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Analysis of The Quality Management Information Systems and Work Environment on Performance in Islamic Perspective

Destiana Kumala[*1], Usman HM[2]
[1,2]Sharia Business Management Department, STEBIS Bina Mandiri Cileungsi, Bogor, Indonesia

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ABSTRACT

Employee performance in an organization can be influenced by several factors, one of which is management information systems and the work environment. The method used in this study is the Structural Equation Modeling (SEM) Partial Least Square (PLS), based on variance so that the analysis of two factor conditions cannot be determined and the conditions in which the solution cannot be accepted. This type of research uses purposive sampling technique, namely by using primary data from the results of filling out the questionnaire, which analyzes SEM where the data used does not have to have a normal multivariate distribution. Measurements made with the Outner Model and Inner Model. results Based on the research, the results of research on employees of the Production Division at PT. Megah Megalon Industries shows that the study of the Management Information System variable (X1) and the Work Environment variable (X2) with their indicators affects the Employee Performance variable (Y) with the indicators significantly.

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Corresponding Author:

Destiana Kumala
Sharia Business Management Department, STEBIS Bina Mandiri Cileungsi, Bogor, Indonesia
Email: destianakumala@binamandiri.ac.id

INTRODUCTION

The business world at this time is required to create good employee performance, in order to develop the company. So that companies must be able to improve the quality of management information systems and the performance of their employees. The performance of employees in an organization can be influenced by various factors, for example, the work environment, salary, the quality of the management information system, motivation, organizational culture, work discipline and also leadership (Gaspersz, 2005).

Of these factors, to improve employee performance, one of them is the quality of the management information system. Management information system is one of the five CBIS (Computer Based Information System). Which has the aim of meeting the general information needs to all managers within the company and in the organizational subunits of the company (Sudirman et al., 2020). Managers and information specialists can create a program designed to turn the negative impacts that arise into positive outcomes. The management information system suggests that the executive wants the computer to be available for all problems within the company (Ridwan et al., 2021). When the management information system is in place and functions as desired, the management information system can help managers and other users both inside and outside the company in identifying problems and understanding problems.

Megah Megalon Industries (Megalon) has become a Pioneer and market leader, a leading brand for high quality interlining in Indonesia and abroad. Megalon was founded in October 1980 at a time when the consumption of garment interlining in Indonesia was almost entirely imported. Almost a year after its establishment, Megalon began to meet the important need for non-woven interlining in the local market and replaced this imported product. Within a decade, Megalon has become the largest producer of woven and non-woven interlining in Indonesia, serving both domestic and foreign markets.

Megalon attributes its success among others to a strong work ethic, a highly skilled and experienced workforce, and a steady commitment to product quality and service excellence. Today, with fully expanded modern production facilities, a vast and extensive customer base, and the prospect of Indonesia's economic revival imminent, Megalon is ready for the next phase of growth in the coming new millennium

In the Islamic Perspective Performance is a means of carrying out activities in social life, which is used as a benchmark for a person's assessment (Septianingsih, 2017).

In Islam work is an obligation for every human being, as in the Quran Surah At Taubah verse 105;

وَقُلِ ٱعۡمَلُواْ فَسَيَرَى ٱللَّهُ عَمَلَكُمۡ وَرَسُولُهُۥ وَٱلۡمُؤۡمِنُونَۖ وَسَتُرَدُّونَ إِلَىٰ
عَٰلِمِ ٱلۡغَيۡبِ وَٱلشَّهَٰدَةِ فَيُنَبِّئُكُم بِمَا كُنتُمۡ تَعۡمَلُونَ ١٠٥

Which means, "Work ye, and Allah and his Messenger and the believer shall see your work, and ye shall be returned to Allah who knows the good and the real, and then tell you what you have done."

Whereas in the hadith narrated from Ibn Umar raduallahu 'anhu, as follows;

اعْمَلْ لِدُنْيَاكَ كَأَنَّك تَعِيشُ أَبَدًا، وَاعْمَلْ لِآخِرَتِكَ كَأَنَّكَ تَمُوْتُ غَدًا

It means: "Work for your world as if you would live forever. And work for your hereafter as if you would die tomorrow".

From the above verse it can be concluded, when man performs the work well and earnestly, then indeed the result of the work will return to man himself, Verily God who knows the good and the real.

This is reinforced by the Historical Hadith of Imam Thabrani in Mu'jam Ausath which means "Verily Allah likes it if you do charity, work or do work with Itqan (directed, clear and earnest).

According to (Gaol, 2008) Information System Management is a system that exists in an organization as an alternative in carrying out management configuration process actions by combining human and machine systems. Meanwhile, according to Dr.Joseph M.Juran in (Reynaldo & Darmastuti, 2015) states that the quality of the management information system is a collection of activities related to quality.

