The Influence of Human Resource Quality, Work Motivation, Work Culture and Utilization of Information Technology on Employee Performance in Binakal District, Bondowoso Regency

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ABSTRACT

This study aims to determine the effect of the quality of human resources, work motivation, work culture and the use of information technology on employee performance. The population in this study were all employees in the Binakal Subdistrict, Bondowoso Regency, with a total of 44 people with the sample in this study being the entire population with the sampling method using the saturated sample technique. The research method uses quantitative methods with analytical tools using Multiple Linear Regression Analysis. The results showed that the first hypothesis (H1) was accepted, meaning that the quality of human resources, work motivation, work culture and the use of information technology simultaneously had a significant effect on performance. The second hypothesis (H2) is accepted, meaning that the quality of human resources partially has a significant effect on performance. The third hypothesis (H3) is accepted, meaning that work motivation partially has a significant effect on performance. The fourth hypothesis (H4) is accepted, meaning that work culture partially has a significant effect on performance. The fifth hypothesis (H5) is accepted, meaning that the use of information technology partially has a significant effect on performance. The Coefficient of Determination (R Square) The F test shows the simultaneous influence of the quality of human resources, work motivation, work culture and the use of information technology together have an effect of 87.70% of the performance of employees in Binakal District, Bondowoso Regency, while 12.30% is influenced by other factors that are not used in the study.

Keywords: Human Resources; Motivation; Work Culture; Information Technology and Performance.

1. INTRODUCTION

Regional autonomy is the right, authority and obligation mandated by law so that each Regional Government is able to administer and regulate its own territory in accordance with the applicable laws and regulations within the framework of the Unitary State of the Republic of Indonesia. Law Number 23 of 2014 concerning Regional Government, especially in article 1 paragraph (6) states that regional autonomy is the right, authority and regional obligation to regulate and manage government affairs and fulfill the interests of the community in the area autonomous in the system of the Unitary State of the Republic of Indonesia. To be able to organize government based on existing capabilities and conditions in the area as well as with all the resources they have, local governments need to have quality human resource management and have employees with good performance.

According to Hasibuan (2020; 10) Human resources are knowledge, art and ways to regulate relationships and the role of the workforce so that they are effective and efficient in realizing company goals,employees too society. One of the most important issues in the management of human resource management in an organization, in particular in Government Region is how to assess the performance of existing employees.

Assessing performance is an organization's way of measuringone's success employees or workers in carrying out a job given to him. Nawawi (2008) states that performance appraisal is an activity of assessing or measuring the results of carrying out the work of a worker (employee) in carrying out responsibilities and duties atfield each other's work. Performance appraisal is very important because through performance appraisal it can be seen how accurately and quickly employees carry out their main tasks and functions, how good the quality of the work that has been carried out. Because the accuracy, quality and speed of an employee in carrying out his work and main tasks and functions have a very large influence on the achievement of overall organizational performance.

Performance is a result of work (output work) achieved by a worker or employee both in quality and quantity related to how well and the amount produced from the work. Mangkunegara (2001:67) argues that performance is the result of work that in quantity and quality has been achieved by a worker or employee in carrying out a task or job in accordance with the responsibilities and authorities they have. Quantity is the amount of work that has been successfully completed, while the quality in question is how well the employee carries out his duties. According to

Siswanto (2015) performance is an achievement achieved by a person in carrying out the tasks and work assigned to him. Many factors affect the performance of an employee including the quality of the human resources concerned, motivation, work culture, application of technology and so on.

The quality of human resources of a worker or officer relates to the level of education, abilities, skills and knowledge of a person in the field of his duties. According to Sugeng (2002), the quality of human resources is the ability, knowledge and skills (*skill*) someone who is utilized in providing professional services.

Work motivation is a self-motivator or force that arouses, influences and directs everyone to have intensity and perseverance as well as voluntary behavior in doing a job. According to Miftahun and Sugiyanto (2010), work motivation is an effort that generates behavior, directs, maintains or maintains behavior that is in accordance with the conditions or work culture of an organization.

Work culture is a perspective that generates or fosters belief in values in an organization. According to Mangkunegara (2007) an assumption or system of beliefs, norms or values within an organization that forms the basis of behavior for members in overcoming problems of external adaptation and internal integration .

Utilization of information technology is the benefit expected by users of information systems in carrying out tasks or behavior in using information technology in carrying out work. The measurement is based on the intensity of technology utilization, frequency and number of applications used (Thomson et al.: 1991)

Based on the theory which states the factors that are assumed to be important and have an impact on employee performance and based on several previous studies, then there is research *gap* which became a reference as a comparison in this study. Research conducted by Fahra (2020) at the Ustman Bin Affan Library UMI Makassar, the results showed that leadership variables had a significant effect on performance, human resource quality variables had a significant effect on performance and organizational culture variables had a significant effect on performance. Mukson's research (2019) proved that there is a significant effect of ability, work motivation on performance, while work culture has no significant effect to PDAM employee performance. Adha's research (2019) shows the work environment and work culture have a positive and significant effect on employee performance. While work motivation has no effect on performance employees. Based on the theory of performance improvement and supported by similar previous research results and preliminary field observations that have been carried out, the research object is determined to be employees in Binakal District, Bondowoso Regency.

