflected by innovation and risk-taking, attention to detail, result orientation, people orientation, aggressiveness, and stability. The influence of organizational culture on employee work productivity is moderate because it has an effect size value of 0.342 (f2 value above 0.15).

CONCLUSION

Development system information management causes changes in the role of managers in making decisions; they try to always obtain the most accurate and up-to-date information, which can be used in the retrieval process decision. Employee work effectiveness towards employee work productivity with dimensions of easy to learn, easy to use, timeliness of use, disruption to information system devices, and disruption to decisions. The effectiveness of the accounting information system can play a role in increasing employee work productivity. In addition, it requires an information system that is easy for employees to learn and use, which will later help employees work. Companies need to reduce the work done manually to increase employee work productivity and replace it using information systems such as computers and the internet.

Organizational culture influences employee work productivity through dimensions of innovation and risk-taking, results orientation, people orientation, and aggressiveness and stability. The shared values, norms, and beliefs held by members of an organisation determine how employees are, on a large scale.

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