

## **The Effect Of Easy And Benefits Of Use Of Technology In Palm Oil Production On Employee Performance (Case Study PT Mahkota Group Tbk)**

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### **Abstract**

*This research aims to analyze the influence of the ease and usefulness of using information technology on employee performance at PT Mahkota Group TBK, a palm oil production company. Data was collected through a questionnaire distributed to 60 respondents who were company employees. The results of the analysis show that the ease and usefulness of information technology has a significant positive influence on employee performance. Hypothesis testing and coefficient of determination also support these findings. In conclusion, company management can improve employee performance by ensuring ease and usefulness in the use of information technology.*

**Key words : Ease Use Technology , Benefits Technology Information , Performance Employees , PT Mahkota TBK Group, Production Oil Coconut Palm.**

### **INTRODUCTION**

Indonesia, as one of the largest palm oil producers in the world, plays a crucial role in the palm oil plantation industry. With production reaching around 45 tons per year, the palm oil industry in Indonesia continues to grow, playing an important role in the country's economy. In 2022, this industry will succeed in exporting more than 25 million tons of palm oil and its derivative products, strengthening its position as a leading CPO producer on the global market.

One of the main players in this industry is PT. Mahkota Group, Tbk, a palm oil company that has gone public and is listed on the Indonesia Stock Exchange with the stock

code MGRO. Since the IPO on July 12 2018, PT. Mahkota Group, Tbk has become one of the main contributors to the expansion of the palm oil industry in Indonesia. With a share price reaching IDR 745 per share and a market capitalization of IDR 2.6 trillion on April 4 2023, PT. Mahkota Group, Tbk continues to establish a business network involving the processing of fresh fruit bunches (FFB), the production of CPO and palm kernel, as well as providing shipping and bulk tank rental services.

The main process carried out by PT. Mahkota Group, Tbk is processing Fresh Fruit Bunches (FFB) into crude palm oil (CPO) and palm kernel. Factories in North Sumatra, Riau and South Sumatra are the main processing locations, with Riau known as the largest contributor of palm oil in Indonesia. Data from the Central Statistics Agency (BPS) shows that palm oil production in Riau reached 8.4 million tons in 2019. PT. Mahkota Group, Tbk manages a palm oil processing factory with the help of professional staff, converting FFB into CPO and palm kernel. The CPO produced contains vitamin E and carotene, giving it a distinctive red color, also known as red palm oil. Apart from that, TBS is also processed into kernel oil or palm kernel oil, which is generally used in the food industry. Through this production process, PT. Mahkota Group, Tbk has a significant impact on the palm oil industry and its contribution to the national economy. This research will explore more deeply the influence of the ease and benefits of using technology in the production of palm oil

it on employee performance at PT. Mahkota Group, Tbk. The focus of this research will evaluate the extent to which the technology applied in the palm oil production process affects employee efficiency and productivity. By identifying the convenience factors and benefits of technology in the work environment, this research aims to provide in-depth insight into how the implementation of technology can improve employee performance in the palm oil industry.

It is important to understand that employee performance is not only the result of technological factors alone, but is also influenced by management policies, work environment, and other social factors. Therefore, this research will consider the organizational context as a whole to provide a holistic picture of the impact of technology in palm oil production on employee performance at PT. Mahkota Group, Tbk.

With this research, it is hoped that it can make a positive contribution to understanding how technology integration can improve production efficiency and employee performance in the palm oil industry. The implications of this research finding may also provide a basis for other companies in similar industries to consider more effective strategies for implementing technology in their work environments.

## RESEARCH METHODS

This research uses a quantitative approach to explore the relationship between the ease and usefulness of using technology in palm oil production on employee performance at PT. Mahkota Group, Tbk. The population of this study consisted of 300 employees involved in various stages of palm oil production at the company. To take samples, the author decided to use a simple random sampling method, by setting a percentage of 20% of the total population. Therefore, the sample results in this research will involve 60 employees. The data collection process will be carried out using a questionnaire as the main instrument. The questionnaire will be designed with structured and focused questions to measure employees' perceptions of the ease and usefulness of using technology in their work context. The questions in the questionnaire will cover various aspects, including the level of ease of use of the technology, perceived benefits, and its impact on their performance.

