

The Influence Of Human Resource Information Systems, Training, And Motivation On Employee Performance Through Work Discipline As An Intervening Variable At Pt. Socfin Indonesia (Socfindo) Medan

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Abstract. This study aims to test and analyze the effect of human resource information systems, training, and motivation on employee performance through work discipline as an intervening variable. Employee performance in a company is influenced by several aspects, one of which is the human resource information system, training, motivation and work discipline. Human resource information systems are technological systems that produce information outputs that support reliable decisions and are able to make it easier for workers to complete their responsibilities. Then training is carried out according to the needs of employees balanced by motivation. The discipline aspect also provides important things for success in improving employee performance. The research location is at PT.Socfin Indonesia (Socfindo) Medan located at JL.KL. Yos Sudarso No.106. Medan. Where the linear regression analysis method and sample testing researchers in this study used the slovin formula. As a sample of 150 permanent employees and 30 respondents as validity and reliability tests. The classic assumption test and hypothesis testing (path analysis technique). Based on the results of hypothesis testing in this study, it shows that human resource information systems, training, motivation simultaneously have a positive and significant effect on work discipline. And simultaneously the variables of human resource information systems, training, and motivation have a positive and insignificant effect on employee performance. While work discipline has a positive and significant effect on employee performance. Furthermore, the variables of human resource information systems, training, motivation have a positive and significant effect on employee performance through work discipline as an intervening variable on employees of PT Socfin Indonesia (SOCFINDO) Medan.

Keywords: Human Resources Information System; Training; Motivation; Employee Performance; Work Discipline.

Abstrak. Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh sistem informasi sumber daya manusia, pelatihan, dan motivasi terhadap kinerja karyawan melalui disiplin kerja sebagai variabel intervening. Kinerja karyawan pada suatu perusahaan dipengaruhi oleh beberapa aspek, salah satunya adalah sistem informasi sumber daya manusia, pelatihan, motivasi dan disiplin kerja. Sistem informasi sumber daya manusia merupakan sistem teknologi yang menghasilkan keluaran informasi yang mendukung keputusan yang dapat diandalkan dan mampu memudahkan pekerja dalam menyelesaikan tanggung jawabnya. Kemudian pelatihan dilaksanakan sesuai kebutuhan pegawai yang diimbangi dengan motivasi. Aspek kedisiplinan juga memberikan hal penting bagi keberhasilan dalam meningkatkan kinerja pegawai. Lokasi penelitian berada di PT.Socfin Indonesia (Socfindo) Medan yang beralamat di JL.KL. Yos Sudarso No.106. Medan. Dimana metode analisis regresi linier dan pengujian sampel peneliti dalam penelitian ini menggunakan rumus slovin. Sebagai sampel sebanyak 150 pegawai tetap dan 30 responden sebagai uji validitas dan reliabilitas. Uji asumsi klasik dan uji hipotesis (teknik analisis jalur). Berdasarkan hasil pengujian hipotesis pada penelitian ini menunjukkan bahwa sistem informasi sumber daya manusia, pelatihan, motivasi secara simultan berpengaruh positif dan signifikan terhadap disiplin kerja. Dan secara simultan variabel sistem informasi sumber daya manusia, pelatihan, dan motivasi berpengaruh positif dan tidak signifikan terhadap kinerja pegawai. Sedangkan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Selanjutnya variabel sistem informasi sumber daya manusia, pelatihan, motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan melalui disiplin kerja sebagai variabel intervening pada karyawan PT Socfin Indonesia (SOCFINDO) Medan.

Kata Kunci: Sistem Informasi Sumber Daya Manusia; Pelatihan; Motivasi; Kinerja karyawan; Disiplin Kerja.

INTRODUCTION

PT Socfindo Medan has a strategy to display the quality of seeds (products) produced. And the company has been able to distribute palm oil seeds at home and abroad. The global market includes the African region, the Latin American region, the Southeast and South Asia regions and the Oceania region. And is one of the agribusiness companies in Medan engaged in oil palm and rubber plantations and producers of superior oil palm seeds that have been tested and proven not only in Indonesia but also internationally. With the development of technology until now, they still have something to see from the way employees work, many of which still need training, motivation in following the current digitalized world.

