# The Role of Motivation Mediates the Influence of Management Information Systems, Quality of Work Life, and Competence on Employee Performance at the Department of Food Security, Maritime Affairs and Agriculture, DKI Jakarta Province

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## Abstract

*The researcher took the title The Role of Motivation to Mediate the Influence of Management Information Systems, Quality of Work Life, and Competence on Employee Performance at the DKI Jakarta Province Food Security, Maritime Affairs and Agriculture Service. The number of samples is 150 respondents. The analytical method used is quantitative using SEM. The results of the study show that 1) SIM has a positive and insignificant effect on employee performance; 2) The quality of work life has a negative and significant effect on employee performance; 3) competence has a positive and insignificant effect on employee performance; 4) SIM has a positive and insignificant effect on motivation; 5) The quality of work life has a positive and significant effect on motivation; 6) Competence has a positive and significant effect on motivation; 7) Motivation has a positive and significant effect on employee performance; 8) Motivation failed to mediate SIM on employee performance; 9) Motivation successfully mediates the quality of work life on employee performance; 10) Motivation successfully mediates competency on employee performance.*

## I. Introduction

In carrying out its duties and functions, DKPKP needs good management. Management according to George R. Terry, which is a real process consisting of planning, organizing, movement and control carried out to establish and achieve agreed goals by using human resources and other resources. Harrington Emerson (1960), explains that there are five elements of management (5M) that are interrelated, namely:
1. Man: human involvement as a mover who has roles, thoughts, hopes and ideas
2. Money: the availability of sufficient funds
3. Materials: objects or raw materials needed in making something
4. Machines: work machines used in the production process
5. Methodes: procedures, ways of working established by an organization

DKPKP as a technical service must have the best quality human resources in accordance with expectations, which in its implementation must be based on the duties of the position, functions, authorities, responsibilities and details of their duties which have generally been stipulated in the Organization and Working Procedures.

Government Regulation of the Republic of Indonesia Number 30 of 2019 article 1 states that the Civil Service Performance Management System is a systematic process consisting of Performance planning; performance implementation, monitoring and development; performance assessment; follow-up; and Performance information systems.

Employee performance itself is the result of individual employee performance achievements for a predetermined period of time. Therefore, it is very important to evaluate employee performance in order to see the development of employee performance from time to time. In Permen PANRB Number 8 of 2022 article 2 explains Employee performance management is carried out to achieve organizational goals and objectives through:
1. Employee quality and capacity improvement
2. Strengthening the role of Leaders

Strengthening collaboration between Leaders and Employees, between Employees, and between Employees and other stakeholders.

An overview of employee performance at the DKPKP service can be seen in the table below.

**Table 1.** Performance Assessments of PNS DKPKP Employees

| No | Information | Orientation Service | Integrity / initiative Work | Commitment | Cooperation | Target |
|----|-------------|---------------------|-----------------------------|------------|-------------|--------|
| 1 | General Subdivision | 104,72 | 103.71 | 103,16 | 103,27 | 110 |
| 2 | Sub Division of Finance | 106.85 | 106,71 | 107,25 | 105,38 | 110 |
| 3 | Personnel Sub Section | 105,83 | 103.80 | 104,25 | 103.57 | 110 |
| 4 | Planning and Budgeting Sub-Section | 103 | 102.5 | 103.75 | 104,25 | 110 |
| 5 | Food Security Sector | 101.92 | 101.72 | 101.25 | 102,19 | 110 |
| 6 | Agriculture | 103,22 | 101.69 | 102.07 | 101.67 | 110 |
| 7 | Fishery Sector | 102,29 | 102.89 | 101.95 | 103,12 | 110 |
| 8 | Livestock and Animal Health Sector | 103.58 | 103.01 | 103,30 | 102,62 | 110 |
| 9 | Marine Field | 101.71 | 101 | 103,14 | 103,71 | 110 |
| 10 | Marine Cultivation and Conservation Center | 98.27 | 98.94 | 98.41 | 99.05 | 110 |
| 11 | Center for Seed Development and Plant Protection | 104.76 | 104,69 | 104.88 | 105 | 110 |
| 12 | Center for Animal Health and Livestock Services | 104.80 | 103.79 | 105,92 | 105,23 | 110 |
| 13 | Production Center for Inspection and Certification of Fishery Products | 105,93 | 104,41 | 107,23 | 107,82 | 110 |
| 14 | Center for Promotion and Certification of Agricultural Products | 103.25 | 102,13 | 101.68 | 101,29 | 110 |
| 15 | Fisheries Port Management Unit | 103,82 | 109,33 | 104,37 | 104,33 | 110 |
| 16 | Central Jakarta Administrative City DKPKP Tribe | 101.03 | 100.62 | 101.70 | 100.40 | 110 |
| 17 | North Jakarta Administrative City DKPKP Tribe | 102.73 | 102,28 | 102.79 | 103,20 | 110 |
| 18 | West Jakarta Administrative City DKPKP Tribe | 97,24 | 96.65 | 96.85 | 97,18 | 110 |

| No | Information | Orient ation Service | Integrity / initiative Work | Commi tment | Cooper ation | Targ et |
|----|-------------|---------------------|----------------------------|-------------|--------------|---------|
| 19 | South Jakarta Administrative City DKPKP tribe | 97,11 | 97.42 | 96.97 | 96.89 | 110 |
| 20 | East Jakarta Administrative City DKPKP Tribe | 100.74 | 100.91 | 101,19 | 101,22 | 110 |
| 21 | DKPKP Tribe Thousand Islands Administrative District | 103.01 | 103,27 | 102,82 | 102.58 | 110 |