**Table 1. Variables and Indicators**

| No | Variable             | Sub Variable                 | Indicators                                                                                                            |
|----|----------------------|------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| 1  | Employee performance | Working quantity             | The amount of work completed by employees in a certain time period as a measure of production efficiency.             |
|    |                      | Work quality                 | The level of accuracy and creativity in completing tasks as an assessment of the level of excellence in work results. |
|    |                      | Time use                     | Efficiency and timeliness in completing tasks as an indicator of the effectiveness of employee time management.       |
|    |                      | Responsibility               | Employee awareness and reliability in fulfilling commitments and completing work responsibilities.                    |
|    |                      | Knowledge of work and skills | Deep understanding of the job and application of relevant technical skills in daily tasks.                            |

|   |                 |                         |                                                                                                                               |
|---|-----------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| 2 | Ease of Use     | Work faster             | Speed of access and use of technology that increases employee work efficiency.                                                |
|   |                 | Improve the performance | The ability of technology to increase productivity and overall employee performance.                                          |
|   |                 | Increase productivity   | An increase in the amount of work completed and productivity levels as a result of implementing technology.                   |
|   |                 | More effective          | The level of employee effectiveness in completing tasks with efficient technological support.                                 |
|   |                 | Useful in work          | The relevance of technology in work that can provide direct benefits to employee performance.                                 |
| 3 | Benefits of Use | Makes work easier       | Ease of use of technological tools that can reduce the level of difficulty in completing tasks.                               |
|   |                 | Beneficial              | The benefits that employees obtain from the use of technology in improving work performance and effectiveness.                |
|   |                 | Increase productivity   | An increase in the amount of work completed and an increase in productivity levels as a result of the benefits of technology. |
|   |                 | Increase effectiveness  | The level of employee effectiveness in completing tasks is increased through the use of technology.                           |
|   |                 | Develop job performance | Increasing employee abilities in carrying out certain tasks and developing work performance through technology.               |

Data analysis in this research will involve several statistical methods. First, descriptive analysis will be used to provide a general overview of the data distribution and characteristics of respondents. Next, multiple linear regression will be applied to evaluate the relationship between the independent variable (ease and usefulness of technology) and the dependent variable (employee performance). Apart from that, this research will also test the classic assumptions of multiple linear regression, such as normality, homoscedasticity and multicollinearity, to ensure the validity of the analysis results. Hypothesis testing will also be carried out to test the significance of the relationship between variables and to identify the most influential factors in influencing employee performance. Overall, this research method is designed to provide a comprehensive understanding of the influence of the ease and usefulness of using technology on employee performance in the palm oil production industry.

## **RESULTS AND DISCUSSION**

### **Characteristics Respondents**

Based on the questionnaire, it can be concluded that the majority of respondents involved in this research had an age range of between 20 and 30 years, with a total of 31 people or reaching 51.7% of the total respondents. Meanwhile, most of the other respondents were over 31 years old. The dominance of the 20-30 year age group can provide insight into how this generation, which may be more familiar with technology, responds and interacts with the use of technology in the context of palm oil production.

In terms of gender, the majority of respondents were male, covering 38 people or around 63.3% of the total respondents, while there were 22 female respondents or around 36.7%. This difference may reflect the demographic structure of workers in the palm oil production industry, which tends to be dominated by men. This information can be useful in understanding the perspectives and experiences of technology use from various gender backgrounds. In terms of education, the majority of respondents had a high school educational background, consisting of 28 people or around 46.7% of the total respondents. This information shows that the majority of respondents have an upper secondary education level, which may influence their understanding and response to the use of technology in the work context. This understanding can help in evaluating the extent to which education level plays a role in perceptions and adaptation to technology in the palm oil industry work environment.

### Results Assessment Answers Questionnaire

The author analyzes and presents the variables X1 (Ease of Using Technology), X2 (Ease of Using Technology) and Y1 (Employee Performance). and rehabilitation tests. The number of questionnaires distributed is in accordance with the predetermined number of samples. Namely 60 copies, with a total of 15 questions, consisting of 5 items for the independent variable X1 (Ease of using technology), 5 items X2 (Ease of using technology) and 5 items for the dependent variable Y (Performance)