Meanwhile, according to Gordon B. Davis in the book Management Information Systems Conceptual Foundations, Structure, and Development, defines a management information system as a human and machine system that is integrated, to present information to support the functions of operations, management, and decision making in an organization. The system uses computer hardware and software; manual procedure; models for analysis, planning, control and decision making; and a database (Davis & Olson, 1984).

So a management information system is a system that processes data into information that is used to achieve organizational / company goals. While the quality of the management information system is the quality in the system that processes data into information .

In this Islamic Effectiveness of The Quality of Management Information System, in accordance with the hadith of Imam Thabrani's History in Mu'jam Ausath which means "Indeed, Allah likes it if you do charity, work or do work with Itqan (directed, clear and earnest). In accordance with management theory, namely in carrying out the work, it must be carried out properly planned and programmatically in accordance with predetermined procedures.

According to (Priansa et al., 2011), in general, the work environment consists of a physical work environment and a psychic work environment. According to (Sofyan, 2013)

The work environment is everything around the employee that can influence in carrying out and completing the tasks assigned to him in an area. So that work environment research is more directed at how employees get a sense of security, comfort, peace, satisfaction in completing work in their workspace.

According to (Sedarmayanti & Rahadian, 2018) an employee is able to carry out his activities well, so that an optimal result is achieved, if supported by an appropriate working environment condition. An environmental condition is said to be good or appropriate if humans can carry out their activities optimally, healthily, safely, and comfortably. From the definition above, it can be concluded, the work environment is a safe and comfortable environmental condition where employees can carry out their obligations properly so that they can achieve optimal results. In the Islamic Perspective of the work environment, which is conducive to the construction of the Prophet Muhammad SAW, namely with his compassionate attitude towards others (Hasibuan, 2021).

This is reinforced in the Qur'an Surah Al-Imran;159, which means " It is because of the Mercy of Allah that kmu acts meekly towards them. If you're being tough again, they're going to be rude, of course they're distancing themselves from your surroundings. Therefore forgive them. Beg forgiveness for them and have deliberations with them in that matter. Then when you have made up your mind, then be devoted to God. Indeed, God likes those who are devoted to Him. From the above paragraph, it can be concluded that a conducive environment for a company can be built with the attitude of workers who are meek, care for each other and cooperate well, fluid but still agile in work.

Employee performance is needed so that the quality of service to customers remains high in accordance with company expectations (Indrawati, 2013). So that the Company is able to develop the competence of its employees. The success of this performance, will be determined from the employee evaluation process and performance appraisal carried out in the company (Kumala, 2020).

Meanwhile, according to (Muizu et al., 2019), Performance is an achievement achieved by employees based on established standards and measures. From the explanation above, we can conclude that employee performance is employee achievements achieved based on assessments and evaluations of existing standards in the company.

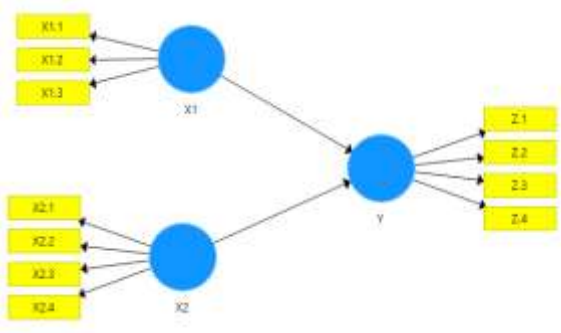
METHOD

This type of research uses the purposive sampling technique, namely by using primary data from the results of filling out the questionnaire. The results of this questionnaire were calculated using SEM analysis where the data used did not have to be normally distributed multivariantly. Measurements made with Outer Model and Inner Model.

RESULTS AND DISCUSSION

1. *Inner Model*

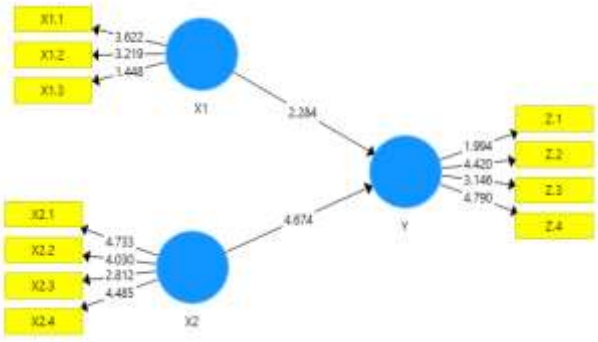
Measurements made with indicators on the latent variables of Information System Quality can be obtained in the following model:



Picture 1 Designing Research Models
Source: Processed primary data output, 2022.

2. *Outer Model*

The following are the results of the convergent validity test calculation using the Smart PLS program:



Picture 2 Output Loanding Factor Modeling
Source: Processed primary data output, 2022.

In the Convergent Validity Test, if a colleration has an accepted loading factor value of greater than 0.5, the condition of the AVE value of each construct > 0.5 (Ghozali, 2008). From the output results in figure 2, it shows that the loading factor gives a value above the recommended value of 0.5. So that the indicators used in this study have met convergent validity.

