

## ABSTRACT

This research explains how ERP system implementation affects employee performance in several BUMN (State-owned Enterprise of Indonesia) companies and compare its positive and negative impacts. The objective of this research is to gain an understanding of the implementation of ERP system and comparison of its positive and negative impacts on BUMN companies and thus used as a recommendation for the institution. This research uses Technology Acceptance Model to predict the tendency of adopting/implementing new technology in group or organization. There are several variables used including; Complexity, Compatibility, Personal Innovativeness of IT, Training, Facilitating Conditions, Perceived Usefulness, Perceived Ease of Use, Symbolic Adoption, and Individual Performance. Data collection method is done by distributing questionnaires online to five companies under the Ministry of BUMN such as; PT. Telkom Indonesia, PT. Semen Indonesia, PT. Pupuk Indonesia, PT. Dirgantara Indonesia and PT. Wijaya Karya. Data processing is done by using SmartPLS 2.0. Based on the results of data processing shows that ERP system gives a positive impact on individual performance in general. It's further proved by hypothesis test result which shows 8 accepted hypotheses and 4 rejected hypotheses.

Keywords: BUMN, *Technology Acceptance Model*, *Enterprise Resource Planning*, PLS