Binakal District, Bondowoso Regency as one of the organizations maintenancegovernment that has the obligation to organize government affairs and serviceto public in accordance with the main duties, functions and authorities it carries. In accordance with Government Regulation Number 17 of 2018 concerning the main tasks and functions of the District are: Carrying out general government affairs at the District level in accordance with regulatory provisions legislation-laws that regulate the implementation of general government affairs, community empowerment activities, implementation peace and public order, implementation and enforcement of Regional Regulations and Regional Head Regulations, implementation of government activities at the District level, carrying out governmental affairs which are the authority of the regency/city area which are not carried out by work units of the regency/city regional apparatus in the District, carrying out some of the affairs government which is the regional authority / delegation of part of the regent's authority to the sub-district head; carrying out assistance tasks and carrying out other tasks in accordance with the provisions of the applicable laws and regulations.

Based on the results of initial observations or observations made, there is a phenomenon in Binakal District, namely not all employees have the expected performance both in terms of quality and quantity as well timeliness of completion of work expected by the organization. This can be seen from the gap or distance (difference) between the performance targets set at the beginning of the year and the actual performance at the end of the year.

In the sense that the performance of employees in carrying out their main tasks and functions is still not in accordance with the targets imposed by the Binakal District Government. There are still many tasks that are not completed on time, the quality of the work is still not optimal and the level of satisfaction of the direct supervisor with the results of the work is still lacking, there are even some jobs that cannot be completed by the supervisor without the help of other employees, so that the vision and mission of the organization is achieved as stated in the Organizational Strategic Plan and Renja were not optimally achieved.

Table 1 Identification of Employee Performance Analysis for 2021

No	Employee Performance Assessment Binakal District	Target Realization	Implementation Realization
1	strategic plan	100 %	85 %
2	Renja	100 %	87 %
3	THIS/ THIS / Performance Agreement	100 %	89 %
4	LKIP	100 %	86 %
5	Internal evaluation report results	100 %	90 %

Source: Data from the Binakal District Program and Finance Development Section (2022)

From the table above it is known that there is still a difference between the expected performance targets and the realization carried out by each section so that it affects the overall organizational performance achievements, where the performance targets set by Binakal District at the beginning of the year are outlined in the Year Work Plan (Renja) and the Performance Agreement (PK) is 100%, while the achievement or realization at the end of the year ranges from 85 – 90%.

The causes of performance problems in Binakal District are due to a lack of motivation and work ethic, quality of resources the human being stagnant or not developing, work culture or organizational work atmosphere that

is still not very comfortable for employees and still officer still minimaltechnology utilization information to simplify and speed up performance of tasks That was carried out.

The quality factor of human resources has a significant influence on performance in Binakal District. This can be seen from how the quality, quantity and timeliness of the work done is highly dependent on the knowledge and skills of each employee. Better Quality these human resources, tasks or jobs get faster and better the results are good quality as well quantity. Motivation for each individual to work carry out duties and principals and functions need improvement from each individual. Because motivation is the main impetus of a person to do something. Likewise in the District of Binakal there is a need shared commitment and work motivation as an effort to increase the performance of each individual.

The work culture at work for some Binakal District employees still needs improvement. This arrangement includesHow attitude and behavior at work. Some employees still don't behave and behave inappropriately in addressing the work that must be completed, sometimes in depth do the work that is his obligation still tends to be neglectful, feelshad to carrying out and looking for reasons to refuse assignments and work only with the aim of dropping obligations.

Developing information technology is one way to improve organizational performance and individual Utilization Information technology in Binakal District has been implemented in the implementation of work, it's just that there are still some employees who cannot or are unable to maximize information technology in completing work.

Currently, in measuring the results of employee performance in Bondowoso Regency, especially in Binakal District, the "SIPIJAR" application is used for the Apparatus Performance Evaluation Information System, which is an application developed by the Bondowoso Regency Government to measure the performance of each employee. In addition, in every job implementation, every employee makes use of existing technology, for example, sending reports via e-mail, sending electronic letters and so on.

Based on the background and the phenomena or problems described above, this study discusses how far the quality of human resources, work motivation, work culture and the use of information technology affect the performance of employees in Binakal District, Bondowoso Regency.

2. CONCEPTUAL FRAME WORK

Based on the background, problem formulation, literature review research objectives, theoretical studies and empirical studies, a conceptual framework is prepared to explain the relationship or correlation between the variables of human resource quality, work motivation, work culture and the use of information technology on performance both simultaneously and partially. described as follows:
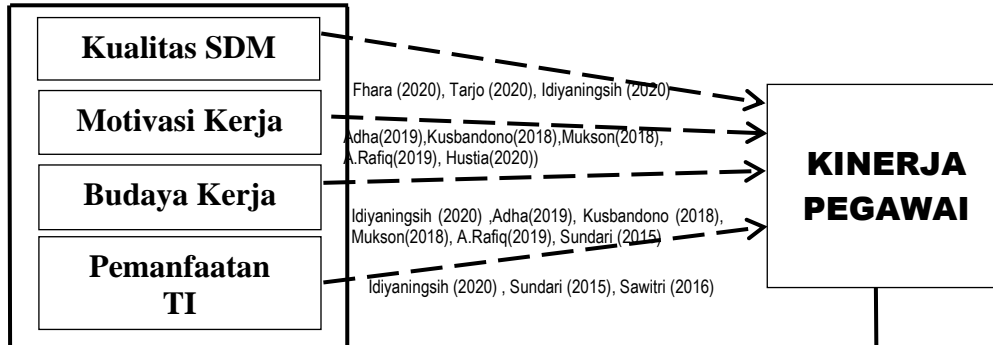
Picture 1 Conceptual Framework Chart

Information:

: Shows the simultaneous influence of HR Quality, Work Motivation, Work Culture and IT Utilization on performance.