This research was conducted at the company PT Socfin Indonesia (SOCFINDO) Medan. The PT Socfin Indonesia business entity is the result of a joint-venture partnership agreement between Plantation Nord-Sumatera SA (a subsidiary of Socfin SA) and the Government of the Republic of Indonesia in 1968 as a continuation of Socfin SA Medan (Société Financière des Caoutchoucs Medan SA) a Belgian-owned company formed in 1930 in Medan. Adrien Hallet as the founder of Socfin has started commercial rubber plantations in Indonesia since 1909 and oil palm plantations since 1911 in Sei Liput / Medan Ara located in East Aceh, even not only developing commercial oil palm plantations, Adrien Hallet has also developed oil palm seeds since 1913, it is often the case that in carrying out its activities there are obstacles that come from within the company itself such as requiring training and motivation so that it is eager to keep up with the latest digitalization world.

In this study, researchers used the influence of human resource information systems, training, and motivation to see their effect on employee performance through work discipline as an intervening variable at PT Socfin Indonesia (SOCFINDO) Medan because these factors are currently a problem that is experiencing important changes to improve performance in a sustainable manner. Achieving the goals of each organization's performance is influenced by organizational behavior. One of the most common activities carried out in organizations as he does everything related to a job or role in the organization.

To obtain and ensure qualified and competent employees in their fields and be able to assist in achieving company goals is an aspect of employee training and performance. That performance is the result of a particular job function or activity over a period of time. So employee performance is called one of the important aspects and needs to be considered by the company to increase profitability. So that companies are expected to be able to compete and follow the will of the times. Employee performance at PT Socfin Indonesia (SOCFINDO) is that employees work according to company standards with the tasks assigned.

However, there is still something to consider in managing employees of PT Socfin Indonesia (SOCFINDO) in order to get better employees effectively and efficiently at work. And in general, the optimal performance of the company is influenced by the presence of employees who are able to complete their performance properly. However, the performance of employees who are still not maximized in completing work quickly on time given by the leadership of the company requires continuous evaluation again. Based on employee performance can be seen from several factors, one of which can be seen from the production of oil palm seeds.

Table 1.1 Overall Data on Employees of PT. SOCFINDO From 2020-2022

Numbers	Total Employee Period (per year)	Employee's Data		Total Employee
		Staff	Non Staff	
1	Year 2020	55 People	136 People	191 People
2	Year 2021	52 People	134 People	186 People
3	Year 2022	55 People	135 People	190 People

Source: Internal data of PT Socfin Indonesia (SOCFINDO) Medan

Based on Table 1.1, it can be seen that the total number of employees in 2020 and 2021 has decreased. However, in 2022 the number of employees has increased which can compensate for 2020. Furthermore, the second factor is training. Training is aimed at implementing employees in order to improve technical knowledge and skills. The training problem can be seen from the way employees work which is only done every day, of course there must be direction to company employees who do not understand how to use information systems quickly and precisely in completing performance. Awareness of the importance of the responsibilities of the HR department is the first step in the process of preparing human resource planning. Because it cannot be denied that most large companies involve top managers and other units in the company in the human resource planning process. This is where the importance of the awareness of the HR department as the party responsible for the HR planning process.

Table 1.2 Overall Table of Employee Data who attended PT. SOCFINDO

um ber s	Training Period (per year)	Employees who participated in training		Total number who participated in training (per each year)
		Staff	Non Staff	
	Year 2020 (conducted online)	43 People	9 People	52 People
	Year 2021	56 People	15 People	71 People
	Year 2022	113 People	20 People	133 People

Source: Internal data of PT Socfin Indonesia (SOCFINDO) Medan

Based on Table 1.2, it can be seen that training in 2020 was conducted online because the COVID-19 pandemic in Indonesia began to spread around March. Then the employees who participated in the training amounted to 52 people in 2020. In 2021, 71 employees participated in the training. And in 2022 employees who participated in the training amounted to 133 people.

The purpose of job training is to support the smooth operation and productivity of the company. However, job training has objective goals to be achieved from these activities, namely knowledge, skills, and attitude determination. By providing training materials with the right target, it will produce good employee performance as well. That training material is one surefire way for employees to develop abilities accompanied by creativity at work.