*Source: DKPK Personnel (2023)*

Based on table 1, it can be seen that based on the four performance assessments (service orientation, work integrity/initiative, commitment and cooperation), no employee has yet reached the target. The average value as well as the assessment in other fields. The table above illustrates that there are problems in HRM so that there are employees who get lower achievement scores than other employees and work performance that has not reached the target.

Digitalization is one of the factors in increasing employee performance due to rapid technological advances. In relation to the implementation of management information systems at the DKPKP DKI Jakarta Province, of course it greatly influences employee performance, because the use of information technology is closely related to individual or employee behavior in carrying out their duties. The Law of the Republic of Indonesia Number 5 of 2024 concerning the State Civil Apparatus (ASN) is read in Article 1 paragraph 6 that the ASN Information System is a series of information and data regarding ASN Employees that is compiled in a systematic, comprehensive and integrated manner based on technology.

The application of information systems has been carried out at DKPKP but has not been carried out effectively in every field of work. For example, in the field of staffing, especially information regarding promotion and awarding, which still uses a manual system and seems slow. Of course this will hamper the effectiveness and efficiency of employee performance because work is still manual without empowering existing information systems. Information systems in an organization can help with the information needed by all levels of management (Prasojo, 2013).

The quality of work life is a variable that becomes one of the employee performance enhancements. Many employees want to leave the workplace because they do not get a promising quality of work life. Organizations that are increasingly concerned about the needs of their employees and include the needs of their employees as part of the organizational strategy will improve the quality of work life. Cascio (2014), said to present the quality of work life, among others, by means of employee involvement, balanced compensation, a sense of job security, a safe work environment, a sense of pride in the institution, career development, available facilities, problem solving and communication.

Speaking of competence, Law of the Republic of Indonesia Number 5 of 2014 concerning the State Civil Apparatus (ASN) mandates that the management of ASN is directed at realizing the vision of creating ASN that has integrity, is professional, neutral and free from political intervention, is clean and practices corruption, collusion and nepotism, as well as being able to organize public services for the community and being able to play a role as an adhesive and unifying element for the nation. This vision will be achieved through the implementation of a merit system in ASN management. In

implementing this merit system, it is necessary to identify employee profiles which include potential and competence.

There are inconsistencies in the results of previous studies. The gaps that occur in this study, become an attraction for researchers to cut these gaps.

**Table 2.** Research Gaps

| gaps | S | Researcher |
|---|---|---|
| **The Effect of Management Information Systems on Employee Motivation** | | |
| Gaps 1 | The Management Information System has a positive and significant effect on Employee Motivation | (Sukarni & Askafi, 2016) |
| | The Management Information System has a negative and insignificant effect on Employee Motivation | (Narulita et al., 2022) |
| **The Effect of Management Information Systems on Employee Performance** | | |
| Gaps 2 | The Management Information System has a positive and significant effect on Employee Performance | (Syamsuri, Anggraini, Pratiwi, Afriliana, & Maissy, 2021) |
| | Management Information System has no significant effect on Employee Performance | (Rachman, 2019) |
| **Effect of Quality of work life on Employee Motivation** | | |
| Gaps 3 | *Quality of work life* positive and significant effect on Employee Motivation | (Sugiyono & Fitria, 2022) |
| | *Quality of work life* negative and insignificant effect on Employee Motivation | (Ngalimun, Mujahid, & Makruf, 2022) |
| **Effect of Quality of work life on Employee Performance** | | |
| gaps 4 | *Quality of work life* positive and significant effect on employee performance | (Anisya, Muttaqien, & Dewi, 2022) |
| | *Quality of work life* negative and insignificant effect on employee performance | (Sugiyono & Fitria, 2022) |
| **The Effect of Competence on Employee Motivation** | | |
| Gaps 5 | Competence has a positive and significant effect on Employee Motivation | (Prakoso & Efendi, 2022) |
| | Competence has a negative and insignificant effect on Employee Motivation | (Light, 2019) |
| **The Effect of Competence on Employee Performance** | | |
| gaps 6 | Competence has a positive and significant effect on Employee Performance | (Ultimate, 2017) |
| | Competence has a negative and insignificant effect on Employee Performance | (Prakoso & Efendi, 2022) |
| **The Effect of Motivation on Employee Performance** | | |
| gaps 7 | Employee Motivation has a positive and significant effect on Employee Performance | (Syamsuri et al., 2021) |
| | Employee motivation has a negative and insignificant effect on employee performance | (Rachman, 2019) |

*Source: Primary Data (2023)*

Based on table 1.2, it can be seen that there are differences in the results of previous research which later became the main attraction for researchers to study it further by including motivation as a variable that mediates X to Y variables, then researchers took a sample of approximately 300 respondents and used SEM statistical tools to prove the hypothesis that has been built.