: 1. Shows the partial effect of HR quality on performance
  2. Shows the partial effect of motivation on performance
  3. Shows the partial influence of Work Culture on Performance
  4. Shows partial influenceIT Utilization on Performance

3. RESEARCH METHODS

3.1 Research sites

This research was conducted at the Binakal District Office which is located at Jalan Sumberwaru No. 1 Binakal Village, Binakal District, Bondowoso Regency, which has the main tasks and functions of carrying out general government affairs, coordinating empowerment and social welfare, coordinating order and tranquility and providing public services to the community in accordance withRegent Regulation Bondowoso No 98 of 2016 concerning Main Duties and FunctionsDi district Bondowoso Regency.

Currently the Binakal District is led by Ifan Arrifandi, S. STP, MM., with a total of 44 employees consisting of:25 people PNS, 2 Regional Honorary Workers (K2) and 17 Non-Permanent Employees (PTT), and divided in several levels of positions, namely: 1 Echelon III/a, 1 Echelon III/b, 4 Echelon IV/a, 2 Echelon IV/b and the remaining 36 executive staff (General Functional Positions). research location because it takes into account the consideration that in Binakal District, Bondowoso Regency there are problems or phenomenon faced are:

1. Not all employees in the Binakal District perform according to organizational expectations both in terms of quality, quantity and superior satisfaction.
2. There is a gap or distance between the performance targets at the beginning of the year and the actual performance at the end of the year, both individual employee performance and overall organizational performance.
3. In addition to these other reasons because the research location is close to the researcher's residence, easy to reach and the writer is an employee in the Binakal District so that the research becomes effective, efficient, inexpensive and easy to find the data needed.

3.2 Population, Sample and Sampling

3.2.1   Population

According to Arikunto (2010; 173) the population is the entire research subject. In this study, the research population was all employees of the Binakal District, totaling 44 people consisting of 25 civil servants, 2 regional honorary workers (K2) and 17 non-permanent employees (PTT).

3.2.2   Sample and Sampling Method (Sampling)

The sample is part of the populationown characteristics that are relatively the same and are considered representative of the population studied. According to Sugiyono (2008; 118) The sample is part of the whole and the characteristics possessed by a population. Arikunto (2006; 131) argues that the sample is part or representative of the population to be studied. Samples taken from the population must be able to represent the population under study.

In this study, the sample used was all members of the population, namely all employees in Binakal District, Bondowoso Regency with a total of 44 respondents.

Technique determination of the sample using a saturated sample technique, that is, all populations become samples in the study. Saturated sampling is a technique of taking (determining) samples if all members of the population are sampled in research, this is done if the population size is relatively small or this research makes generalizations with a small error rate (Sugiyono: 2017). Arikunto (2012; 104) states that if the population is less than 100 people, the number of samples taken is the entire population, if the total population is more than 100 people, then the sample taken is 10% - 15%.or 20% - 25% of the total population.

3.3 Research methods

This study uses a quantitative research method with an approach descriptive. Quantitative research is a type of research that is carried out in a systematic, structured and planned manner. Sugiyono (2013; 13) states that quantitative research is a type of research whose specifications are systematic, planned and clearly structured from the start to the creation of the research design. Quantitative research methods are used to examine a particular population or sample, data collection uses research instruments, data analysis is statistical with the intention of testing the established hypothesis. Arikunto (2019) argues that research with a descriptive approach is research with the intention of examining a situation, condition or other event whose research results are presented in the form of a research report.

This study is intended to determine the effect of variables independent namely, the quality of human resources (X_1), work motivation (X_2), work culture (X_3) and utilization of information technology (X_4) on variables depend employee performance (Y) in Binakal District, Bondowoso Regency.

4   RESEARCH RESULTS AND DISCUSSION

4.1 Validity test

4.1.1 Test the Validity of Human Resources Quality Data

The results of the validity data test on this variable are presented in the table below:

Table 2 HR Quality Data Validity Test Results

Variable	Item	N	r count	Say. (2-tailed)	Decision
HR Quality (x1)					
a. Knowledge	1	44	0,609	0,000	**Valid**
b. Skills	2	44	0,750	0,000	**Valid**
c. Ability	3	44	0,641	0,000	**Valid**

Source: Data processed by researchers (2022)

The table shows the correlation value (r-count) of knowledge indicators 0.609, skills 0.750 and abilities 0.641 (positive) with r-table values (N = 44) 0.297, because 0.609, 0.750, 0.641 > 0.297 then based on the basis of decision making to test the validity of the data it can be concluded that all statement items are valid. sig. value (2-Tailed) each item is 0.000, because 0.000 <0.05, then based on the basis of decision making to test the validity of the data it can be concluded that the statement items in the questionnaire are valid.