Furthermore, the factor that can affect performance is work motivation. As for the improvement of employee performance, each employee should require a good and constructive motivation, namely as a driving factor of employee performance. If an employee has good motivation, then they will make positive choices to do something to meet their needs. Because each employee has different characteristics so that the management has its own challenges for most of the company's employees to feel satisfied with their work and want to continue working in the company to produce their best performance.

Through work discipline to influence the relationship between human resource information systems, training, and motivation are still interconnected for success in improving employee performance. The main purpose of discipline is to increase efficiency as much as possible by preventing waste of time and energy. So that work discipline can be seen from the data on time mismatches in the company, there are employees who still cannot manage time which is characterized by tardiness and leaving early.

Sholikah, et al. (2023) state that the use of information systems is one step towards optimal employee efficiency. So it is necessary to improve information systems accompanied by synergistic training so that they are able to access organizational business knowledge developed to promote, motivate, and retain employees to ensure company survival. Meanwhile, Syafrina (2017) suggests that work discipline can affect performance. The better the employee discipline, the greater the efficiency of the work. Good work discipline will result in good employee efficiency. Conversely, if work discipline is not good, it can often have an impact on poor employee performance (A. Pangarso, 2016).

So it can be concluded that the human resource information system is closely related to training, motivation and work discipline to improve employee performance from the previous day as an improvement in the future. By making it easier for employees to work, as well as minimizing work errors. So training is applied to employees to easily understand at work. Given motivation for employees is a picture for themselves in completing the tasks ordered. Based on the background described above, the authors are interested in conducting research entitled: "The Effect of Human Resources Information Systems, Training, and Motivation on Employee Performance Through Work Discipline as an Intervening Variable at PT Socfin Indonesia (SOCFINDO) Medan".

LITERATURE REVIEW

Employee Performance

Performance is the result of employee behavior by using skills and abilities to complete tasks and obligations in accordance with the work schedule of an organization which will later be able to affect the quality of the workload of the peer company (Dewi, et al. 2020). Employee performance as one of the work achievements that reflects a comparison between work results and the standards set by the company. The results of work carried out both in quality and quantity achieved by an employee as a whole are used as a basis for determining the work done by an individual is good and vice versa.

Human Resources Information System

Human resources is a data processing system that usually uses computers and advanced technology to produce relevant, accurate, and timely information.

Training

Training is a part of education that concerns the learning process to acquire and improve skills outside the applicable education system in a relatively short time and with methods that prioritize practice and theory (Sudirman, 2014). According to Rivai & Sagala, (2014), that training is also a process of systematically changing employee behavior to achieve organizational goals. Training is related to the skills and abilities of employees who are oriented in the implementation of current work in order to be successful in carrying out their work.

Motivation

Motivation is an impulse that arises in a person consciously or unconsciously to take an action with a specific purpose. It also exists as a process that explains the intensity, direction, and persistence of an individual in achieving his goals.

Work Discipline

Work discipline is an attitude or behavior that shows obedience, awareness of a person or group of employees in obeying all existing regulations, so that it can be expected that the work carried out can run effectively and efficiently for the success of a company in achieving its performance goals.

RESEARCH METHOD

Path Analysis Technique

$$Y = PYX1 + PYX2 + PYX3 + e$$

Description:

- Y = Endogenous Variables (Employee Performance)
- X1 = Exogenous Variables (Human Resources Information System)
- X2 = Exogenous Variables (Training)
- X3 = Exogenous Variables (Motivation)
- e = Standard Error

RESULT

Statistical Analysis Results

Sub-Structure I Regression Analysis Model

Table 1.3 Results of Sub-Structure I Regression Analysis

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	11.357	2.441		4.653	.000
	Human Resources Information System	.257	.076	.270	3.396	.001
	work discipline	.217	.092	.200	2.371	.019
	Motivation	.310	.096	.255	3.220	.002

a. Dependent Variable: Dis work discipline

Source: Research results, 2023 (Data processed)

Based on Table 1.3, a regression model can be made for sub-structure I, namely: $Z = 0.270X1 + 0.200X2 + 0.255X3$

From the regression model equation for sub-structure I, it can be explained that:

- The effect of the Human Resources Information System on work discipline is 0.270, meaning that if work discipline increases by 1 unit, then work discipline will increase by 0.270.
- The effect of training on work discipline is 0.200, meaning that if work discipline increases by 1 unit, work discipline will increase by 0.200.
- The effect of Motivation on work discipline is 0.255, which means that if work discipline increases by 1 unit, work discipline will increase by 0.255.