Based on the explanation above, the researcher is interested in taking the title The Role of Motivation to Mediate the Influence of Management Information Systems, Quality of Work Life, and Competence on Employee Performance at the DKI Jakarta Province Food Security, Maritime Affairs and Agriculture Agency.

## II. Review of Literature

### 2.1 Management information System

The main theory used is the theory of Sutiyadi (2017) which states that a management information system is an integrated human/machine system for presenting information to support management operations and decision-making functions within an organization. Researchers are interested in using this indicator because the current developments are so fast, especially in the world of digital technology, it will certainly affect the way everyone and organizations work where digital technology will become a source of information to support management operations and decision-making functions in an organization.

While the main indicators used in this study from Bodnar (2010) are Relevant, Trusted, Complete, Timely, Easy to understand and Accurate. Researchers are interested in using this indicator because a management information system capable of supporting management operations and decision-making functions in an organization must be relevant, reliable, complete, timely, easy to understand and accurate so that the output of implementing a management information system has a positive impact on employee performance.

### 2.2 Quality of work life

The main theory of quality of work life used in this study is the theory of Cascio (2014) which states that quality of work life is seen as a set of employee perceptions regarding security at work, job satisfaction, and conditions for growth and development as human beings. Researchers are interested in using Teroti from Cascio (2014) because this theory focuses more on meeting employee needs, whether their goals are in line with organizational goals or not. Because effective and efficient performance is how employee goals and organizational goals have a close relationship.

The main indicators used in this study are indicators according to Cascio (2014), namely 1) Employee Participation; 2) Equitable Compensation; 3) Feeling of security about work (Job Security); 4) Work environment safety (Safe Environment); 5) Pride towards the institution (Pride); 6) Career Development (Career Development); 7) Available facilities (Wellness); 8) Problem solving (Conflict Resolution); 9) Communication (Communication).

### 2.3 Competence

The main theory used in this study is from Moeheriono, (2014) explaining competence as the underlying characteristic of a person related to the effectiveness of individual performance in his work or the basic characteristics of individuals who have a causal relationship or as a cause and effect with the criteria used as a reference.

Researchers are interested in using this theory because competence is seen based on its own abilities and has a causal relationship or as a cause and effect with the criteria used as a reference, meaning that the competence of an employee does not only talk about individual abilities but talks about the balance between individual abilities and causal relationships or as a cause and effect. .

The main indicators in this study are from Dison, Anwar, & Qomariyah, (2017), namely 1) knowledge; 2) skills; and 3) attitude. Researchers are interested in using this indicator because an employee can be said to be competent if he already has proper knowledge and skills (hard skills) and has a commendable attitude (soft skills).

## 2.4 Employee Motivation

The main theory of Employee Motivation used in this study is the theory of Afandi (2018: 23), where employee performance motivation is a desire that arises from within a person or individual because they are inspired, encouraged, and driven to carry out activities or work with sincerity, pleasure and earnestly so that the results of the activities he does get good and quality results. Researchers are interested in using this theory because based on a review of motivation theory, most of the talk about motivation is formed if something comes from within a person inside from outside a person is fulfilled.

The main indicators used in this study are from Hasibuan (2019: 158), namely Achievement, Recognition, Work itself, Responsibility, Progress and Development. Researchers are interested in using this indicator because it leads to how satisfied employees are with their organizational behavior which then makes employees feel valued and motivated to complete their work effectively and efficiently.
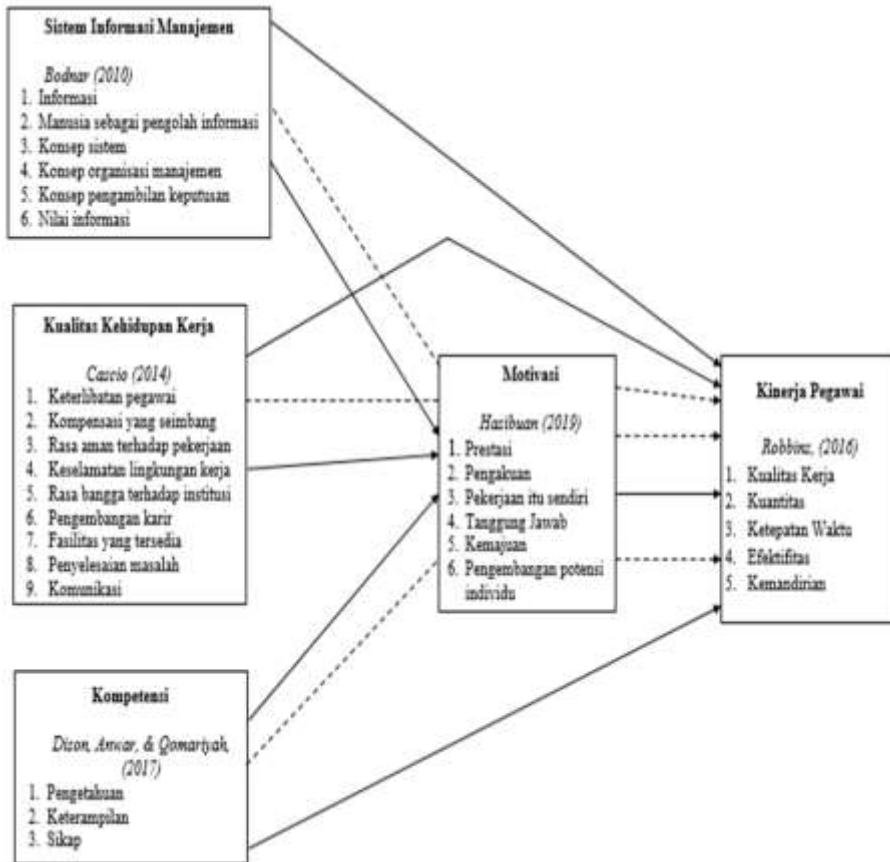
## 2.5 Employee Performance