4.1.2 Test the Validity of Work Motivation Data

The results of the validity data test on this variable are presented in the table below:

Table 3. Results of Work Motivation Validity Test

Variable	Item	N	r count	Say. (2-tailed)	Decision
Work Motivation (x2)					
a. Behavior	1	44	0,759	0,000	**Valid**
b. Persistence	2	44	0,681	0,000	**Valid**
c. Business	3	44	0,612	0,000	**Valid**

Source: Data processed by researchers (2022)

The table shows the correlation value (r-count) of behavioral indicators 0.759, persistence 0.681 and effort 0.612 (positive) with r-table values (N = 44) 0.297, because 0.759, 0.681 and 0.612 > 0.297 then based on the basis of decision making to test the validity of the data it can be concluded that all statement items are valid. sig. value (2-Tailed) each item is 0.000, because 0.000 < 0.05, then based on the basis of decision making to test the validity of the data it can be concluded that all statement items in the questionnaire are valid.

4.1.3 Work Culture Data Validity Test

The results of the validity data test on this variable are presented in the table below:

Table 4 Work Culture Validity Test Results

Variable	Item	N	r count	Say. (2-tailed)	Decision
Work Culture (x3)					
a. Habit	1	44	0,679	0,000	**Valid**
b. Rules	2	44	0,720	0,000	**Valid**
c. Values	3	44	0,696	0,000	**Valid**

Source: Data processed by researchers (2022)

The table shows the correlation value (r-count) of habit indicators 0.679, regulations 0.720 and values 0.696 (positive) with r-table values (N = 44) 0.297, because 0.679, 0.720 and 0.696 > 0.297 then based on the basis of test decision making data validity it can be concluded that all statement items are valid. sig. value (2-Tailed) each item is 0.000, because 0.000 <0.05, then based on the basis of decision making to test the validity of the data it can be concluded that the statement items in the questionnaire are valid.

4.1.4 Test the Validity of IT Utilization Data

The results of the validity data test on this variable are presented in the table below:

Table 5. Results of IT Utilization Validity Test

Variable	Item	N	r count	Say. (2-tailed)	Decision
IT Utilization (x4)					
a. Utilization intensity	1	44	0,758	0,000	**Valid**
b. Utilization frequency	2	44	0,721	0,000	**Valid**
c. Application used	3	44	0,614	0,000	**Valid**

Source: Data processed by researchers (2022)

The table shows the correlation value (r-count) of intensity indicatorsUtilization 0.758, frequencyUtilization 0.721 and application 0.614 (positive) with an r-table value (N = 44) 0.297, because 0.758, 0.721 and 0.614 > 0.297, based on the basis of decision making to test the validity of the data it can be concluded that all statement items are valid. sig. value (2-Tailed) each item is 0.000, because 0.000 < 0.05, then based on the basis of decision making to test the validity of the data it can be concluded that items statements in the questionnaire are valid.

4.1.5 Performance Data Validity Test

The results of the validity data test on this variable are presented in the table below:

Table 6 Results of Performance Validity Test

Variable	Item	N	r count	Say. (2-tailed)	Decision
Performance (y)					
a. Quantity	1	44	0,756	0,000	**Valid**
b. Quality	2	44	0,631	0,000	**Valid**
c. Punctuality	3	44	0,547	0,000	**Valid**

Source: Data processed by researchers (2022)

The table shows the correlation value (r-count) of the quantity indicators 0.756, quality 0.631 and timeliness 0.547 (positive) with r-table values (N = 44) 0.297, because 0.756, 0.631 and 0.0547 > 0.297, based on the basis of validity test decision making the data can be concluded that all statement items are valid. sig.

value (2-Tailed) each item is 0.000, because 0.000 < 0.05, then based on the basis of decision making to test the validity of the data it can be concluded that items statements in the questionnaire are valid.

4.2 Data Reliability Test

Item reliability test results or instrument research with the help of the SPSS 22 application (*output tabel reliability statistics*) is presented as follows:

Table 7 Data Reliability Test Results

No	Item	Cronbach's Alpha	Base	Conclusion
1	x_1	0,787	Cronbach's Alpha > 0,60	Reliable
2	x_2	0,792	Cronbach's Alpha > 0,60	Reliable
3	x_3	0,803	Cronbach's Alpha > 0,60	Reliable
4	x_4	0,777	Cronbach's Alpha > 0,60	Reliable
5	and	0,759	Cronbach's Alpha > 0,60	Reliable

Source: Data processed by researchers (2022)

The table shows that the test results for each variable have a value *Cronbach's Alpha* greater than 0.60. So based on the basis of decision making in the data reliability test it can be concluded that the items or research instruments of each variable are consistent or reliable.

Based on the results of the validity test and reliability test on statement items from each variable in the study, it can be concluded that statement items or research instruments can be used in research because the items are valid and reliable.

4.3 Description of Multiple Linear Regression Analysis

Linear regression analysis is a technique or method of research hypothesis analysis to test the presence or absence of influence between variables and is expressed in a mathematical equation (regression). Multiple linear regression analysis serves to find the influence of the independent variables (independent or X) on the dependent variable (dependent or Y). In this study to see how the influence of the independent variables (*independent*) quality of human resources (X1), work motivation (X2), work culture (X3) and Technology Utilization information (X4) on the dependent variable (*dependent*) performance (Y). After going through a series of classic assumption tests it can be said that the regression model in this study is feasible.

