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ANALYSIS OF INPUT,CALCULATE, REPORTING BASED ON SYSTEM ERP ON EMPLOYEE PERFORMANCE (STUDY CASE : PT.SHP)

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ABSTRACT

This case study discusses the analysis of ERP implementation on current employee performance. Employee performance is intended to see whether the employee has a good attitude and work pattern for the new ERP system. This research was conducted to find out whether the employee has inputted the ERP system properly. There are several variables that are measured to analyze the system of using ERP, namely input, calculation and reporting. This approach can provide convenience in terms of inputting, calculation and reducing data and reporting errors that are still not in line with company expectations.

Kata kunci: *ERP, ERP Implementation, Employee Performance*

1. INTRODUCTION

At present the development of information technology is experiencing a very rapid development, so it provides a lot of convenience in various aspects of human life. This, requires companies to use information technology to support the performance of their employees in carrying out business processes and operational activities. In addition, it also causes business processes to follow the development of the organization.

On the other hand, the rapid development of business led to increasingly fierce market competition. This also causes the organization's business processes to change to become more complex to follow the business competition. Business processes are required to be able to connect the activities that occur in a company so that it can streamline the time needed in business processes and produce information and added value that is useful for the organization.

The combination of information technology and business processes produces information systems that support organizations to achieve these goals. Information systems were originally designed to collect, process and produce useful information for users, but along with increasing the complexity of processes and operational needs of organizations, information systems are required to be integrated systems that can achieve the highest point of effectiveness and efficiency, and help complex business activities by relying on information in decision making. Information systems develop with these objectives and eventually form the concept of ERP (Enterprise Resource Planning).

To maximize the use of ERP in an organization, the user (user) plays an important role. An organization that uses an ERP system certainly involves many system users from various departments, various positions and various age ranges. The community of users with various backgrounds has different views and knowledge about ERP systems. If the user cannot maximize the use of an ERP system, the ERP system will not produce quality data and information. Enterprise Resource Planning (ERP) is a way to manage company resources by using technology and as a software application system that can help organizations control their business better because it reduces cycle time orders, increases productivity, better communication and impacts on increasing benefits (profit) company.

Thus it means that each company, both medium and large scale, which is aware of the importance of information that is fast, precise, accurate and integrated between all functional companies, will

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implement an ERP system. The decision to implement ERP is not an easy decision because the implementation of ERP requires a high cost. After an ERP system is implemented, management needs to know whether the implementation of the system is successful or not.

The measurement of the success of the application of information systems is very necessary for management to find out whether the investment that has been spent provides added value to the company. The success of an ERP system is the use of a system to enlarge organizational goals. ERP success is how to adopt an ERP system to increase effectiveness in organizations that adopt it. One example of a company that has successfully implemented an ERP system implementation plan is Case study: Omantel [1]. The success process of ERP implementation is found in the enterprise resource planning system (ERP) if it is successfully implemented in competitive advantage. Mapped with existing literature about ERP critical success factors. Studying the selection of ERP software, proposed two phases of the procedure for selecting ERP vendors in small manufacturing companies in Iran. An overview of available research shows that there is a success literature on ERP system implementation in Omantel.

While in Indonesia, PT. SHP has also implemented an ERP system in 2016 - now, from this year PT SHP has effectively used the ERP system in terms of inputting all existing transactions. However, the implementation of corporate ERP has not been effective for employee performance because it often finds organizational changes that enable technology to be a big challenge. Changes in the organization such as changing the SOP in performance, changing people in the lead, changes in the working system of the old system and the new system, et al. Despite the many challenges associated with these changes, little research has focused on the post implementation of the work results of employees affected by these changes. The challenge will affect the amount of data, number of errors, making reports in a timely manner. Therefore, an analysis of ERP implementation is needed on employee performance [2]. This analytical approach uses input, reporting, and calculation to be applied to companies that use ERP. Although this study was only conducted on 1 company.

ERP systems can provide convenience in terms of inputting in order to reduce data recording errors in the system. [3] [4]. These calculations are processed by the ERP system so that the employees are easy to reduce errors from the employees themselves. In order to avoid errors from existing calculation results for ERP implementation satisfaction through user training and IT staff skills, where the effect is found to be direct and indirect to user satisfaction. [5]. An ERP system requires a proactive attitude of the employee while also being able to improve detailed, timely reporting for the company. Therefore this study will analyze inputting, calculation and reporting in erp on employee performance [6].