The main theory of performance used in this study is the theory of Robert Bacal (2015), performance is the level of contribution given by employees to their work goals or work units and organizations/organizations as a result of their behavior and the application of their skills, abilities and knowledge. Researchers are interested in using this theory because a job that is worth doing is when someone has the skills, experience and sincerity as well as the time to do it. When someone already has this factor then a job is worth doing.

The indicators used in this study are the indicators put forward by Robbins, (2016), namely 1) Quality of Work; 2) Quantity; 3) Punctuality; 4) Effectiveness; 5) Independence. Researchers are interested in using this indicator because the processes and results in a performance indicated by the five indicators above have an impact on the quality of public services which can also enhance a good image in public organizations.

# III. Research Method
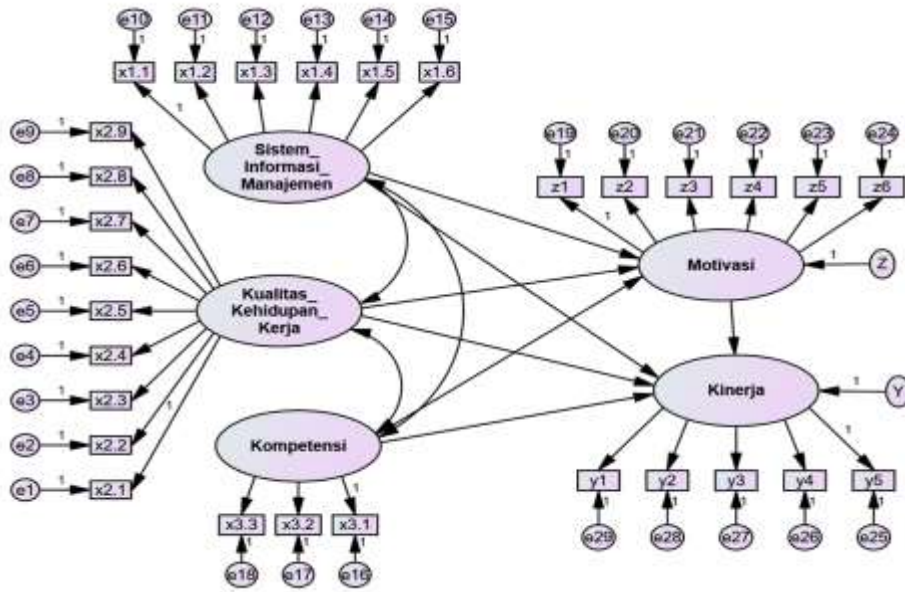


*Source: Processed Data (2023)*
**Figure 1.** *Research Framework*



*Source: Bodnar (2010), Cascio (2014), Dison et al., (2017), Hasibuan (2019), Robbins (2016)*
**Figure 2.** *Research Model Framework*

## 3.1 Research Hypothesis

1. The Management Information System directly has a positive and significant effect on Employee Performance.
2. The quality of work life directly has a positive and significant effect on employee performance.
3. Competence directly has a positive and significant effect on employee performance.
4. The Management Information System directly has a positive and significant effect on Employee Motivation.
5. The quality of work life directly has a positive and significant effect on Employee Motivation.
6. Competence directly has a positive and significant effect on Employee Motivation.
7. Competence directly has a positive and significant effect on Employee Performance through Employee Motivation.
8. Motivation to mediate Management Information Systems indirectly has a positive and significant effect on Employee Performance
9. Motivation mediates the quality of work life indirectly has a positive and significant effect on employee performance
10. Motivation mediates competence indirectly has a positive and significant effect on employee performance.