The results of multiple linear regression analysis (recapitulation) can be presented in the following table:

Table8 Summary of Multiple Linear Regression Analysis

Variable	Regression Coefficient	t		themselves
		count	table	
constant	2,180	1,942	2,203	0,032
HR quality (x_1)	0,184	2,982	(Df = a/2;n-k-1)	0,003
Work motivation (x_2)	0,263	2,667	= 0,05/2;44-4-1	0,009
Work culture (x_3)	0,328	3,744	= 0,025; 39	0,007
Utilization of IT (x_4)	0,161	3,526		0,004
F_{count}	= 25,868			
F_{table}(5% and 4;40)	= 2.610	(Ftable = k;n-k = 4; 44 – 4 = 4 ; 40)		
Significance	= 0,000			
R^2	= 0.877 or 87.70%			

Dependent: Performance

Source: Data processed by researchers (2022)

In accordance with the results of multiple linear regression analysis, the regression equation is obtained:

$$y = 2,180 + 0,184x_1 + 0,263x_2 + 0,328x_3 + 0,161x_4$$

Based on the results of these equations show that:

a. The regression equation constant has a positive value (2.180) meaning that if there is no assessment of the quality of human resources, work motivation, work culture and utilization of information technology, employee performance is still positive.

b. Resource quality regression coefficient humans have a positive value (0.184) means that the better the quality of human resources, the better (increase) the performance of employees in Binakal District

c. The work culture regression coefficient has a positive value (0.263) meaning that the better the work culture in Binakal District, the better (increase) the performance of employees in Binakal District

d. The regression coefficient of work motivation has a positive value (0.328) meaning that the higher the employee's work motivation, the better (increase) the performance of employees in Binakal District

e. Regression coefficient Technology Utilization information has a positive value (0.161) meaning that the more often you use information technology at work, the better (increase) the performance of employees in Binakal District.

f. Coefficient of determination (*R Square*) of 0.877 or 87.70% means that the quality of human resources, work motivation, work culture and use of information technology contribute 87.70% to the performance of employees in Binakal District, while 12.30% is influenced by other factors.

4.4 Simultaneous Test (F Test)

Simultaneous test (F test) aims to determine the effect of variables independent quality of human resources (X1), work motivation (X2), work culture (X3) andTechnology Utilization information (X4) on employee performance in Binakal District (Y) simultaneously and/or to test hypothesis 1, namely: quality of human resources work motivation, work culture andTechnology Utilization information simultaneously affects employee performance, whether accepted or rejected.The results of the simultaneous test (F test) are as follows:

Table9 Simultaneous Test Results

ANOVAᵃ

Model		Sum of Squares	df	Mean Square	F	Say.
1	Regression	697,436	4	174,359	25,868	,000
	Residual	116,407	39	12,934		
	Total	65,432	43			

a. Dependent Variable: Performance (Y)

b. Predictors: (Constant), Utilization_IT (X4), Culture_Work (X3), Motivation_Work (X2), Quality_HR (X1)

Source: Data processed by researchers (2022)

Based on the table of simultaneous test results (*F-test*) which is the result of the output of the ANOVA SPSS table, it is known that:

1. The significance value (0.000) is less than 0.05. According to the basis of decision making in the simultaneous test (F-test) it can be concluded that Hypothesis 1 (H1) is accepted meaning the quality of human resources (X1), work motivation (X2), work culture (X3) andTechnology Utilization information (X4) simultaneously has a significant effect on performance (Y).
2. The calculated F-value (25.868) is greater than the F-table (2.610). According to the basis of decision making in the simultaneous test (F-test) it can be concluded that Hypothesis 1 (H1) is accepted meaning the quality of human resources (X1), work motivation (X2), work culture (X3) andTechnology Utilization information (X4) simultaneously has a significant effect on performance (Y).

Based on the results of the simultaneous test (F test) by comparing the significance value with probability 0.05 and compare the F-count values with F-table, it can be concluded that hypothesis 1 is accepted, meaning that the variables are the quality of human resources, work motivation, and work cultureTechnology Utilization information simultaneously has a significant effecton performance officer

4.5 Partial Test (t test)

Partial test (*t-test*) aims to determine whether the variables of human resource quality, work motivation, work culture, IT utilization partially affect performance. The t test uses the SPSS application tool version 22 for windows, and partial test results can be presented (*t-test*) as follows:

Table 10 Partial Test Results

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Say.
1	(Constant)	4,180	8,756		1,942	,032
	Quality_HR (X1)	,184	,117	,099	2,982	,003
	Motivation_Work(X2)	,263	,116	,305	2,667	,009
	Work_Culture (X3)	,328	,115	,379	3,744	,007
	IT_Utilization (X4)	,161	,105	,187	3,526	,004

a. Dependent Variable: Performance (Y)

Source: Data processed by researchers (2022)

Based on the results of the table output*Coefficients* noted that:

1. Quality of Human Resources (X1)
   The t-count value of the variable quality of human resources is 2.982 with a t-table value of 2.023. Because 2.982 > 2.023. Significance value (sig.) 0.003 <0.05, it can be concluded that the second hypothesis is accepted, meaning that the quality of human resources partially has a significant effect on performance.
2. Work Motivation (X2)
   The t-count value of the variable quality of human resources is 2.667 with a t-valuebig table 2.023. Because 2.667 > 2.023. Significance value (sig.) 0.009 <0.05, it can be concluded that the third hypothesis is accepted, meaning that work motivation partially has a significant effect on performance.
3. Work Culture (X3)
   Nilai t-count variables the quality of human resources is 3.774 with a t-valuebig table 2.023. Because 3.774 > 2.023 Significance value (sig.) 0.007 <0.05, it can be concluded that the fourth hypothesis is accepted, meaning that work culture partially has a significant effect on performance.