Discrimination Validity Test

The indicator can be said to be valid if the average variance extracted (AVE) of the average variance extracted must be higher than the correlation involving the latent variable(Kock & Lynn, 2012).

Table 1 *Output Cross Loading*

	Quality Management Information System	**Quality Management Information System**	**Performance**
1.1	0,999	0,998	0,998
1.2	0,998	0,998	0,998
1.3	0,998	0,997	0,997
2.1	0,998	0,998	0,998
2.2	0,998	0,999	0,998
2.3	0,997	0,999	0,998
2.4	0,998	0,999	0,998
.1	0,998	0,998	0,999
.2	0,998	0,999	0,999
.3	0,998	0,998	0,999
.4	0,998	0,998	0,999

Source: Processed primary data output, 2022.

Reliability Test

The latent variable is said to have good reliability if the composite reliability value > 0.7 and the value of Cronbach's alpha > 0.7 (Narimawati et al., 2020).

Table 2 Latent Variable Reliability Test Results

	Cronbach's Alpha	**Composite Reliability**	**Keterangan**
1	0,999	0,999	Reliabel
2	0,999	0,999	Reliabel
	0,999	1,000	Reliabel

Source: Processed primary data output, 2022.

Table 2 shows that all latent variables measured in this study have greater values of Cronbach's Alpha and Composite Reliability compared to 0.7 so it can be said that all latent variables are very reliable.

3. Structural Model Evaluation (*Inner Model*)

R-Square Testing

The output for the R-Square value using the smartPLS 3.0 computer program is obtained:

Table 3. *Output R-Square*

	R quare	**R Square Adjusted**
	0 ,999	0 ,999

Source: Processed primary data output, 2022.

The R-Square test is used to measure the influence of independent latent variables on dependent variables, Table 3 shows the R-Square value of this study is 0.999 which means it has a value greater than 0.67. Then it can be said that the formed modeling is categorized as a good model.

Signification Test

The SEM model on this PLS Significance test has the aim of knowing whether there is an influence of exogenous variables on endogenous variables. Testing this hypothesis was carried out using smartPLS 3.0 so that the relationship of the influence of bootstrapping exogenous variables on endogenous variables was obtained as follows:

Table 4. Output R^2

	Original Sampl...	Sample Mean (...	Standard Devia...	T Statistics (|O...	P Values
X1 -> Y	0.361	0.302	0.148	2.443	0.015
X2 -> Y	0.639	0.597	0.123	5.201	0.000

Source: Processed data output, 2022.

Before hypothesis testing, it was known that the value of the T-table value for the confidence level was 95% (α by 5%). Hypothesis testing for each of the latent variable relationships is shown as follows:

a. Hypothesis Testing of Management Information System Quality Variables (X1) against Employee Performance Variables (Y)

H_0 $X_1 \rightarrow Y$

H_1 $X_1 \rightarrow Y$

Based on the output results of Table 4 statistics for management Information System Quality Variables (X1) to employee Performance Variables (Y) of 2,443 > T-table (1,671). The original sample estimate value showed a positive value of 0.361 which showed that the direction of the relationship between the Management Information System Quality Variable (X1) and the Employee Performance Variable (Y) was positive. Thus H1 on the study was accepted. That is, in

this study the latent variables of Management Information System Quality (X1) with its indicators affect the latent variables of Employee Performance Process (Y) with its indicators significantly.

b. Hypothesis Testing of Individual Difference Variables (X2) against Consumer Decision Process Variables (Y)

H_0 $X_2 \rightarrow Y$

H_1 $X_2 \rightarrow Y$

Based on the results of data processing output in Statistics for the Work Environment variable (X2) against the Employee Performance variable (Y) of 5,201 > T-table (1,671). The original sample estimate value shows a positive value of 0.639 which shows that the direction of the Work Environment (X2) relationship with the Employee Performance variable (Y) is positive. Thus H1 on the study was accepted. That is, in this study the latent variable Work Environment (X2) with its indicators affects the latent variable Employee Performance (Y) with its indicators significantly.

CONCLUSION

The results of research on employees of the Production Division at PT. Megah Megalon Industries shows that this study is a Management Information System variable (X1) and a Work Environment variable (X2) with its indicators affecting the Employee Performance variable (Y) with its indicators significantly.

Based on the results of data processing output in Statistics for the Work Environment variable (X2) against the Employee Performance variable (Y) of 5,201 > T-table (1,671). The original sample estimate value shows a positive value of 0.639 which shows that the direction of the Work Environment (X2) relationship with the Employee Performance variable (Y) is positive. Thus H1 on the study was accepted. That is, in this study the latent variable Work Environment (X2) with its indicators affects the latent variable Employee Performance (Y) with its indicators significantly.

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