Thus, the purpose of this study is to have an ERP system in inputting, reporting, and calculation. This approach is different from the analysis of the ERP system which is more focused on user satisfaction and user experience.

2.1 Inputting in an ERP System

ERP suggests that implementation is often done in conjunction with business process reengineering so that business process efficiency is one of the important tasks for an ERP system. Internal business processes include facilitating integrated data input, increasing business process efficiency, and reducing errors. Figure 1, illustrates the inputting process for a sales transaction.

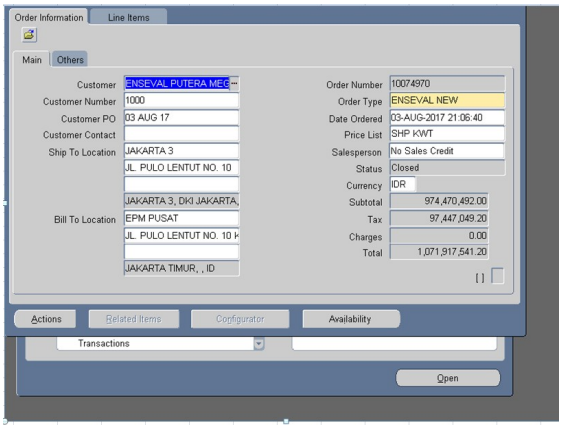

Figure 1. Inputting Sales of ERP Systems

The process of inputting data in the ERP system can be explained that inputting the customer name, et al (white column) is a field that must be filled based on the existing master. When finished, the gray out column indicates the system automatically issues a total calculation balance.

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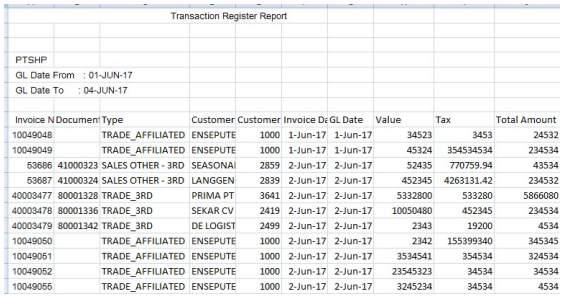
2.2 Calculations in ERP Systems

To support the decision making of PT. SHP, ERP will estimate readiness and calculation by including all reports and complex relationship data that can solve problems within the company. Figure 2, shows the ERP calculation system that is as needed.



Transaction Register Report

PTSHP
GL Date From : 01-JUN-17
GL Date To : 04-JUN-17

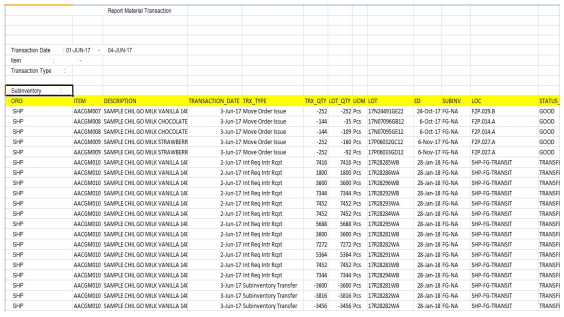
Invoice N	Documen	Type	Customer	Customer	Invoice Da	GL Date	Value	Tax	Total Amount
10049048		TRADE_AFFILIATED	ENSEPUTE	1000	1-Jun-17	1-Jun-17	34523	3453	24532
10049049		TRADE_AFFILIATED	ENSEPUTE	1000	1-Jun-17	1-Jun-17	45324	354534534	234534
53686	41000323	SALES OTHER - 3RD	SEASONAI	2859	2-Jun-17	2-Jun-17	52435	770759.94	43534
53687	41000324	SALES OTHER - 3RD	LANGGEN	2839	2-Jun-17	2-Jun-17	452345	4263131.42	234532
40003477	80001328	TRADE_3RD	PRIMA PT	3641	2-Jun-17	2-Jun-17	5332800	533280	5866080
40003478	80001336	TRADE_3RD	SEKAR CV	2419	2-Jun-17	2-Jun-17	10050480	452345	234534
40003479	80001342	TRADE_3RD	DE LOGIST	2499	2-Jun-17	2-Jun-17	2343	19200	4534
10049050		TRADE_AFFILIATED	ENSEPUTE	1000	2-Jun-17	2-Jun-17	2342	155399340	345345
10049051		TRADE_AFFILIATED	ENSEPUTE	1000	2-Jun-17	2-Jun-17	3534541	354534	324534
10049052		TRADE_AFFILIATED	ENSEPUTE	1000	2-Jun-17	2-Jun-17	23545323	34534	34534
10049056		TRADE_AFFILIATED	ENSEPUTE	1000	2-Jun-17	2-Jun-17	3245234	34534	4534