4. Technology Utilization Information (X4)

Nilai t-count variables the quality of human resources is 3.526 with a t-table value of 2.023. Because 3.526 > 2.023 Significance value (sig.) 0.004 <0.05, it can be concluded that the fifth hypothesis is accepted, meaningTechnology Utilization information partially has a significant effect on performance.

4.6 Coefficient of Determination (R Square / R2)

Coefficient Determination or R Square (R^2) is a contribution of the influence of the independent variable or the quality of human resources (X1), work motivation (X2), work culture (X3) andTechnology Utilization information (X4) on variables depend or Performance bound (Y).

The coefficient of determination is used to see and predict how much influence the independent variables have simultaneously (simultaneously).to variables bound. The correlation test was carried out with the help of the SPSS version 22 application and in the table*Model Summary* getresult as follows:

Table11 Test of the Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,936ª	,877	,829	3,897

a. Predictors: (Constant), Utilization_IT (X4), Culture_Work (X3), Motivation_Work (X2), Quality_HR (X1)

Source: Data processed by researchers (2022)

From the table which is the result of the SPSS output, it is found that the value of R Square (R^2) or the Coefficient of Determination of 0.877 (result of 0.936^2) or 87.70%, meaning that the variables are the quality of human resources (X1), work motivation (X2), work culture (X3) andTechnology Utilization information (X4) has an influence contribution of 87.70% on the performance variable (Y) while the remaining 12.30% is influenced by other factors outside the variables used in this study.

4.7 Interpretation

Interpretation is an expression and description in research that seeks to explore a data or event with deeper thoughts (Mudji; 2005).Interpretation in this study are:

4.7.1 The Influence of Human Resource Quality, Work Motivation, Work Culture and Utilization of IT Together on Employee Performance

From the test results it can be concluded that the first hypothesis (H1) is accepted, meaning that simultaneously (simultaneously) there is an influence on the quality of human resources, work motivation, work culture and the use of information technology on employee performance in Binakal District. Based on the data in the study, it shows that the high or low performance of employees in Binakal District is influenced by how good the quality of human resources is, how the work motivation of each employee is, how the work culture is implemented and how far the application of information technology is applied in every solution job at Binakal District, Bondowoso Regency.

Field facts show that not all employees in Binakal District have good performance and there is still a discrepancy between performance targets and actual performance. This happens because the quality of human resources for some employees is stagnant or not developing, the work motivation of some employees is lacking, the implementation of a work culture that is felt to be inappropriate bypart employees and the lack of utilization of information technology in the completion of work.

The quality of human resources as measured by level knowledge of each employees regarding the main tasks and functions, regulations and technical guidelines, the basic skills of each employee in carrying out the work and the ability of employees to do each job given greatly influences the results of the work for which they are responsible. The better the knowledge, skills and abilities of employees, the the results of the work will bethe more both the results both in quality and quantity as well as the timeliness of completion, so that superiors' satisfaction with work results (performance) is increasing.

Motivation is the main driving force for someone to do something, as well as in work. An employee who has high work motivation tends to carry out the job or task as well as possible. Meanwhile, employees who have low motivation tend to ignore their work or just do their job as long as they fail.

A good work culture will improve employee performance, because the application of a work culture that is in accordance with existing conditions will make them comfortable so that they have enthusiasm in carrying out the tasks assigned.

The application of appropriate information technology in carrying out work will encourage an increase in the quality of the results of the work both in quality and quantity while also accelerating the implementation of the work. That means the performance of employees who carry out the work increases.

This is in line with research conducted by Indiyaningsih (2020) which uses the variable competence of human resources, work culture and the use of information technology which has a strong influence on employee performance and A. Rafiq (2019) who examines the influence of work culture and work motivation on employee performance.

4.7.2   The Influence of the Quality of Human Resources on Employee Performance

The test results conclude that the second hypothesis (H2) is accepted, meaning that the quality of human resources has an effect significant to employee performance in Binakal District, Bondowoso Regency. The majority of respondents agree with the statement items on the variable quality of human resources which get an average score of 3.87categorized height,with indicators skills get the highest score (3.91) followed by ability (3.89) and knowledge with the lowest score (3.82). This means that the respondent agrees that quality human resources have a significant influence on the performance of employees in Binakal District.

Facts in the field show that in Binakal District, Bondowoso Regency, employees who have stagnant or undeveloped quality human resources and are not in accordance with their duties and functions tend to have performance that is not in line with expectations. This is evident from the slow completion of a job, the quality and quantity of work not according to the target set, on the other hand employees with good quality human resources, willing to develop according to the demands of the job and according to the needs of the organization will have good performance, quality and timeliness in completion a job according to a set target. The quality of an employee's human resources greatly determines the results of his work.

Employees who have knowledge about the main tasks and functions, regulations and technical instructions that are used as a reference in carrying out their duties tend to have good performance, they are easier, faster and the quality of their work is better than those who lack knowledge.

Basic and technical skills about a job possessed by an employee, for example skills in processing data, analyzing, in providing services to the community, making work plans, operating computers and other tools, organizing, speaking, negotiating, leading and other skills are very helpful in completing work. Every employee who has good basic and technical skills will tend to more easily complete work with better work results and always be on time solving task that becomes responsibility.

A person's ability to complete work is the main requirement for achieving an employee's performance. This ability includes the ability to complete work, the ability to analyze existing problems, the ability to find solutions to problems and the ability to find the best, most effective and efficient way to complete a job.