Test t (Partial Test)

Based on table 1.3 regression analysis results for sub-structure I above, it can be explained that :

- Partial Test for the human resource information system variable (X1) with a significance of 0.001 (less than 0.05). While the t table with df = 148 is 1.655. So that t count > t table, it can be concluded that the human resource information system has a significant effect on work discipline (Z) at PT SOCFINDO.
- Partial Test for the Training variable (X2) with a significance of 0.019 (more than 0.05). While the t table with df = 148 is 1.655. So that t count > t table, it can be concluded that training has a positive and insignificant effect on work discipline (Z) at PT. SOCFINDO.
- Partial Test for motivation variable (X3) with a significance of 0.002 (less than 0.05). While the t table with df = 148 is 1.655. So that t count > t table, it can be concluded that motivation has a significant effect on work discipline (Z) at PT SOCFINDO.

Regression Results of Sub-Structure II

Table 1.4 Results of Sub-Structure II Regression Analysis

Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.529	2.595		3.672	.000
	Human Resources Information System	.106	.078	.112	1.361	.176
	Training	.112	.093	.103	1.207	.229
	Motivation	.190	.099	.156	1.925	.056
	Work Discipline	.367	.082	.368	4.471	.000

a. Dependent Variable: Employee Performance

Source: Research results, 2023 (Data processed)

Based on Table 1.4, a regression model can be made for sub-structure I, namely: $Y = 0.112X_1 + 0.103X_2 + 0.156X_3 + 0.368Z$

From the regression model equation for sub-structure I, it can be explained that:

- The effect of the Human Resources Information System on Employee Performance is 0.112, meaning that if work discipline increases by 1 unit, then work discipline will increase by 0.112.

- b. The effect of Training on Employee Performance is 0.103, which means that if employee performance increases by 1 unit, then work discipline will increase by 0.103.
- c. The effect of Motivation on Employee Performance is 0.156, which means that if work discipline increases by 1 unit, then work discipline will increase by 0.156.
- d. The effect of Work Discipline on employee performance is 0.368, which means that if work discipline increases by 1 unit, work discipline will increase by 0.368.

Test t (Partial Test)

Based on table 1.4 regression analysis results for sub-structure I above, it can be explained that :

- a. Partial Test for human resource information system variables (X1) with a significance of 0.176 (greater than 0.05). While the t table with df = 148 is 1.655. So that $t_{count} > t_{table}$, it can be concluded that the human resource information system has a positive and insignificant effect on employee performance (Y) at PT SOCFINDO.
- b. Partial Test for the Training variable (X2) with a significance of 0.229 (greater than 0.05). While the t table with df = 148 is 1.655. So that $t_{count} > t_{table}$, it can be concluded that training has a positive and insignificant effect on employee performance (Y) at PT. SOCFINDO.
- c. Partial Test for Motivation variable (X3) with a significance of 0.056 (less than 0.05). While the t table with df = 148 is 1.655. So that $t_{count} > t_{table}$, it can be concluded that motivation has a positive and insignificant effect on employee performance (Y) at PT SOCFINDO.
- d. Partial Test for work discipline variable (Z) with a significance of 0.000 (less than 0.05). While the t table with df = 148 is 1.655. So that $t_{count} > t_{table}$, it can be concluded that work discipline has a significant effect on employee performance (Y) at PT SOCFINDO.

Path Analysis Sub-Structure Testing Results

The equation of sub-structure I structure is:

$$Z = 0.270X1 + 0.200X2 + 0.255X3$$

The equation of sub-structure II structure is:

$$Y = 0.112X1 + 0.103X2 + 0.156X3 + 0.368Z$$

Direct Effect

The direct effect between the independent variable (X), the intervening variable (Z), and the dependent variable (Y) in this study is:

- a. The direct effect of human resource information system variables on work discipline is 0.270.
- b. The direct effect of training variables on work discipline is 0.200.
- c. The direct effect of motivation variables on work discipline is 0.255.
- d. The direct effect of human resource information system variables on work performance is 0.112.
- e. The direct effect of training variables on work performance is 0.103.
- f. The direct effect of motivation variables on work performance is 0.156.