Figure 2. ERP System Acceptance Calculations

The calculation process above uses the calculation of financial statements based on sales transactions for 4 days. So that the data can be used to analyze reporting.

2.3 Reporting in an ERP System

ERP provides companies with extensive functions to collect, analyze and provide access to their data. Data is collected from a variety of heterogeneous sources within a company and perhaps additional external sources to create an integrated data collection as a comprehensive knowledge base and for detailed, complete and timely reporting. Figure 3, shows reporting in an ERP system.



Report Material Transaction

Transaction Date : 01-JUN-17 - 04-JUN-17
Item : -
Transaction Type :

Subinventory

ORG	ITEM	DESCRIPTION	TRANSACTION_DATE	TRX_TYPE	TRX_QTY	LOT_QTY	UOM	LOT	ED	SUBINV	LOC	STATUS
SHP	AACGM007	SAMPLE CHIL GO MILK VANILLA 14(	3-Jun-17	Move Order Issue	-252	-252	Pcs	17N24491GE22	24-Oct-17	FG-NA	F2P.028.B	GOOD
SHP	AACGM008	SAMPLE CHIL GO MILK CHOCOLATE	3-Jun-17	Move Order Issue	-144	-33	Pcs	17N07096GB12	6-Oct-17	FG-NA	F2P.014.A	GOOD
SHP	AACGM008	SAMPLE CHIL GO MILK CHOCOLATE	3-Jun-17	Move Order Issue	-144	-189	Pcs	17N07095GE12	6-Oct-17	FG-NA	F2P.014.A	GOOD
SHP	AACGM009	SAMPLE CHIL GO MILK STRAWBERR	3-Jun-17	Move Order Issue	-252	-160	Pcs	17P06032GC12	6-Nov-17	FG-NA	F2P.027.A	GOOD
SHP	AACGM009	SAMPLE CHIL GO MILK STRAWBERR	3-Jun-17	Move Order Issue	-252	-92	Pcs	17P06033GD12	6-Nov-17	FG-NA	F2P.027.A	GOOD
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	7416	7416	Pcs	17R28205WB	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	1800	1800	Pcs	17R28286WA	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	3600	3600	Pcs	17R28296WB	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	7344	7344	Pcs	17R28292WB	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	7452	7452	Pcs	17R28293WA	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	7452	7452	Pcs	17R28284WA	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	5688	5688	Pcs	17R28295WA	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	3600	3600	Pcs	17R28301WB	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	7272	7272	Pcs	17R28282WA	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	5364	5364	Pcs	17R28291WA	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	7452	7452	Pcs	17R28283WB	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	2-Jun-17	Int Req Intr Rqst	7344	7344	Pcs	17R28294WB	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	3-Jun-17	Subinventory Transfer	-3600	-3600	Pcs	17R28301WB	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	3-Jun-17	Subinventory Transfer	-3816	-3816	Pcs	17R28282WA	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI
SHP	AACGM010	SAMPLE CHIL GO MILK VANILLA 14(	3-Jun-17	Subinventory Transfer	-3456	-3456	Pcs	17R28282WA	28-Jan-18	FG-NA	SHP-FG-TRANSIT	TRANSFI

Figure 3. Reporting of ERP System Sales

Berikut tampilan pelaporan system ERP sesudah perhitungan. Dapat diambil kesimpulan bahwa pelaporan diatas merupakan gabungan dari semua transaksi semua barang keluar dan masuk ke dalam gudang.

3. RESEARCH METHODOLOGY

The scope of this study focused on the aspects used including: employee performance in implementing ERP. Case studies conducted at PT. SHP. In the process of inputting systems, ERP-based calculations and reporting. In this section, the research methods and data collection methods will be explained.