Employees with good quality human resources and according to needs in the field always have ways and innovations in solving any problems that exist in the work. They are trying to find ways to simplify a difficult job so that it can be carried out as well as possible, trying to find ways to overcome problems that arise by combining the knowledge, skills and abilities that are adapted to the rules that form the basis of carrying out tasks and field conditions. which exists. This fact proves that the better the knowledge, skills and abilities of an employee in Binakal District, the performance of the person concerned will also increase.

This is in accordance with research from Fhara (2020) which examines the influence of leadership, the quality of human resources and work culture on performance, where all variables have an influence on performance officer

4.7.3   The Effect of Work Motivation on Employee Performance

Based on the results of the tests conducted, it can be concluded that the third hypothesis (H3) is accepted, meaning that work motivation has an influence significant to employee performance in Binakal District. The higher the work motivation of an employee, the better the performance will be. The results of the respondents' answers show that most agree with this statement as evidenced by the high average score of the work motivation variable (4.00). with behavioral indicators being the indicator with the highest average score (4.18) followed by persistence (3.93) and effort (3.89).

Field facts show that in Binakal District employees with low work motivation tend to have work behavior who are not good, do not have persistence and good effort in an effort to complete the work in accordance with the quantity, quality and timeliness according to the target set. Conversely, employees with high motivation always have the ability to adjust their behavior to the existing working conditions, are always enthusiastic, persistent and try their best to get the job done as well as possible.get the best results.

Good behavior due to high motivation increases effectiveness and efficiency in a job or improves the performance of each employee. This behavior includes how an employee behaves towards superiors, how to behave with subordinates or those at the same level, also about how an employee acts in serving the community and how to behave in dealing with problems or challenge which is in his job.

Persistence is part of an employee's efforts to always try as much as possible to make a real contribution to the organization, for example by always being enthusiastic about completing a job, never giving up in facing obstacles or problems at work, trying to get up from a failure, trying to fix existing weaknesses or mistakes and willingness to always learn.

The effort made by each employee determines how high his performance is. Persistence and effort here is the spirit or desire and what has been done by employees to find the most effective and efficient way of dealing with problems and how to overcome problems in every job that becomes responsibility.

This agrees with A. Rafiq (2019) who uses work culture variables and work motivation and performance in his research and shows that work motivation and work variables have a strong influence on employee performance, Hustia (2020) with the result that work motivation variables,discipline work and work environment have an effect on performance and Kusbandono (2018) which shows work culture and work motivation have an influence on performance officer

4.7.4 The Effect of Work Culture on Employee Performance

The test results show that the fourth hypothesis (H4) is accepted, meaning that there is a work culture significant influence on the performance of employees in the District of Binakal. The research focuses on how the impact of applying the right work culture in Binakal District affects the performance of each individual. From the overall responses or answers from respondents, it shows that most employees in the Binakal District feel that the application of a work culture that is appropriate and good, in accordance with the conditions of the work environment, according to the culture adapted to existing laws and regulations can increase or encourage someone to performing that Good. It is proven that the work culture variable gets a high average score (3.89) with values be an indicator with the highest average score (4.16) followed by regulations (3.75) and habits being the indicator with the lowest score (3.08).

The conditions in Binakal District show that some employees feel that the implementation of the existing work culture is deemed inappropriate because it is not in accordance with the existing working conditions, work environment, social culture, politics and culture. This causes some employees to feel uncomfortable at work which in turn decreases productivity or the performance of the concerned. With a good work culture every employee feels comfortable in carrying out every job. The habits that are carried out, for example, are the habits in Binakal Subdistrict starting activities, how to communicate, how together and the atmosphere family as well as work habits that have been implemented in Binakal District.

Regulations (regulations) that guide the implementation of tasks, technical instructions, instructions and directions in a job will make it easier for every employee to complete their work. The values that exist in the Binakal Sub-District include applicable norms, social relations, culture and local culture in the Binakal Sub-District Influence the performance of an employee, the more in accordance with the norms or values that exist in Binakal District, the attitude or work behavior of an employee will be better.

Applying the right work culture and in accordance with the work environment will encourage an increase in the performance of an employee because they will feel comfortable with the existing working conditions and environment. This is in accordance with research conducted Indrianingsih (2020) where one of the research variables uses work culture, Adha (2019) also shows that work culture has an influence on employee performance, Kusbandono (2008) results also show that work culture has an effect on employee performance.

4.7.5 InfluenceIT Utilization Against Employee Performance

The results of the research test concluded that the fifth hypothesis (H5) was accepted, meaning that the use of information technology in carrying out tasks or work has a significant effect on the performance of an employee in Binakal District. This can be seen from the majority of respondents' answers agreeing with the item statement of the variable technology utilization information.

The average score for the variable use of information technology is high (3.83) with the indicator that gets the highest score being the application used (4.02) then the frequency of use indicator (3.77) and the intensity of use being the indicator with the lowest average (3.70) Respondents argue that the application of information technology in completing a job will cause work to be better, more accurate and faster, thereby increasing effectiveness and efficiency.

The conditions in Binakal District where the use of information technology in an effort to improve and speed up the completion of work is still not optimal, there are still some employees who have not been able to apply the use of information technology in every job they do. This of course results in work results both in terms of quantity, quality and timeliness not on target.

Employees who are able to apply the use of information technology in every job they become responsibility has good performance, this can be seen from the quantity, quality and timeliness in completing work, most of which are on target as expected. The work done becomes faster, more accurate, effective and efficient so that it boosts the performance of the Binakal District as an organization as a whole.