- g. The direct effect of work discipline variables on work performance is 0.368

Indirect Effect

The indirect effects between the independent variable (X), the intervening variable (Z), and the dependent variable (Y) in this study are:

- a. The indirect effect between human resource information system variables on employee performance through work discipline ($X1 \rightarrow Z \rightarrow Y$), that X1 through Z to Y = $0.270 \times 0.368 = 0.099$
- b. The indirect effect between training variables on employee performance through work discipline ($X2 \rightarrow Z \rightarrow Y$), that X2 through Z to Y = $0.200 \times 0.368 = 0.073$
- c. The indirect effect between motivation variables on employee performance through work discipline ($X3 \rightarrow Z \rightarrow Y$), that X2 through Z to Y = $0.255 \times 0.368 = 0.093$.

Total Effect

The total effect is the sum of the calculations resulting from direct and indirect effects. Below is a table of the total effect value in this study.

Table 1.5 Total Effect Value

Variable	Effect		
	Direct	Indirect	Total
X1 to Y	0,112	0,099	0,211
X2 to Y	0,103	0,073	0,176
X3 to Y	0,156	0,093	0,249

ased on the table, it can be explained that :

- a) The value of the direct effect of the Human Resources Information System (X1) variable on Employee Performance (Y), which is 0.112, is greater than the value of the indirect effect. The variable Human Resources Information System (X1) on Employee Performance (Y) is 0.099. So it can be concluded that these variables have a direct relationship and the relationship between the Human Resources Information System variable on Employee Performance (Y) is positive.
- b) The direct effect value of the Training variable (X2) on Employee Performance (Y), which is 0.103, is greater than the indirect effect value. The value of the direct effect of the Training variable (X2) on Employee Performance (Y) is 0.073. So it can be concluded that these variables have a direct relationship and the relationship between the Training variable (X2) on Employee Performance (Y) is positive.
- c) The direct effect value of the Motivation variable (X3) on Employee Performance (Y), which is 0.156, is greater than the indirect effect value. The value of the direct effect of the Motivation variable (X3) on Employee Performance (Y) is 0.093. So it can be concluded that these variables have a direct relationship and the relationship between the Motivation variable (X3) on Employee

Performance (Y) is positive.

DISCUSSION

Effect of Human Resources Information System Information System (X1) on Work Discipline (Z)

Based on the results of data analysis in this study, it can be seen that there is a positive influence of human resource information systems (X1) on work discipline (Z), so that H1 is accepted. This is in accordance with research conducted by Sholikah, et al. (2023) that the quality of the human resource information system is needed by the human resource information system as well as to facilitate work. Hence, it has a positive influence on work discipline. Information system is one of the user's steps towards optimal employee efficiency. So that the quality of information is a significant factor for the effectiveness of information systems in an organization. The need for synergistic information system improvements in accessing organizational business knowledge developed to promote, motivate, and retain employees to ensure company survival (Sholikah, et al., 2023). Seeing the results of the research survey conducted, it is important and very good if the human resource information system program is given quality (upgrade). Because the system can speed up the work of employees, one of which is that the data generated is also accurate and quickly accessible. However, this system can have an error, namely a small error will have a big impact on the company. By providing adequate quality and according to the needs of the company PT. SOCFINDO, it is likely that it will minimize these errors.

Effect of Training (X2) on Work Discipline (Z)

Based on the results of data analysis in this study, it can be seen that there is a positive effect of training (X2) on work discipline (Z), so H1 is accepted. This is in accordance with research conducted by Yant Akhlish Fuad (2019) and Tabiu, et al., (2018), that training has a positive influence on work discipline. Training for employees is one of the functions of human resource management to get a good and appropriate human resource workforce or employee. This is an effort to prepare employees to face job duties and is an activity to improve individual skills (Yant Akhlish Fuad, 2019). As for that training is something that can support success in the company in achieving its goals to create employee performance in achieving company success. Seeing the results of the research survey conducted, it is important and very good if the training program is provided according to the needs of employees' work at PT SOCFINDO. The positive and significant effect shows that the effect of training can encourage as employee motivation to be more active and provide more results in work. Of the many aspects that can encourage or arouse employees, it turns out that employees at PT SOCFINDO training coupled with providing motivation to them will have a good impact at work.