3.1 Research Design

Enterprise Resource Planning (ERP) is a business application designed to provide an integrated and systematic environment for businesses for their daily activities. ERP modules are integrated solutions that enable employees to manage communication with suppliers, share information with others in the business unit, and share relevant information with other business units for example, management inventory after orders are placed [7] [22]. Improving Information Systems and Information Technology is a major competitive advantage for all companies in the future. The key factors for success in implementing ERP at PT. SHP is a mature understanding of business processes, where it is absolutely necessary for a company to implement ERP. ERP cannot be applied if a company does not understand the business process clearly. To improve employee performance, PT. SHP, Tbk equips employees with ERP training. The main purpose of providing ERP training is to improve employee performance and efficiency. Based on the above research, we can conclude the hypothesis as follows:

1. H1 : The performance of inputting the amount of data will be easier using an ERP system [8] [19].
2. H2 : Performance calculations will reduce the number of errors in the use of ERP systems [9] [20].
3. H3 : Reporting performance will be more timely using an ERP system [10] [21].

3.2 Variabel dan Indikator

Table 1 shows the variables and indicators used in this study. There are 3 variables used, namely covering, calculation, reporting and employee performance with their respective indicators.

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Table 1 Variables and Indicators.

Variabel	Indicator	Referensi
Inputting	Reducing errors	[11]
	Convenience	
Calculate	Kemudahan	[12]
	Reducing errors	[13]
Reporting	Complete	[14]
	On Time	
	Reducing errors	[15]
Employee Performance	Amount of inputting data	[16]

Figure 4, shows the ERP Conceptual Model that explains whether there is a relationship inputting, calculating, and reporting on employee performance.

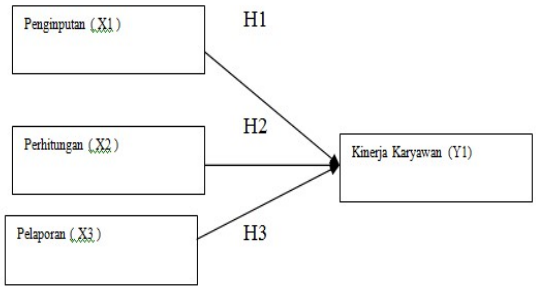

Figure 4 Conceptual ERP Model.

3.3 Research Data

The instrument in this study used a questionnaire instrument, respondents' answers were scored using a Likert scale. That the higher the score obtained from a respondent is an indication that the respondent has a more positive attitude towards the object the author wants to examine.

Table 2. Weights for Each Question.

Alternative Answers	Nilai
Sangat Tidak Setuju	1
Tidak Setuju	2
Netral	3
Setuju	4
Sangat Setuju	5

PT. SHP is a national food company. By creating various brands of snacks, milk, et al. PT. SHP has also implemented an ERP system in 2016 - now, from this year PT. MHP has effectively used an ERP system in terms of inputting all existing transactions. However, the implementation of corporate ERP has not been effective for employee performance because it often finds organizational changes that enable technology to be a big challenge. Changes in the organization such as changing the SOP in performance, changing people in the lead, changes to the work system of the old system and the new system, et al. Despite the many challenges associated with these changes, little research has focused on the post implementation of the work results of employees affected by these changes. The challenge will affect the amount of data, number of errors, making reports in a timely manner. Therefore, an analysis of ERP implementation is needed on employee performance [17].

This type of random sampling for research, presents formulas for simple random sampling, stratified and systematic random sampling, cluster sampling, two stages of sampling procedures, and sampling procedures with unequal inclusion probability. And finally, it explains how the required sample size is determined [18]. For Research Data, data was taken from PT. MHP employees in 2016, with a total of 100 respondents.

Table 3. Data on respondents by gender

Gender	Total Data Respondents	Percentage
Man	50	50%
Woman	50	50%
Total	100	100%

Viewed from the age dimension as shown in Table 4, in this study it was found that respondents aged 20-25 years were 18 people, respondents aged 26-30 years as many as 31 people, respondents aged 31-35 years as many as 29 respondents aged 36 - 40 years as many as 14 people and respondents aged 41-50 years as many as 8 people. The age of the respondents was used to find out the capture and memory of the respondents who took part in this study.

