The Effect of Digitalization on Employee Performance on PT. Ilham Jaya Cabindo Jakarta

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Article Info	abstrac
	The purpose of this study is to determine the effect of digitalization on the performance of PT. Ilham Jaya Cabindo Jakarta. This study used quantitative descriptive methods with data collection techniques through the distribution of questionnaires, and library data. In this study using a saturated sampling method used a total of 48 employees of PT. Ilham Jaya Cabindo Jakarta, using simple linear regression data analysis techniques. The results of this study show that there is an influence between digitalization on the performance of PT. Ilham Jaya Cabindo Jakarta has a moderate positive effect and has an influence contribution of 16.3% on employee performance variables. The results of this study are expected to contribute to future research.
Info Article	**Abstrak**
	Tujuan penelitian ini adalah untuk mengetahui pengaruh digitalisasi terhadap kinerja karyawan PT. Ilham Jaya Cabindo Jakarta. Penelitian ini menggunakan metode dekriptif kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner,dan data pustaka. Dalam penelitian ini menggunakan metode sampling jenuh yang digunakan berjumlah 48 karyawan PT. Ilham Jaya Cabindo Jakarta, dengan menggunakan teknik analisis data regresi linear sederhana. Hasil dari penelitian ini menunjukan bahwa terdapat pengaruh antara digitalisasi terhadap kinerja karyawan PT. Ilham Jaya Cabindo Jakarta berpengaruh positif sedang dan memiliki kontribusi pengaruh sebesar 16,3% terhadap variabel kinerja karyawan. Hasil penelitian ini diharapkan memberikan kontribusi untuk penelitian selanjutnya

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1. INTRODUCTION

According to to get stability in an ever-changing economy, businesses need to undergo digital transformation. So, it is undeniable that the use of technology is very important for anyone in daily activities, one of which is in the world of work. This is marked by the transformation of communication towards digitalization. Observers of technological developments show how important the use of digital in the era of revolution 4.0 which will soon turn into the era of revolution 5.0, and will continue to change. (Raza et al., 2020)

The use of digitalization can be used as social service activities, economics, trade, politics, decision making, and in various other fields. It can also be said that information is a general need that is the main point in life, because it is certain that everyone needs information, regardless of the human resources who operate it. This can be clear evidence that in the era of industrial revolution 4.0 in the components of information technology and services have a crucial value. Because the era of the industrial revolution 4.0 itself will continue to have an impact on fundamental changes in the realm of people's lives.

PT. PT. Ilham Jaya Cabindo Jakarta is a company engaged in general trading, procurement services and container manufacturing (*part a camp*) for the construction, tourism and commercial industries, as well as mining projects located in the islands of Java, Sumatra, Kalimantan, Sulawesi, Papua and all islands in Indonesia. The company, which was established in 2010, has qualified and experienced human resources in container

procurement and manufacturing services, which currently has made several innovations, product quality improvement, timeliness, which is the best work of this Company.

The company, located on Jl. Raya Cakung Cilincing Semper Timur North Jakarta, has now improved the digitalization process in developing its business, so that the human resources (human resources) in this company are required to be more adaptable in improving the technology used, considering that the competition is currently so competitive. The Company's efforts in increasing digitalization are carried out by all components in the Company without exception, so that in the Company's operational activities HR (human resources) the socialization process and implementation of the use of digitalization are carried out in accordance with the Company's agenda and work program. The implementation of the use of digitalization can have a positive impact on the Company in improving its performance, especially employees. Optimizing the use of digitalization by employees in the Company provides *benefits* as an effort to increase the effectiveness and efficiency of the Company.

According to Sukmana, digitalization is the process of transferring media from printed, audio, and video forms to digital forms. In addition, digitization can be used to store and create archives of documents in the form of *soft copies*, for photocopying functions and to create a collection of digital libraries in the form of data. Digitalization requires equipment such as computers, scanners, source media operators, and supporting software. (Raza et al., 2020)

According to Brennen & Kreiss (2016), Digitalization is the increasing availability of digital data made possible by advances in creating, transferring, storing, and analyzing digital data, and has the potential to structure, shape, and influence the contemporary world. (Raza et al., 2020)

Technology provides a combinatorial effect that accelerates progress in various aspects, both in the field of business and social life exponentially   (Ilyas &; Happy, 2021) **.**

Digitalization is the use of digital technology to improve existing business models and create new revenue and value-adding opportunities   (Heberle et al.,   2018   ) **.**

Mangkunegara in   (Lysta Lestary & Harmon, 2017) **performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance** with the responsibilities given.