The Effect of Motivation (X3) on Work Discipline (Z)

Based on the results of data analysis in this study, it can be seen that there is a positive effect of motivation (X3) on work discipline (Z), so H1 is accepted. This is in accordance with research conducted by Mashudi, et al., (2022), that motivation has a positive influence on work discipline. Motivation is a factor that encourages a person to carry out a certain activity, therefore motivation is often defined as a factor driving a person's behavior (Sutrisno, 2011). So that the results of research from Mashudi, et al., (2022), state that if motivation increases, work discipline will increase, and vice versa if motivation decreases, work discipline will also decrease. That way the company pays attention to employees to keep them excited about working. Seeing the results of the research survey conducted, motivation has been carried out by superiors to only a few employees. Because motivation is balanced with training. The training provided is only to the staff section, so that way nonstaff employees are only a few selected for training. The company should pay more attention to nonstaff employees to increase their career path.

Effect of Human Resources Information System Information System (X1) on Employee Performance (Y)

Based on the results of data analysis in this study, it can be seen that the human resource information system information system (X1) on employee performance (Y) has a positive and insignificant effect, so H1 is accepted. This is not in accordance with research conducted by Saputra, Reno (2022), which shows a positive influence on the information system of the human resource information system on employee performance. Information systems are a combination or combination of people, hardware, software, and data resources capable of collecting, processing, converting and disseminating information in an organization. Human resource information systems are technological support that can make it easier for leaders and employees to utilize information services that are fast, precise and relevant, especially in the field of human resources. Looking at the results of the research survey conducted, statement 1 "The system can display report information properly" got the lowest total points. Most likely the company's application system is accurate and good, but the application system is still not considered optimal. This is because the application system needs a server upgrade to get more accurate results.

Effect of Training (X2) on Employee Performance (Y)

Based on the results of data analysis in this study, it can be seen that training (X2) on employee performance (Y) has a positive and insignificant effect, so H1 is accepted. This is not in accordance with research conducted by Rudhaliawan, Utami, and Widijanto, K.A., (2017) and Triasmoko (2014)

which shows a positive influence on job training on employee performance.

Training is one of the things that the company needs and one of the important elements for the progress of the company. In carrying out job training, companies can use experience and knowledge about the field. Clearer training objectives will encourage disciplined behavior and productive use of time. Training also includes changing attitudes so that employees can do their jobs more effectively (Widijanto, K.A., (2017)). Looking at the results of the research survey conducted, the 4th statement "The material provided can be easily understood" received the lowest total points. Most likely employees underestimate this, because they already know more about the material explained by the trainer (alleged). So as employees are required to be enthusiastic about participating in training.

The Effect of Motivation (X3) on Employee Performance (Y)

Based on the results of data analysis in this study, it can be seen that motivation (X3) on employee performance (Y) has a positive and insignificant effect, so H1 is accepted. This is in accordance with research conducted by Widijanto, K.A., (2017), that work motivation has a positive and insignificant effect on employee performance. Work motivation is something that creates encouragement or enthusiasm at work. Motivated employees can work more focused and make the work they do can be completed with more optimal results. A good company must be able to keep their employees motivated at work. One of them is by fulfilling the needs of employees at work such as adequate rest hours and work facilities that are fulfilled. Conversely, if employee needs are not met, it can reduce employee motivation in the company (Widijanto, K.A., 2017). Looking at the results of the research survey conducted, statement 5 "I am often reminded when there is unfinished work" got the lowest total points. It is likely that employees are rarely questioned about unfinished work, because employees are considered to be able to complete their responsibilities properly, but fellow coworkers must coordinate with each other to get good results.

Effect of Work Discipline (Z) on Employee Performance (Y)

Based on the results of data analysis in this study, it can be seen that work discipline has a positive and significant effect on employee performance (Y), so H1 is accepted. This is in accordance with research conducted by Singgi and Agus (2022) & Suwanto (2019), that work discipline has a positive influence on employee performance. Discipline is important in realizing a goal, without good discipline, the goals of a company will not be maximized. Work discipline is the responsibility of employees to obey and obey the values or rules that exist in a company. The more disciplined the employee, the employee's performance will also increase (Singgi and Agus, 2022). Seeing the results of the research survey conducted is that discipline has not been optimally carried out by employees of PT SOCFINDO, such as missed entry hours and leaving early. So employees are more concerned about obeying time.