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Table 4. Respondent data based on age

Old	Total Data Respondents	Percentage
20 – 25 Year	18	18 %
26 – 30 Year	31	31%
31 – 35 tahun	29	29%
36 – 40 tahun	14	14%
41 – 50 tahun	8	8%
Total	100	100%

Viewed from the dimensions of current position as shown in Table 5, in this study it was found that respondents with Admin positions (IT, GA, PPIC, QC) were 23 people, respondents with managerial positions as many as 18 people, respondents with supervisor positions as many as 23 people, respondents with a project manager position of 7 people, respondents with BPO positions as many as 8 people, respondents with head supervisor positions as many as 6 people, and respondents as business trainees as many as 15 people. With this, the position of the respondent is used to find out the career path and ability of people to study the ERP system. The following data and graphs of respondents based on position.

Table 5. Respondent data based on current position

Position	Total Data Respondents	Percentage
Admin (IT, GA, PPIC, QC)	23	23%
Manager	18	18%
Supervisor	23	23%
Project Manager	7	7%
BPO	8	8%
Head Supervisor	6	6%
Business Trainee	15	15%
Total	100	100%

Viewed from the dimensions of the current department position as shown in Table 6, in this study it was found that respondents with IT department were 23 people, respondents with QC department as many as 31 people, respondents with production department as many as 27 people, and respondents with PPIC department as much as 19 people. By knowing the department the majority of respondents can help management to make decisions in the allocation of training and information dissemination. The results show that the majority of respondents come from the QC department who use the most ERP. The following data and graph of respondents based on department.

Table 6. Respondent data by department

Departement	Total Data Respondents	Percentage
IT	23	23%
QC	31	31%
Produksi	27	27%
PPIC	19	19%
Total	100	100%

Viewed from the dimensions of reducing errors in the current data input process as shown in Table 7, then in this study it was obtained that respondents by giving a value of 1 as many as 3 people, respondents by giving a value of 2 as many as 18 people, respondents giving a score of 3 as many as 34 people , respondents by giving a score of 4 as many as 30 people, and respondents by giving a value of 5 as many as 15 people. This research is used to show how the views of employees of PT. SHP about using an ERP system is easy or not. The results show that the majority of respondents gave a value of 4, where respondents were getting used to the use of ERP systems. The following data and graphs of respondents based on ERP systems can reduce errors in the data input process.

Table 7. Respondents' data based on an ERP system can reduce errors in the data input process

Assessment Implementation	Total Data Respondents	Percentage
1	6	6%
2	17	17%
3	32	32%
4	25	25%
5	20	20%
Total	100	100%

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Judging from the dimensions of the ease of the ERP system in the current data input process as shown in Table 8, in this study it was obtained that respondents by giving a value of 1 as many as 6 people, respondents by giving a value of 2 as many as 17 people, respondents by giving a value of 3 as many as 32 people, respondents by giving a score of 4 as many as 25 people, and respondents by giving a value of 5 as many as 20 people. This research is used to show how the views of employees of PT. SHP about using an ERP system is easy or not. The results show that the majority of respondents gave a value of 3, where respondents still felt only normal in the use of an ERP system. The following data and graphs of respondents based on an ERP system can facilitate the process of inputting data.

Table 8. Respondent data based on an ERP system can simplify the data input process

Assessment Implementation	Total Data Respondents	Percentage
1	3	3%
2	18	18%
3	34	34%
4	30	30%
5	15	15%
Total	100	100%

Viewed from the dimensions to make it easier in the process of calculating the current data as shown in Table 9, then in this study it was obtained that respondents by giving a value of 1 as many as 6 people, respondents by giving a score of 2 as many as 8 people, respondents giving the value 3 as many as 33 people , respondents by giving a score of 4 as many as 45 people, and respondents by giving a value of 5 as many as 8 people. This research is used to find out whether the respondent feels it is appropriate or not in calculating the data presented by the system. The results show that the majority of respondents give a value of 4, the results of existing calculations can ease the burden of daily work. The following data and graphs of respondents based on ERP systems can simplify the process of calculating data.

Table 9. Data of respondents based on ERP systems can simplify the process of calculating data

Assessment Implementation	Total Data Respondents	Percentage
1	6	6%
2	8	8%
3	33	33%
4	45	45%
5	8	8%
Total	100	100%

Judging from the dimensions to reduce errors in the process of calculating the current data as shown in Table 10, then in this study it was obtained that respondents by giving a value of 1 as many as 5 people, respondents by giving a value of 2 as many as 9 people, respondents by giving a value of 3 as many as 37 people, respondents by giving a score of 4 as many as 38 people, and respondents by giving a value of 5 as many as 11 people. This research is used to find out respondents can reduce the results of the calculation of reports from the ERP system presented. The results show that the majority of respondents give grades 3 & 4, this is the respondent has reduced errors for calculating data in the company as a reference for decision making. The following data and graphs of respondents based on ERP systems can reduce errors in the process of calculating data.