Build in stating, "Performance   (Debby Endayani Safitri, 2019) is the result of work that a person achieves based on *job requirements*." Performance indicators include *quantity,* quality*, precision time, *attendance , team work.

According to Mathis & Jackson in the opinion that Performance is basically what employees do or do not do. Employee performance is what influences how much they contribute   (Ahmad Rivai, 2020) to the organization which includes: (1) quantity of output, (2) quality of output, (3) duration of output, (4) attendance at work, and (5) cooperative attitude

Based on the results of the research   (Wike Pertiwi &; Fika Nurhikmah, 2018) that there is a significant influence between the digitalization system on employee performance at Bank BTPN Syariah Majalengka branch.The results of the research Digitalization (Mochammad Farrel Shidqi et al., 2023) *of the company's system has a strong influence on employee performance through job satisfaction. Digitizing the company's system can be said to be good if it can help and facilitate the work of employees*. Further research results (Rena Murtia Putri &; Metik Asmike, 2023) The results of this study prove that digitalization has a positive and significant effect on the performance of millennial generation employees in Indonesia (Study of PT. Permata Bank Tbk). Work stress has a positive and significant effect on the performance of millennial generation employees (Study of PT. Permata Bank

Tbk). Overall, digitalization and work stress have a positive and significant effect on the performance of millennial generation employees (Study of PT. Permata Bank Tbk).

Based on the results of previous research, researchers are interested in examining the variables of digitalization and employee performance with the title of the influence of digitalization on employee performance at **PT. Ilham Jaya Cabindo Jakarta.** The results of this study are expected to contribute to further research

2. RESEARCH METHODS

This research is a quantitative descriptive, with the aim of getting an overview of how career development affects the performance of **PT. Ilham Jaya Cabindo Jakarta.** For the quantitative approach, it is explained by that the approach uses quantitative because it uses numbers, starting from data collection, interpretation of the data, and the appearance of the results. (Arikunto, 2010)

The population in this study is employees of **PT. Ilham Jaya Cabindo Jakarta**. The sample used in this study was employees of **PT. Ilham Jaya Cabindo Jakarta** has 48 employees, with a saturated sampling technique. According to the sample is a portion of the number and characteristics possessed by the population. (Lijan Sinambela, 2021)

Hypothesis

As for this study, the formulation of the hypothesis test can be explained as follows:

H1: $\rho = 0$	There is a significant influence of digitalization on employee performance
Ho: $\rho \neq 0$	
	There is no effect of digitalization on employee performance

Analysis Model Techniques

In this study, a simple linear regression analysis technique was used. Linear regression is a method that can be used to measure at least 2 variables how to measure the data using dependent variablesvariable independent which is drawn through the correlation between the 2 variables through a straight line (Susanti et al, 2010) in . (Andik Adi Suryanto &; Asfan Muqtadir, 2019)

Operational definition of digitization variables, 1) digitalization sales support**.** 2) service support on digitalization, 3) digitalization analysis support, 4) integration and access support, while the operational definition variables are employee performance, work quality, work quantity, work discipline, accuracy, initiative, and efficiency.

The research design can be explained through the figure below, the influence of digitalization as variable X (independent variables), and employee performance as variable Y (*dependent variable*).
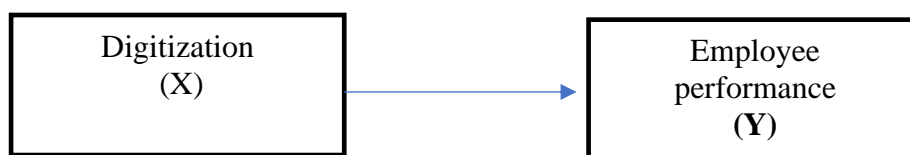

Figure 1 Research Design

3. RESULTS OF RESEARCH AND DISCUSSION

Validity Test

The validity test of the digitization variable instrument (X) concluded that the instrument item items that were declared valid were 14 items **out of 16 items, while the employee performance variable (Y) there were 14 items** declared valid. The test uses a two-sided test with a significance level of α = 0.05 **with** n = 10, **then obtained** r **table =** $_{0.632}$. The test criteria to declare an item valid are **r** $_{test}$ **> r** $_{table}$ This validity test was conducted on 10 nonsample respondents.

