

ABSTRACT

Since entering the Industrial Age 4.0, many companies around the world are using cyber technology in their daily activities and the goal is to increase efficiency and effectiveness. Human Resources Information System (HRIS) is part of the collaboration between information technology and human resource management. PT. Kereta Api Indonesia (Persero) has used the HRIS provided by the HR and IT units as a facility to manage employees such as employee data, education history, performance appraisal, position history, time management, ESS (Employee Self Service), payroll, training, etc.

This study aims to determine the performance of employees of PT. Kereta Api Indonesia (Persero) Daop VI Yogyakarta, knowing the implementation of HRIS at PT. Kereta Api Indonesia (Persero) Daop VI Yogyakarta, and determine the effect of HRIS on performance.

The type of research used is quantitative to measure the effect of causal relationships on the variables formed by distributing questionnaires using a Likert scale. The sampling technique in this study used probability sampling by using area (cluster) sampling techniques as many as 332 employees of PT. Kereta Api Indonesia (Persero) which works in DAOP VI Yogyakarta.

The results of hypothesis testing indicate that HRIS has a significant positive effect on the performance of PT. Kereta Api Indonesia (Persero) which works in DAOP VI Yogyakarta. The results of the coefficient of determination, the effect of HRIS on employee performance is 0.816 or 81.6%. This value is strong.

The results of this study are expected to be a reference for companies in managing the effectiveness of HRIS and employee performance.

Keywords: *HRIS, Employee Performance*