Table 10 Data ERP system respondents can reduce errors in the data calculation process

Assessment Implementation	Total Data Respondents	Percentage
1	5	5%
2	9	9%
3	37	37%
4	38	38%
5	11	11%
Total	100	100%

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Judging from the dimensions to present in full for the current data reporting process as shown in Table 11, then in this study it was obtained that respondents by giving a value of 1 as many as 2 people, respondents by giving a score of 2 as many as 8 people, respondents giving the value 3 as many 30 people, respondents by giving 4 scores as many as 38 people, and respondents by giving a score of 5 as many as 22 people. This research is used to find out respondents can present complete ERP reporting for the company. The results show that the majority of respondents give a value of 4, this is the respondents have been able to draw reporting conclusions that are appropriate to the needs of the company. The following data and graphs of respondents based on ERP systems can provide detailed reporting.

Table 11. Data ERP system respondents can provide complete reporting

Assessment Implementation	Total Data Respondents	Percentage
1	2	2%
2	8	8%
3	30	30%
4	38	38%
5	22	22%
Total	100	100%

Viewed from the dimensions to present timely reporting in the current data reporting process as shown in Table 12, then in this study it was obtained that respondents by giving a score of 1 as many as 4 people, respondents by giving a score of 2 as many as 9 people, respondents giving the value 3 as many as 34 people, respondents by giving a score of 4 as many as 39 people, and respondents by giving a value of 5 as many as 14 people. This research is used to find out respondents can make appropriate reporting. The results show that the majority of respondents gave a score of 4, this is because respondents have improved the performance of making reports, but only need detailed training so that the reports made can be more detailed. The following data and graphs of respondents based on ERP systems can present reporting in a timely manner.

Table 12. Data Respondents of ERP systems can present reporting in a timely manner

Assessment Implementation	Total Data Respondents	Percentage
1	4	4%
2	9	9%
3	34	34%
4	39	39%
5	14	14%
Total	100	100%

Judging from the dimensions to present timely reporting in the current data reporting process as shown in Table 13, then in this study it was obtained that respondents by giving a score of 1 as many as 4 people, respondents by giving a score of 2 as many as 9 people, respondents giving the value 3 as many as 34 people, respondents by giving a score of 4 as many as 39 people, and respondents by giving a value of 5 as many as 14 people. This research is used to find out respondents can make appropriate reporting. The results show that the majority of respondents gave a score of 4, this is because respondents have improved the performance of making reports, but only need detailed training so that the reports made can be more detailed. The following data and graphs of respondents based on ERP systems can present reporting in a timely manner.

Table 13. Data ERP system respondents can present reporting in a timely manner

Assessment Implementation	Total Data Respondents	Percentage
1	4	4%
2	9	9%
3	34	34%
4	39	39%
5	14	14%
Total	100	100%

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Judging from the dimensions to present the results of reporting can reduce current errors as shown in Table 14, then in this study obtained that respondents by giving a value of 1 as many as 6 people, respondents by giving a value of 2 as many as 8 people, respondents by giving value 3 as many as 37 people, respondents gave a score of 4 as many as 36 people, and respondents gave a score of 5 as many as 13 people. This research is used to find out the respondents can reduce errors in the calculation results of reports from the ERP system presented. The results show that the majority of respondents give grades 3 & 4, this is the respondents who use an ERP system can reduce errors in reporting results. The following data and graphs of respondents based on ERP systems can present the results of reporting can reduce errors.

Table 14. Data of ERP system respondents can present the results of reporting to reduce errors

Assessment Implementation	Total Data Respondents	Percentage
1	6	6%
2	8	8%
3	37	37%
4	36	36%
5	13	13%
Total	100	100%

Judging from the dimensions to present the number of inputting data completed in accordance with the existing targets as shown in Table 15, then in this study it was found that respondents with a value of 1 as many as 6 people, respondents by giving a value of 2 as many as 8 people, respondents by giving a score of 3 as many as 37 people, respondents by giving a value of 4 as many as 36 people, and respondents by giving a value of 5 as many as 13 people. This research is used to find out respondents can reduce the results of inputting reports from the ERP system presented. The results show that the majority of respondents gave a score of 3, this is because respondents already need to do ERP system training again so inputting can be in accordance with existing targets. The following data and graphs of respondents based on ERP systems can present the amount of inputting data that is completed in accordance with existing targets.