# IV. Result and Discussion

## 4.1 SEM Analysis Results
### a. SEM Research Construct

After the data collection process and the testing process using SEM, the full construct image in this study is as follows.
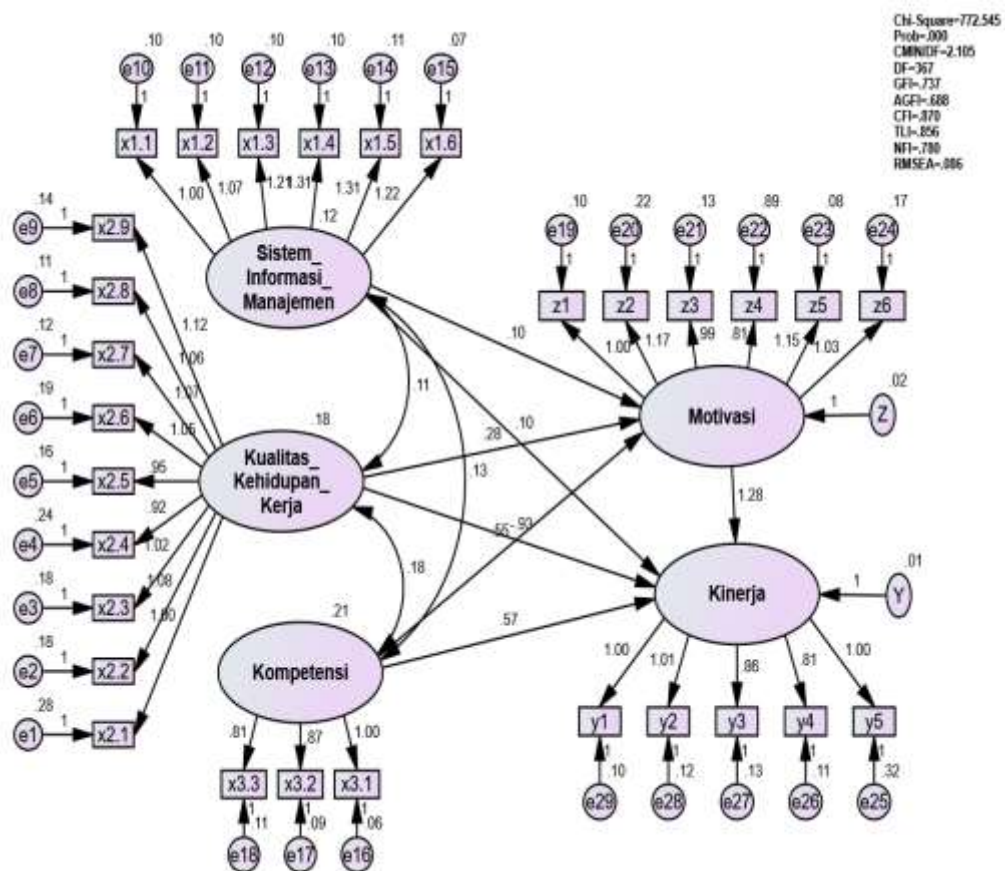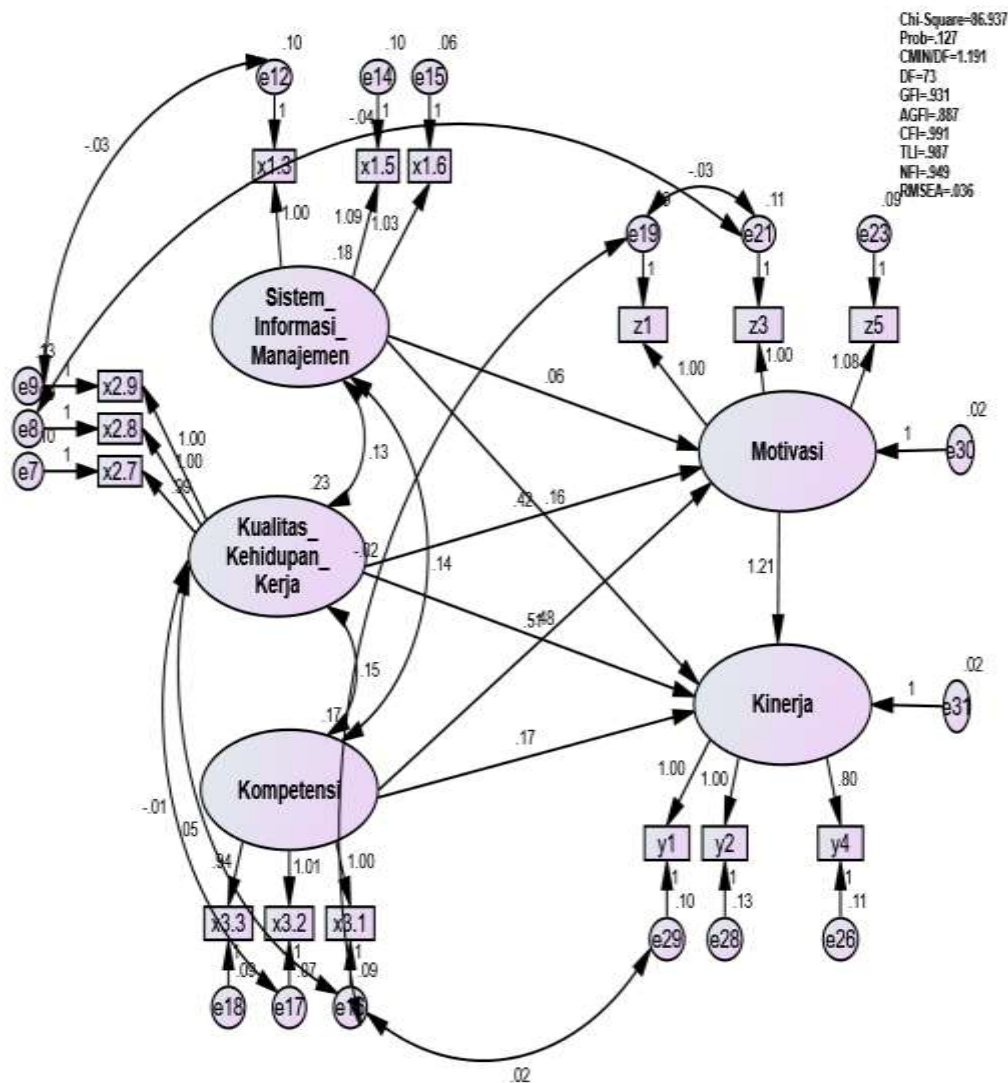