Reliability Test

Reliability tests are carried out to obtain the level of accuracy (reliability) of the data collection equipment (instrument) used. The reliability test of the instrument was carried out with ***Cronbach's Alpha*** formula using the help of the SPSS program. The test criteria for declaring an item to be **reliable** are *r-test > r-table*. Based on the calculation results, it was concluded that from each item that has been declared valid is reliable with a significance level of **α = 0.05** and the degree of numbness dk = n-1 = 10-1 = 9, significance **5%,** then **obtained r** $_{table}$ **= 0.666.** In the digitization variable (X) rcalculate = 0.957 *higher* rtabel = 0.666 then reliable**, and the employee performance variable (Y)** rcalculate **= 0.970** *higher* *r-table =* **0.666** then **reliable**

Simple Linear Regression Analysis Test

In Table 1 can be explained the results of a simple regression analysis, knowing how much the t-test value, the level of significance, and can be known the regression formula, for more clearly the following coeficient results carried out with SPSS;

Table 1
Simple Regression Analysis Table

Coefficientsa

Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	33.300	10.099		3.297	.002
	Digitization (X)	.481	.161	.404	2.993	.004

a. Dependent Variable: Employee Performance (Y)

Source: Data processed from SPSS

Based on the calculation above, a regression equation is obtained that can be used to predict variables through digitizing variables, namely; **Y' = 33,300+ 0.481x.**

As a basis for decision making, it can be seen that by using **the t Test,** as follows:
a) If the ***test*** **value** > the ttable value, then there is an influence of variable X on variable Y.
b) If the ***test*** **value** < the ttable value, then there is no influence of variable X on variable Y

Based on the calculation of t-table that has a significance of 5% can be known using the formula: t table = t (α/2; n-k-1), so that the value of t-table 0.025; 48-1-1= (0.025; 46)= 2.011, then t-test (2.993) > t-table (2.011), thus it can be concluded that there is an influence of digitization variables on employee performance variables.

From the calculation results in table 2 of the termination coefficient of the calculation above, it can be concluded that digitalization has a contribution of **16.3**% to employee performance, while the remaining **83.7%** is influenced by other factors that have not been studied. Then the digitization variable has a moderate positive effect on the r value of 0.404 **(located in the correlation coefficient interval 0.40-0.599).**

Table 2
Coefficient Determination

Model Summary

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.404a	.163	.145	4.570

a. Predictors: (Constant), Digitization (X)

Source: Data processed from SPSS

Table 3
Anova

ANOVA ᵃ

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	187.086	1	187.086	8.957	.004b
	Residuals	960.831	46	20.888		
	Total	1147.917	47			

a. Dependent Variable: Employee Performance (Y)
b. Predictors: (Constant), Digitization (X)

Source: Data processed from SPSS

Discussion

Based on the results of the research above that career development variables affect employee performance, so PT**. Ilham Jaya Cabindo Jakarta**, digitalization of company systems has a positive and significant influence on employee performance variables. so that the application of digitalization at **PT. Ilham Jaya Cabindo Jakarta** which is implemented through the company system will provide accessibility and comfort for employees in the company environment, Companies with a good and effective digitalization system are expected to be able to improve the work results that have been targeted by the company. With a good and effective digitalization system, the importance of supervision from the

managerial level to employees, as well as providing training to employees who are still considered to lack skills, the use of digitalization regularly can improve employee performance in the Company.

4. CONCLUSION

Based on the results of testing and analysis of the relationship between variable X and variable Y regarding digitalization of employee performance at **PT. Ilham Jaya Cabindo Jakarta,** that there is an influence between digitalization variables on employee performance variables because t-test (2,993) > t-table (2,011). Then the digitalization variable has a moderate positive positive influence   on the r value of 0.404 **(located in the correlation coefficient interval of 0.20-0.399), and has an influence contribution of** 16.3% **on employee performance variables, while the remaining** 83.7% is influenced by other factors. Furthermore, the regression equation that can be used to predict is **Y' = 33.300 + 0.481x.**

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