Table 15. Data of ERP system respondents can present the amount of inputting data completed according to existing targets

Assessment Implementation	Total Data Respondents	Percentage
1	6	6%
2	10	10%
3	43	43%
4	30	30%
5	11	11%
Total	100	100%

Judging from the dimensions to present minimize the number of calculation errors that exist at the moment as shown in Table 16, then in this study it was obtained that respondents by giving a score of 1 as many as 9 people, respondents by giving a score of 2 as many as 11 people, respondents giving the value 3 as many as 31 people, respondents gave a score of 4 as many as 36 people, and respondents gave a score of 5 as many as 13 people. This research is used to find out respondents can minimize the calculation of reports from the ERP system presented. The results show that the majority of respondents gave a value of 4, this is the respondents have minimized the number of calculation errors for the report. The following data and graphs of respondents based on ERP systems can minimize the number of calculation errors.

Table 16. Data of ERP system respondents can minimize the number of calculation errors

Assessment Implementation	Total Data Respondents	Percentage
1	9	9%
2	11	11%
3	31	31%
4	36	36%
5	13	13%
Total	100	100%

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Viewed from the dimensions to present minimizing the number of calculation errors that exist at the moment as shown in Table 17, then in this study it was obtained that respondents by giving a value of 1 as many as 10 people, respondents by giving a value of 2 as many as 10 people, respondents giving a value of 3 as many as 27 people, respondents by giving a score of 4 as many as 33 people, and respondents by giving a value of 5 as many as 20 people. This research is used to find out respondents can present reporting in accordance with the targets provided by management. The results show that the majority of respondents gave a score of 4, this is the respondent has been able to make a report in accordance with the given target, but the IT support team is still needed if there are improvements in transactions in the system. The following data and graphs of respondents based on ERP systems can present reports made in accordance with existing targets.

Table 17. Data ERP system respondents can present reports made in accordance with existing targets

Assessment Implementation	Total Data Respondents	Percentage
1	10	10%
2	10	10%
3	27	27%
4	33	33%
5	20	20%
Total	100	100%

4. ANALISA & PEMBAHASAN

4.1. Reliability Test

Reliability testing is used to test an instrument where the instrument can be said to be reliable if the instrument is consistent in providing an assessment of what is measured. Cronbach's Alpha (α) is a reliability testing technique for a questionnaire that is most often used on questionnaires using a Likert scale. The status variable is said to be reliable if it gives the value of Cronbanch's Alpha (α)> 0.5 and the value of Cronbanch's Alpha (α)> 0.8 is good.

Alpha of the 10 variables is 0.844 so that the instruments used in this study are considered reliable for statements in each variable used in this study.

4.2. Validity test

Validity test states an instrument is said to be valid if it can measure what should be measured. The questions that are said to be valid are questions with the corrected item total correlation (r count) greater than r table. If the question with the calculated r value is smaller than r table, then the question item is said to be invalid. The results of the analysis show that all variables or questions are valid.

Tabel 18. Data Validity Test

Variabel	r Hitung	r Tabel	INFORMATION
1	0,1980	0,1946	VALID
2	0,2370	0,1946	VALID
3	0,4800	0,1946	VALID
4	0,4230	0,1946	VALID
5	0,3870	0,1946	VALID
6	0,3370	0,1946	VALID
7	0,3940	0,1946	VALID
8	0,4020	0,1946	VALID
9	0,6330	0,1946	VALID
10	1,0	0,1946	VALID

4.3. Hypothesis 1 which reads: The performance of inputting the amount of data will be easier to use an ERP system

It is known that the t test of the hypothesis "The inputting performance of the amount of data will be easier to use an ERP system", obtained tcount of 13.854. Because of tcount> t table (2.186> 1.984) or significance t> 0.05 (0.000> 0.05), then partially the use of an ERP system has no significant effect on the inputting process. Table 4.16 shows the results of the H1 test which states the ease of inputting affects employee performance.