**Table 2. Tabulated results of Questionnaire X1**

| No | Variable Indicator                                                                                                        | Frequency of Employee Statements |     |    |    | Total Score | Number of Respondents | Average Score | Ket-           |
|----|---------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----|----|----|-------------|-----------------------|---------------|----------------|
|    |                                                                                                                           | STS                              | T.S | S  | SS |             |                       |               |                |
| 1  | Employees use information technology more quickly to carry out work in the form of responsibilities given by the company. |                                  |     | 41 | 19 | 199         | 60                    | 3.31          | Strongly agree |
| 2  | Employees using information technology can improve employee performance in the form of knowledge of their work            |                                  | 2   | 39 | 19 | 197         | 60                    | 3.28          | Strongly agree |
| 3  | Employees using information technology are able to increase work                                                          |                                  | 4   | 39 | 17 | 193         | 60                    | 3.21          | Strongly agree |

|   |                                                                                                                                 |  |    |    |    |     |    |      |                |
|---|---------------------------------------------------------------------------------------------------------------------------------|--|----|----|----|-----|----|------|----------------|
|   | productivity in the form of using the time provided by the company                                                              |  |    |    |    |     |    |      |                |
| 4 | Employees using information technology are able to increase their effectiveness at work in the form of work quality.            |  | 13 | 46 | 1  | 165 | 60 | 2.75 | Agree          |
| 5 | Overall, the use of information technology is very beneficial for employee performance in the form of work skills (creativity). |  |    | 48 | 12 | 192 | 60 | 3.2  | Strongly agree |

Based on the results of the table analysis, it can be seen that the majority of respondents, namely 41 people or 68.3%, strongly agree that the use of information technology makes them more quickly complete the responsibilities given by the company. Apart from that, 39 people or 65% stated that they strongly agreed that the use of information technology could improve employee performance, especially in increasing knowledge of the work they do. This reflects that the use of technology is considered a positive factor in increasing productivity and understanding of work. Furthermore, as many as 39 people or 65% of respondents also strongly agreed that information technology can increase work productivity by effectively using the time provided by the company. Even though there were 13 people or 21.7% who agreed that information technology could improve the effectiveness of work quality, this percentage was lower compared to other indicators.

**Table 3. Tabulated results of Questionnaire X2**

| No | Variable Indicator                                                                                             | Frequency of Employee Statements |     |    |    |     | Number of Respondents | Average Score | Ket-           |
|----|----------------------------------------------------------------------------------------------------------------|----------------------------------|-----|----|----|-----|-----------------------|---------------|----------------|
|    |                                                                                                                | STS                              | T.S | S  | SS |     |                       |               |                |
| 1  | Information technology makes it easier for employees to complete work in the form of knowledge                 |                                  | 12  | 42 | 6  | 174 | 60                    | 2.29          | Agree          |
| 2  | Information technology makes it easier to make decisions in the form of responsibilities given by the company. |                                  | 5   | 46 | 9  | 184 | 60                    | 3.0           | Strongly agree |
| 3  | Information technology is useful for increasing employee productivity in the form of work quality              |                                  | 4   | 39 | 17 | 193 | 60                    | 3.21          | Strongly agree |
| 4  | Employees carry out tasks effectively using information technology within the time provided by the company.    |                                  | 8   | 47 | 5  | 177 | 60                    | 2.95          | Agree          |

|   |                                                                                                                |  |   |    |    |     |    |     |                |
|---|----------------------------------------------------------------------------------------------------------------|--|---|----|----|-----|----|-----|----------------|
| 5 | Employees are able to develop work performance effectively and efficiently in the form of skills (creativity). |  | 6 | 44 | 10 | 184 | 60 | 3.0 | Strongly agree |
|---|----------------------------------------------------------------------------------------------------------------|--|---|----|----|-----|----|-----|----------------|

From the results of the tabulation of questionnaire X2, it can be seen that the majority of respondents gave a positive assessment of the impact of information technology on certain aspects of their work. A total of 42 people or 70% agreed that information technology made it easier for them to complete their work by providing additional knowledge. Meanwhile, 46 people or around 76.7% stated that they strongly agreed that information technology makes it easier to make decisions related to the responsibilities assigned by the company. In the context of increasing productivity, 39 people or 65% of respondents agreed that information technology was useful for improving work quality. Furthermore, as many as 47 people or 78.3% of respondents agreed that employees carry out their duties effectively using information technology in the use of time given by the company.