The application used is very influential on the performance of an employee because with the right application it will help employees complete all their work. Applications that are often used to help complete work in Binakal District include measuring employee performance using the "SIPIJAR" application, attendance using a faceprint machine and attendance with a smartphone, using email facilities to receive and send documents to other parties, preparing workload analysis and crew members. by using "SIAB.BAGOR", utilizing the SISKEUDES application in supervising village financial management, using the SiPeDe application to budgeting, management and accountability of APBD, using the Syrup Application to manage the procurement of goods and services and utilizing social media as a means of communication and conveying information online effective and efficient.

Frequency and the intensity of using IT in completing work will improve an employee's performance, the more often employees in Binakal District use applications in completing work, the quantity, quality and timeliness of a job will increase.IT Utilization, frequency of use and type of application or software used has a broad impact on the results of existing work, the more precise the application, the better the impact.

This is in accordance with the opinion HAndayaningsih (2020) whose research states the use of orTechnology Utilization information has a major effect on employee performance, also referring to Tarjo's research (2020) stating that the use of technology affects employee performance, the opinion of Sundari (2015) where one of the research variables also uses variables utilization TI, his research also shows that the use of information technology affects employee performance.

5 CLOSING

5.1 Conclusion

Based on the results of an analysis of the Influence of the Quality of Human Resources, Work Motivation, Work Culture and Utilization of Information Technology on Employee Performance in the District Binakal Regency Bondowoso, obtained the following conclusions:

1. The quality of work resources, work motivation, work culture and the simultaneous use of information technology have a significant effect on the performance of employees in Binakal District with a coefficient of determination of 0.877 or 87.70%. This means that the quality of work resources, work motivation, work culture and the use of information technology determine whether or not the performance of an employee in Binakal District, the better the variable, the better the performance of employees in Binakal District, with a contribution of 87.70% and 12 .30% influenced by other variables not used in this study.
2. The quality of work resources partially has a significant effect on the performance of employees in Binakal District. It means getting better quality human resources owned, the better the employee's performance in carrying out each task given to him. The indicators used are knowledge, skills and abilities.
3. Work motivation partially has a significant effect on employee performance in Binakal District. This means that the higher the employee's work motivation, the better the employee's performance. Motivation is the main driving force for someone to do something as well as possible. The indicators used are behavior, persistence and effort.
4. Work culture partially has a significant effect on employee performance in Binakal District. This means that the application of a good and appropriate work culture will lead to a consistent attitude and good commitment which will encourage employee performance so that it is maximal in carrying out the main tasks and functions carried out. The indicators used are habits, rules and values.
5. Technology Utilization information partially has a significant effect on the performance of employees in Binakal District. This means that the better and more appropriate the use of information technology, the better employee performance. By utilizing information technology, every job can be completed properly, quickly, accurately and on time, thereby increasing effectiveness and efficiency. The indicators used are the intensity of utilization, the frequency of utilization and the applications used

5.2 Implications

From that conclusion submitted above, that the quality of human resources, work motivation, work culture and the use of information technology have an effect significant on the performance of employees in Binakal District, Bondowoso Regency, meaning that these variables determine whether or not the performance of existing employees is good. So there are a number of things that must be done by the District of Binakal related to the results of this study, namely:

1. There is a need to improve the quality of employee human resources by increasing the knowledge, skills and abilities of each employee in carrying out the work that becomes responsibility by providing opportunities for employees who wish to pursue higher education, providing study assignments for potential employees, assigning employees to attend seminars, training, technical guidance, training and familiarizing each employee with reading regulations and technical instructions for each job that will be done.
2. Maintain and increase employee motivation so that they always have the behavior, persistence and effort needed by the organization with how to apply the reward and punishment system appropriately, give rewards and praise for the work of each employee, provide motivation and encouragement for employees who have low motivation, provide certainty about future career development, and eliminate the habit of blaming someone for an organizational mistake.
3. Creating or implementing a work culture appropriately in accordance with social culture, working environment conditions,social existing politics, for example by getting used to solving every problem by deliberation, always forming a team in completing each job, avoiding attitudes one *man show* in every job, holding study together events in a certain period of time and so on.
4. Utilizing information technology according to needs and using appropriate applications, so efforts are needed to complete the means and work supporting infrastructure, especially information technology, for example by providing strong and stable internet access, computers/laptops as needed, applications as needed, also by providing training for employees who are not yet able to utilise IT technology in his job.

5.3 Suggestion

Based on the results of the above research, it is suggested as follows:

1. Every employee in Binakal District, Bondowoso Regency, to further improve the quality of their human resources by increasing their knowledge, skills and abilities by attending training, training and guidance technical and always have high work motivation in order to always have a sense of responsibility and credibility in each perform task.
2. The District Head of Binakal provides opportunities and support for every employee in improving the quality of their human resources through training, education and training, technical guidance and taking higher education. Always motivate every employee to always have passion and passion at work and create a positive work culture as well as improving supporting facilities and infrastructure, especially increasing advice in the field of information technology, so that in the future the performance of employees in Binakal District can be maximized.

3. It is hoped that future researchers will be able to improve or refine research and expand it by adding other factors or variables that are seen as having an influence on employee performance, for example leadership, reward and punishment,environment work and so on. The research location and population as well as respondents (sample) are used better and more so that the research results are more comprehensive and broader.

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