*Source: SEM Outputs (2023)*
***Figure 3.** Full Model*

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Based on Figure 3, it can be seen that constructively the model has not met the suitability of the model with the research data or the GOF value has not been fulfilled where the prob value is 0.000 or 0.000 <0.05. The feasibility of an ideal model first looks at the GOF value which must be greater than or equal to 0.05 (Hussein, 2015).

By looking at the construct model that is not yet feasible, it is necessary to 1) evaluate the indicators of each variable by looking at the factor loading/validity of each indicator. Factor loading smaller than 0.70 is considered invalid so it needs to be eliminated; 2) modify indices by giving two-way arrows to indicators that have large modification indices values. The following are the results of the evaluation and modification of the indices formed.



*Source: SEM Outputs (2023)*
**Figure 4.** *Construct Modification*

Based on Figure 4. above, it can be seen that the model construct in this study has fulfilled the suitability between the model and the research data indicated by a prob value of 0.127 or 0.127 > 0.05. The indicators discarded in this study are x1.1 (information), x1.2 (humans as information processors), x1.4 (organizational management concept), x2.1

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(employee involvement). x2.2 (Balanced compensation), x2.3 (Sense of security at work), x2.4 (Safe work environment), x2.5 (Proud of the institution), x2.6 (Career development), z2 (Recognition) , z4 (Responsibility), z6 (Development of individual potential), y3 (Timeliness), and y5 (Independence).

It can be concluded that the indicators that were eliminated were considered not feasible for testing in this study.

## b. GOF test

Ghozali (2017), GOF was carried out to measure the accuracy of the sample regression function in estimating the actual value statistically. GOF evaluation describes how well or fits a set of observations with the model. The GOF measure usually summarizes the difference between the observed value and the expected value of the model used. The following are the GOF results in this study.

**Table 1.** Goodness Of Fit Index

| *Goodness of fit*(GOF) | *Cut Off Value* | **AMOS results** | **Conclusion** |
|---|---|---|---|
| DF | $> 0$ | 73 | *Goodness Of Fit* |
| Statistical Chi Square Test (X2) | $\leq \alpha$ .df (expected $<$ chi square table) Probability $\geq 0.05$ | 86,937 | *Goodness Of Fit* |
| RMSEA | $\leq 0.08$ | 0.036 | *Goodness Of Fit* |
| GFI | $\geq 0.90$ | 0931 | *Goodness Of Fit* |
| AGFI | $\geq 0.90$ | 0887 | *Marginal Of Fit* |
| CMIN/DF | $< 2$ | 1,191 | *Goodness Of Fit* |
| TLI | $\geq 0.95$ | 0987 | *Goodness Of Fit* |

*Source: SEM Outputs (2023)*

Based on table 4.13, it can be explained that only AGFI has a Marginal Of Fit distribution. It is concluded that the Marginal Of Fit is because the AGFI value is close to the set AGFI Cut Off Value. Because the AGFI value does not differ much from the AGFI Cut Off Value, this can be tolerated and stated to be still in the desired GOF category.

## 4.2 Regression Equation

Based on the results of the AMOS output, there are two regression equations formed in this study as follows.
1. The first regression equation is KP = 0.159 SIM + -0.482 KKK + 0.171 KM + 1.207 MP
   a. SIM regression coefficient of 0.159. This means that if the SIM increases by 1 point, the Employee Performance will increase by 0.159 points.
   b. The regression coefficient for the quality of work life is -0.482. This means that if the quality of work life drops by 1 point, employee performance will decrease by 0.482 points.
   c. Competency regression coefficient of 0.171. This means that if Competence increases by 1 point, Employee Performance will increase by 0.171 points.

d. The regression coefficient of Work Motivation is 1.207. This means that if Employee Motivation increases by 1 point, Employee Performance will increase by 1,207 points.
2. The second regression equation is KP = 0.056 SIM + 0.422 KKK + 0.507 KM.
   a. SIM regression coefficient of 0.056. This means that if the SIM goes up by 1 point then Employee Motivation will go up by 0.056 points.
   b. The regression coefficient for the quality of work life is 0.422. This means that if the quality of work life increases by 1 point, then employee motivation will increase by 0.422 points.
   c. Competency regression coefficient of 0.507. This means that if Competence increases by 1 unit, Employee Motivation will increase by 0.507 units.