**Table 4. Results l tabulation Questionnaire Y**

| No | Variable Indicator                                                    | Frequency of Employee Statements |     |    |    | Total Score | Number of Respondents | Average Score | Ket-  |
|----|-----------------------------------------------------------------------|----------------------------------|-----|----|----|-------------|-----------------------|---------------|-------|
|    |                                                                       | STS                              | T.S | S  | SS |             |                       |               |       |
| 1  | Employee performance is assessed by the quantity of their work.       |                                  | 9   | 49 | 2  | 173         | 60                    | 2.8           | Agree |
| 2  | Employee performance results must be of good quality for the company. |                                  | 17  | 41 | 2  | 165         | 60                    | 2.75          | Agree |

|   |                                                                                                  |  |    |    |   |     |    |     |                |
|---|--------------------------------------------------------------------------------------------------|--|----|----|---|-----|----|-----|----------------|
| 3 | The company requires that every employee's performance be able to complete work on time          |  | 13 | 43 | 4 | 171 | 60 | 2.8 | Agree          |
| 4 | Each employee's performance is given full responsibility by the company to complete the task     |  | 16 | 40 | 4 | 168 | 60 | 2.8 | Agree          |
| 5 | The company provides opportunities for employee performance to develop potential and creativity. |  | 12 | 42 | 6 | 174 | 60 | 2.9 | Strongly agree |

From the results of the tabulation of questionnaire Y, it can be concluded that the majority of respondents gave a positive assessment of aspects related to performance assessment and company policies towards developing employee creativity. A total of 49 people or 81.7% agreed that employee performance is assessed in terms of quantity in their work. Furthermore, as many as 41 people or 68.3% agreed that employee performance results must be of good quality for the company. In the context of responsibility and time, the majority of respondents also agreed. A total of 43 people or 71.7% of respondents agreed that the company requires every employee to complete work on time. Apart from that, as many as 40 people or 66.7% agreed that every employee's performance was given full responsibility by the company to complete the task.

Finally, as many as 42 people or 70% of respondents stated that they strongly agreed that the company provides opportunities for employee performance to develop potential and creativity. With the highest average score on the fifth indicator of 2.9, it can be interpreted that respondents strongly support company policies that provide development opportunities for employees.

### Test Validity

This test is used to see whether the data is valid or whether the data is processed. Sugiyono (2012: 172), a valid instrument means a measuring tool that can be used to get data (measure) is valid. Valid means the instrument can be used to measure what it should measure.

**Table 5. Results Estimate Test Validity**

| Description | Statement Items | rcount | rtable | Information |
|-------------|-----------------|--------|--------|-------------|
| Variable X1 | Q1              | 0.500  | 0.254  | Valid       |
|             | Q2              | 0.446  |        | Valid       |
|             | Q3              | 0.586  |        | Valid       |
|             | Q4              | 0.457  |        | Valid       |
|             | Q5              | 0.445  |        | Valid       |
| Variable X2 | Q1              | 0.513  | 0.254  | Valid       |
|             | Q2              | 0.658  |        | Valid       |
|             | Q3              | 0.570  |        | Valid       |
|             | Q4              | 0.503  |        | Valid       |
|             | Q5              | 0.604  |        | Valid       |
| Variable X2 | Q1              | 0.526  | 0.254  | Valid       |
|             | Q2              | 0.565  |        | Valid       |
|             | Q3              | 0.684  |        | Valid       |
|             | Q4              | 0.694  |        | Valid       |
|             | Q5              | 0.659  |        | Valid       |

### Test Reliability

Reliability Test is used as a tool to measure a questionnaire which is an indicator of a variable or construct (Ghozali, 2011:25). A questionnaire is said to be reliable if a person's answers to statements are consistent or stable over time. The method used to test the reliability of the questionnaire in this research is to measure reliability with the Cronbach Alpha statistical test.

**Table 6. Results Test Reliability Variable**

| Variable | Cronback's Alpha | Alpha Value | Information |
|----------|------------------|-------------|-------------|
|----------|------------------|-------------|-------------|