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Tabel 19. Hasil Uji Hipotesis H1

Model	Uji t
v8	2,186

Source: Student Processed Results (2018)

The test results of the T test with a significance level of 5% obtained a value of 2.186 indicating that the use of ERP-based systems has a positive but not significant effect on the ease of inputting performance processes. From the questionnaire the question "With the existence of an ERP system at PT. MHP, does it make it easier for you to enter the data process?" As many as 34% answered neutral, meaning that employees at PT. SHP still found some obstacles in some systems but for main input, it could work. However, it was also found that as many as 30% stated strongly in agreement. From the description above, it can be seen that the inputting variables of each question were answered with a neutral majority and agreed. Therefore, to be neutral, we need good training to overcome the difficulties experienced by employees. Of course for better inputting, it must be supported by good and correct SOPs. This certainly will improve employee performance in the use of ERP-based systems.

4.4. Hypothesis 2 which reads: Performance calculations will reduce the number of errors in the use of an ERP system

It is known that the t test of the hypothesis "Performance calculation will reduce the number of errors in the use of the ERP system", obtained tcount of 4.712. Because tcount> t table (4.712> 1.984) or significance t> 0.05 (0.000> 0.05), then the partial use of ERP systems has no significant effect on the acceleration of the calculation process. Table 4.17 shows the results of the H2 test which states that it can reduce the number of errors on employee performance.

Tabel 20. Hasil Uji Hipotesis H2

Model	Uji t
v9	4,712

Source: Student Processed Results (2018)

The test results of the T test with a significance level of 5% obtained a value of 4.712 indicating that the use of an ERP-based system has a positive but not significant effect on minimizing the number of calculation performance process errors. From the questionnaire the question "With the existence of an ERP system at PT. MHP, does it reduce your errors in the process of calculating data?" As much as 38% answered agree, meaning that employees at PT. SHP found benefits in using an ERP system. However, it was also found that 37% stated neutral. From the description above, it can be seen that the inputting variables of each question were answered with a neutral majority and agreed. Therefore, for calculations in ERP, the benefits are very large while helping management make decisions. Some parts of the company really need automatic calculations to speed up the production process. This certainly will improve employee performance in the use of ERP-based systems.

4.5. Hypothesis 3 which reads: Reporting performance will be more timely using an ERP system

It is known that the t test for the hypothesis "The performance of making a report will be more timely using an ERP system", obtained tcount of 3.545. Because tcount> t table (3,545> 1,984) or significance t> 0,05 (0,000> 0,05), then the use of ERP systems partially has no significant effect on the acceleration of the reporting process. Table 4.18 shows the results of the H3 test stating reducing the number of errors that affect employee performance.

Table 21. Test Results for the H3 Hypothesis

Model	Uji t
v10	3,545

Source: Student Processed Results (2018)

The test results of the T test with a significance level of 5% obtained a value of 3.545 indicating that the use of ERP-based systems has a positive but not significant effect on the timeliness of the reporting performance process. From the questionnaire the question "With the existence of an ERP system at PT.

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MHP, is ERP reporting presented in a timely manner?" As much as 38% answered agree, meaning that employees at PT. SHP found benefits in using an ERP system. However, it was also found that as many as 30% stated neutral. From the description above, it can be seen that the inputting variables of each question were answered with a neutral majority and agreed. In this case the making of reporting is usually done once a month depending on the needs of the company. Existing reporting is usually used for several parts of the monthly closing company. This certainly will improve employee performance in the use of ERP-based systems.

5. CONCLUSION

Based on the results of research and discussion can be concluded several things in accordance with the hypothesis. The limitations of this study include inputting data using the questionnaire method should use real data from the company.

From the results of the analysis carried out in the study that 34 people from 100 neutral respondents for inputting performance in the use of ERP-based systems. And from the results of the analysis carried out in the study that 38 people from 100 respondents strongly agreed to the performance of calculations in the use of ERP-based systems. The results of the analysis carried out in the study that 38 people from 100 respondents strongly agreed to report performance in the use of ERP-based systems. In addition there are some things that are needed for employees to improve employee performance such as ERP system training, education, and expertise in the use of computerized systems. The hypothesis can be seen that 3 dependent variables (employee performance) can positively influence the independent variables (inputting, reporting, and calculation) but there are no significant differences.

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