From the results of the regression analysis above, it can be concluded that Employee Motivation has the greatest influence on employee performance, namely 1,207, secondly followed by competency variable, namely 0,171, thirdly followed by SIM variable, namely 0,159 and finally, Quality of work life variable, namely -0,482.

## 4.3 Coefficient of Determination

**Table 2.** R2 (R Square)

| Variable | Estimates |
|---|---|
| Employee Motivation | .884 |
| Employee Performance | .924 |

*Source: SEM Outputs (2023)*

Based on table 4.2 it can be seen that the coefficient of determination of Employee Motivation is 0.884. It can be interpreted that SIM, Quality of work life and Competence explain variations in changes to Employee Motivation by 88.4% while the remaining 11.6% is explained by other variables that the researchers did not include in this study.

The coefficient of determination of Employee Performance is 0.924. It can be interpreted that SIM, Quality of work life, Competence and Employee Motivation explain variations in changes to Employee Performance of 92.4% while the remaining 7.6% is explained by other variables that the researchers did not include in this study.

## 4.4 Hypothesis testing

**Table 3.** Hypothesis Testing

| | | | Estimates | SE | CR | P |
|---|---|---|---|---|---|---|
| Motivation | <--- | Management information System | 056 | .116 | .479 | .632 |
| Motivation | <--- | Quality__Life__Work | .422 | .101 | 4.162 | *** |
| Motivation | <--- | Competence | .507 | .165 | 3,067 | 002 |
| Performance | <--- | Quality__Life__Work | -.482 | .229 | -2.102 | .036 |
| Performance | <--- | Management information System | .159 | .148 | 1075 | .282 |
| Performance | <--- | Competence | .171 | .296 | .578 | .564 |
| Performance | <--- | Motivation | 1.207 | .416 | 2,900 | .004 |

*Source: SEM Outputs (2023)*

Based on table 3 it can be explained as follows.

1. SIM has a positive estimate value of 0.159 and an insignificant P value of 0.282 > 0.05, meaning that SIM has a positive and insignificant effect on employee performance. It can be concluded that the first hypothesis is rejected.
2. The quality of work life has a negative estimate value of -0.482 and a significant P value of 0.036 <0.05, meaning that the quality of work life has a positive and significant effect on employee performance. It can be concluded that the second hypothesis is rejected.
3. Competence has a positive estimate value of 0.171 and an insignificant P value of 0.564 > 0.05, meaning that competence has a positive and insignificant effect on employee performance. It can be concluded that the third hypothesis is rejected.
4. SIM has a positive estimate value of 0.056 and an insignificant P value of 0.632 > 0.05, meaning that SIM has a positive and insignificant effect on employee motivation. It can be concluded that the fourth hypothesis is rejected.
5. The quality of work life has a positive estimate value of 0.422 and a significant P value of *** (0.00001) <0.05, meaning that the quality of work life has a positive and significant effect on employee motivation. It can be concluded that the fifth hypothesis is accepted.
6. Competence has a positive estimate value of 0.507 and a significant P value of 0.002 <0.05, meaning that competence has a positive and significant effect on employee motivation. It can be concluded that the sixth hypothesis is accepted.
7. Employee motivation has a positive estimate value of 1,207 and a significant P value of 0.004 <0.05, meaning that competence has a positive and significant effect on employee performance. It can be concluded that the seventh hypothesis is accepted.

For testing the eighth to tenth hypothesis, it can be seen in the Sobel test table below.

**Table 4.** Sobel Test

| Track | Connection | Path Coefficient | | Indirect Influence | Error Standard | | | | t count | t table |
| | | | | | Direct | | Indirect | | | |
| | | a | b | ab | sa | sb | Sat | | | |
| SIM-MK-KP | SIM-MK | 0.056 | | 0.067592 | 0.116 | | | | 0.451 | 1.97 |
| | MK-KP | | 1.207 | | | 0.416 | 0.149 | | | |
| KKK-MK-KP | KKK-MK | 0.422 | | 0.509354 | 0.101 | | | | 2.34 | 1.97 |
| | MK-KP | | 1.207 | | | 0.416 | 0.217 | | | |
| KM-MK-KP | KM-MK | 0.507 | | 0.611949 | 0.165 | | | | 2.05 | 1.97 |
| | MK-KP | | 1.207 | | | 0.416 | 0.298 | | | |

*Source: Processed Data SEM Output (2023)*

Based on table 4, it can be seen that the Sobel test was carried out because the SEM output did not show directly how the independent variable influences the dependent variable through the intervening variable. Therefore it is necessary to do manual calculations where the numbers also come from the AMOS output results. The following is the interpretation of table 4.

1. SIM has no significant effect on Employee Performance through Employee Motivation. It is said that the effect is not significant as evidenced by the value of t count < t table or 0.451 < 1.97. So it can be concluded that the eighth hypothesis is rejected.
2. The quality of work life has a significant effect on Employee Performance through Employee Motivation. It is said to have a significant effect as evidenced by the value of t count > t table or 2.34 > 1.97. So it can be concluded that the ninth hypothesis is accepted.
3. Competence has a significant effect on Employee Performance through Employee Motivation. It is said to have a significant effect as evidenced by the value of t count > t table or 2.05 > 1.97. So it can be concluded that the tenth hypothesis is accepted.