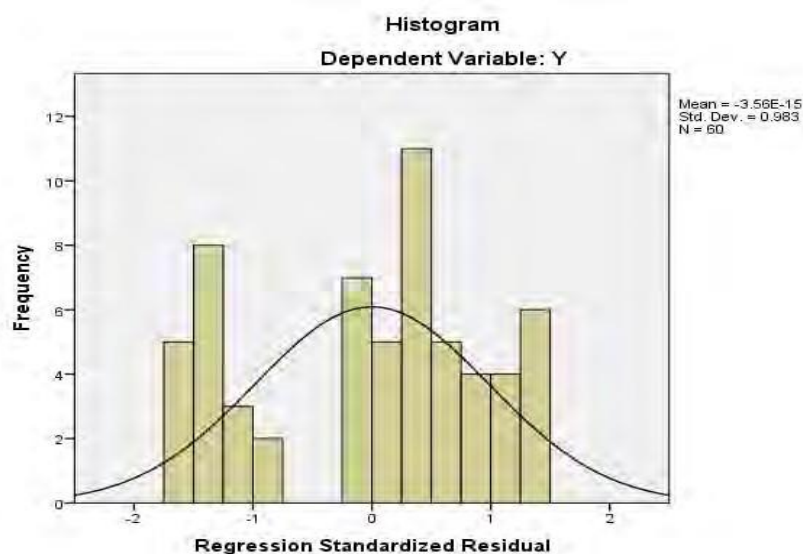
|                                               |       |              |          |
|-----------------------------------------------|-------|--------------|----------|
| Ease of Use of Information Technology (X1)    | 0.641 | 0.61 to 0.80 | Reliable |
| Benefits of Using Information Technology (X2) | 0.724 | 0.61 to 0.80 | Reliable |
| Work performance                              | 0.754 | 0.61 to 0.80 | Reliable |

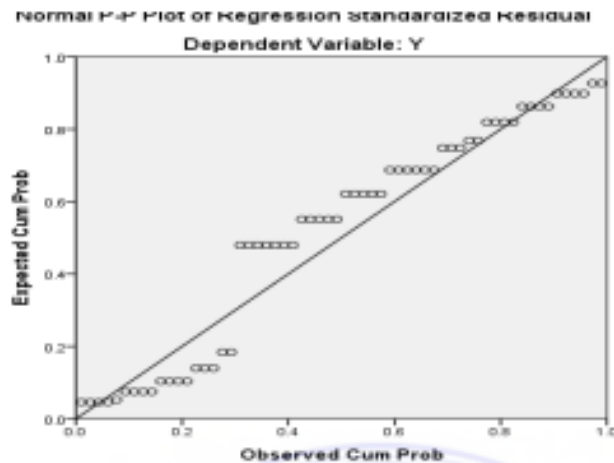
According to Ghazali, (2011:25), "A questionnaire is said to be reliable if a person's answers to statements are consistent or stable from time to time. So it can be concluded that the statements contained in the questionnaire have reliability and are suitable for use as research instruments.

## Classic Assumption Test

### 1. Test Normality

To test the normality of the data in this study, it was detected through graphic and statistical analysis produced through regression calculations with SPSS. Histogram, namely testing using the condition that normal data is bell shaped. Good data is data that has a normal distribution pattern. If the data skews to the right or skews to the left, it means that the data is not normally distributed.





On a normal graph plot, you can see several points spread around the diagonal line and the distribution follows the direction of the line. These two graphs show that the regression only meets the normality test.

## 2. Test Multicollinearity

The multicollinearity test is aimed at detecting symptoms of correlation or relationship between independent variables in the regression model. The multicollinearity assumption states that the independent variables must be free from symptoms of multicollinearity. The multicollinearity test can be carried out by: if the tolerance value is  $> 0.1$  and the VIF (Variance Inflation Factors) value is  $< 10$ , then it can be concluded that there is no multicollinearity between the independent variables in the regression model (Ghozali, 2011: 160).

**Table 7. Test Multicollinearity**

| Coefficients <sup>a</sup> |            |                             |            |                           |        |      |                         |       |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|                           |            | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1                         | (Constant) | -3.326                      | .828       |                           | -4.019 | .000 |                         |       |
|                           | X1         | .667                        | .110       | .620                      | 6.076  | .000 | .120                    | 8.329 |
|                           | X2         | .410                        | .117       | .358                      | 3.503  | .001 | .120                    | 8.329 |