Awareness of work discipline can improve employee performance.

The Effect of Human Resources Information System Information System (X1) on Employee Performance (Y) Through Work Discipline (Z)

Based on the results of data analysis in this study, it can be seen that there is an effect of human resource information systems (X1) on employee performance (Y) through work discipline (Z), so that H1 is accepted. This is in accordance with research conducted by Sholikah, et al., (2023), that human resource information systems have a positive influence on employee performance through work discipline. Human resource information systems can improve employee performance. The quality, training and development of SISDM can improve employee performance through work discipline. Employee success can be achieved through high-quality information systems (Sholikah, et al., 2023). Seeing the results of the research survey conducted, the information system is interrelated with work discipline so that employee performance can be assessed and seen through the system. However, the system is still the old system used, because new employees will be given training according to their responsibilities. PT SOCFINDO still uses the old application system, because they only use the system that has been guaranteed to them. However, an application system if not upgraded is likely to be far behind modern. The solution is still not to use the old system but to see the development of the current system.

The Effect of Training (X2) on Employee Performance (Y) Through Work Discipline (Z)

Based on the results of data analysis in this study, it can be seen that there is an effect of training (X2) on employee performance (Y) through work discipline (Z), so that H1 is accepted. This is in accordance with research conducted by Sulaefi (2016) and Bharata (2016), that training has a positive influence on employee performance through work discipline. Training is the process of improving employee knowledge and skills. So that it can be done at all levels in the organization, namely training at the beginning of the job aims to improve the competencies that technical personnel must have, which are the requirements set by the company. Further training is intended to increase its competence to a higher level of expertise in its field or adjustments if there is new technology that must be handled in its field or form new abilities if it changes its field of work (Fathurahman & Ahman, 2020). Seeing the results of the research survey conducted, training and discipline are one aspect of improving employee performance, but attention and motivation are still needed to complete a responsibility. PT SOCFINDO is one of the companies that still lacks training for nonstaff employees, even though only a few of them are included in the training. So the right solution is that they are given the opportunity to do training.

The Effect of Motivation (X3) on Employee Performance (Y) Through Work Discipline (Z)

Based on the results of data analysis in this study, it can be seen that there is an effect of motivation (X3) on employee performance (Y) through work discipline (Z), so that H1 is accepted. This is in accordance with research conducted by Singgi and Agus (2022), that motivation has a positive influence on employee performance through work discipline. Work motivation is basically different for everyone. Some have high work motivation and some are low. High work motivation can affect one's performance as well. Work discipline is something that must be instilled in every employee. Employee awareness is needed by complying with applicable regulations. Discipline is also defined as obedience to rules or habits to a rule or norm, whether written or not. (Candana et al., 2020). Seeing the results of the research survey conducted, motivation on employee performance through work discipline is an aspect that is mutually united or called interrelated with each other. PT.SOCFINDO now still needs motivation to carry out employee discipline at work. Because they still have work time made to do their personal activities, but their responsibilities are likely to be completed if they are given a time deadline. That way the company superiors remain enthusiastic about giving positive things to them.

CONCLUSION

Based on the above research, it can be concluded that there are several important things:

1. Human resource information systems have a positive and significant effect on work discipline in employees of PT SOCFINDO.
2. Training has a positive and significant effect on work discipline in employees of PT. SOCFINDO
3. Motivation has a positive and significant effect on work discipline in employees of PT. SOCFINDO
4. Human resource information systems have a positive and insignificant effect on employee performance on employees of PT SOCFINDO.
5. Training has a positive and insignificant effect on employee performance in employees of PT. SOCFINDO
6. Motivation has a positive and insignificant effect on employee performance at PT SOCFINDO employees.
7. Work Discipline has a positive and significant effect on employee performance at PT SOCFINDO employees.
8. Human resource information systems have a positive and significant effect on employee performance through work discipline on employees of PT SOCFINDO.
9. Training has a positive and significant effect on employee performance through work discipline in employees of PT. SOCFINDO, which means training
10. Motivation has a positive and significant effect on employee performance through work discipline in employees of PT SOCFINDO.

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