## 4.5 Summary of Research Results

**Table 5.** Summary of Research Results

| No | hypothesis | SEM results | Conclusion |
|---|---|---|---|
| 1 | The management information system has a positive and significant effect on employee performance | Estimate = .159 P = .282 | Rejected |
| 2 | The quality of work life has a positive and significant effect on employee performance | Estimate = -.482 P = .036 | Rejected |
| 3 | Competence has a positive and significant effect on employee performance | Estimate = .171 P = .564 | Rejected |
| 4 | The management information system has a positive and significant effect on motivation | Estimate = .056 P = .632 | Rejected |
| 5 | The quality of work life has a positive and significant effect on the quality of motivation | Estimate = .422 P = *** (0.00001) | Accepted |
| 6 | Competence has a positive and significant effect on motivation | Estimate = .507 P = .002 | Accepted |
| 7 | Motivation has a positive and significant effect on employee performance | Estimates = 1.207 P = .004 | Accepted |
| 8 | The management information system has a positive and significant effect on employee performance through motivation | T count = 0.451 T table = 1.97 | Rejected |
| 9 | The quality of work life has a positive and significant effect on employee performance through motivation | T count = 2.34 T table = 1.97 | Accepted |
| 10 | competence has a positive and significant effect on employee performance through motivation | T count = 2.05 T table = 1.97 | Accepted |

*Source: Processed Data (2023)*

# V. Conclusion

From the results of the research in the previous chapter, the conclusions in this study are as follows.

1. The SIM at the DKI Jakarta Province Food Security, Maritime Affairs and Agriculture Agency has indeed been implemented, in fact every sector/work unit has attempted to have a SIM which can facilitate work in their field and can be integrated into other fields/units. This is evidenced by the research results which have a positive estimate value. However, efforts to implement SIM at the Department of Food Security, Maritime Affairs and Agriculture of DKI Jakarta Province have not had a real impact on employee performance so that the results of the study conclude that SIM has not been able to significantly influence employee performance.

2. This finding is interesting because employees feel that the quality of work life is not very satisfactory, but employees still provide maximum performance. Employees at the DKI Jakarta Provincial Food Security, Maritime Affairs and Agriculture Service have not yet received an ideal quality of work life, but employees continue to provide good performance because they are bound by their official duties. On the other hand, increasingly sophisticated technology allows employees to access all aspects of life, including comparing the quality of work life with employees in other workplaces. This also causes high employee expectations in terms of quality of work life.

3. To make competence more effective, talent management/talent mapping is needed so that employees are placed according to their competence. It is believed that employees who work according to their interests or talents or knowledge will increase employee confidence in completing their work. The DKI Jakarta Province Food Security, Maritime Affairs and Agriculture Agency needs to carry out talent mapping, so that employees are placed in the right place. It is believed that employees who work according to their interests or talents or knowledge will increase employee confidence in completing their work. Jobs that are placed in accordance with the competence of employees will affect the increase in performance.

4. SIM that is not optimal not only reduces employee performance but also reduces employee motivation. One of the decreases in employee motivation is when the SIM is not used properly in every decision making, even though the SIM has facilitated valid reports regarding sources of decision making.

5. Facilities, problem solving and communication at the DKI Jakarta Provincial Food Security, Maritime Affairs and Agriculture Service provide a positive impression for employees so they feel motivated. These findings form the basis for evidence that HRM at the DKI Jakarta Province Food Security, Maritime Affairs and Agriculture Service continues to be carried out in order to create employee comfort. On the other hand, the concern for evaluation is the quality of work life that has not been optimally felt by employees. The more the employee's quality of work life is achieved, the higher the employee's motivation will be.

6. Employees at the DKI Jakarta Province Food Security, Maritime Affairs and Agriculture Agency are proven to have motivation to work because competence is one of the causes. Competence indicated by knowledge, skills and attitudes makes employees more confident at work. The higher the competence of an employee, the higher the motivation of employees.

7. Motivation is a very complex variable in improving employee performance. Everything that happens to an employee at work or in the work environment will move him to work. If what happens is a comfortable environment then he will be motivated to work

with all his might whose output is the productivity of employee performance. In general, motivation plays an important role in this study in relation to improving employee performance. Motivation has the greatest influence on employee performance compared to other independent variables. The Department of Food Security, Maritime Affairs and Agriculture of DKI Jakarta Province has proven that basically the motivation of an employee has a close relationship with the level of performance.

8. Employee Motivation fails to mediate SIM on Employee Performance. With a growing sense of motivation because SIM does not necessarily improve employee performance.

9. Employee Motivation successfully mediates the Quality of work life on Employee Performance. With a sense of motivation that grows because of the achievement of quality of work life, it can improve employee performance.

10. Employee Motivation successfully mediates Competency on Employee Performance. With a sense of motivation that grows because competence in accordance with the work carried out is able to improve employee performance.

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