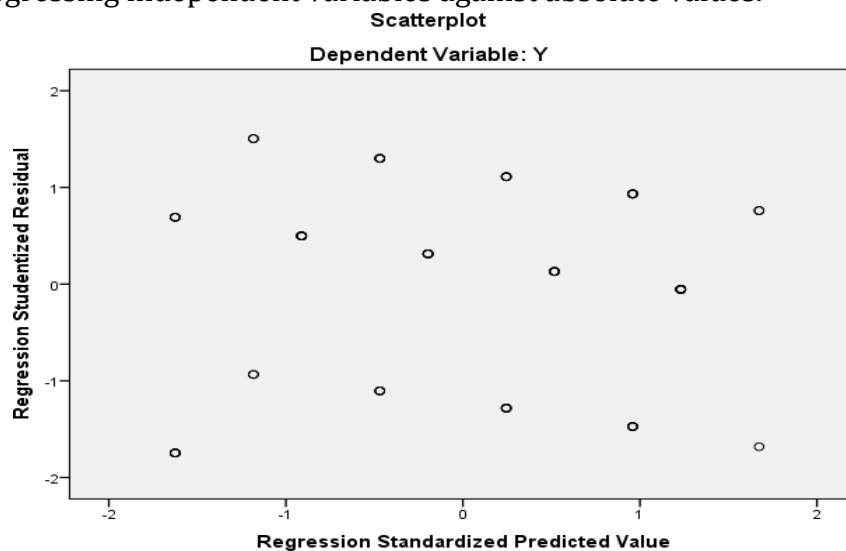
a. Dependent Variable: Y

The VIF value of the X1 (ease of using information technology) and The Tolerance value of the X1 (ease of using information technology) and It can be concluded that the

regression model does not have multicollinearity problems between the independent variables in this study.

### 3. Test Heteroscedasticity

The heteroscedasticity test is a data test that has a Sig value. less than 0.05 (Sig. < 0.05), namely if the data has a value smaller than the Sig value. 0.005 means the data has heteroscedasticity and the way to detect the presence or absence of heteroscedasticity in research is done by using the Glajser test. The Glajser test is a statistical test carried out by regressing independent variables against absolute values.



Based on the Scatterplot graph, it shows that there is no clear pattern and the points are spread above and below the number 0 on the Y axis. So it can be concluded that there is no heteroscedasticity in the regression model.

### Test Multiple Regression

The multiple linear regression test aims to test the relationship between the influence of one variable on another variable. The variable that is influenced is called the dependent variable, while the variable that influences is called the independent variable. Multiple linear regression test:

**Table 8. Test Estimation Regression Linear Multiple**

| Coefficients <sup>a</sup> |            |                             |            |                           |        |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients |        |
|                           |            | B                           | Std. Error | Beta                      |        |
| 1                         | (Constant) | -3.326                      | .828       |                           | -4.019 |
|                           | X1         | .667                        | .110       | .620                      | 6.076  |
|                           | X2         | .410                        | .117       | .358                      | 3.503  |

The dependent variable is Employee Performance (Y) of -3.326, while the independent variables are Ease of Use of Information Technology (X1) of 0.667, Benefit of Use of Information Technology (X2) of 0.410. So the multiple linear regression equation in this research is:

$$Kinerja = -3.326 (Y) + 0.667 (X1) + 0.410 (X2) + \varepsilon$$

Based on the multiple regression equation above, it can be described as follows: The constant value is -3.326, this shows that if there are no independent variables, ease of use of information technology and usefulness of use of information technology, then performance has a negative value. According to Dougherty, C: 2002 Negative constants are not a problem and can be ignored as long as the regression model you are testing meets the assumptions (for example normality for simple regression) or other classic assumptions for multiple regression. Apart from that, as long as the slope value is not 0, there is no need to care about this negative constant. Because basically regression is used to predict Y based on the X value, the focus should be on the X (slope), not the constant value.

The variable coefficient for ease of use of information technology is 0.667, which is positive, this shows that it has a positive influence on performance. This means that every time there is an increase in the ease of use of information technology, performance will increase. The variable coefficient for the usefulness of using information technology is 0.410, which is positive, this shows that the usefulness of using information technology has a positive influence on performance. This means that every time there is an increase in the usefulness of using information technology, performance will increase.

## Test Hypothesis

### 1. Partial Test (t Test)

The statistical t test is intended to partially test the influence of the independent variable on the dependent variable with the assumption that the other variables are considered constant, with a confidence level of 95% ( $\alpha = 0.05$ ). The hypothesis proposed in the research is the influence of the ease and usefulness of using palm oil production technology on employee performance at PT Mahkota Group TBK."

**Table 9 Estimate Regression Partial**

| Coefficients <sup>a</sup> |            |                             |            |                           |        |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients |        |
|                           |            | B                           | Std. Error | Beta                      |        |
| 1                         | (Constant) | -3.326                      | .828       |                           | -4.019 |
|                           | X1         | .667                        | .110       | .620                      | 6.076  |
|                           | X2         | .410                        | .117       | .358                      | 3.503  |

a. Dependent Variable: Y  
Sumber: Lampiran Output SPSS

Based on the Regression Estimate Test Table, it is known that: The constant value is -4.019. This means that if there were no Ease and Benefits of using information technology variables, then work performance would be -4.109. According to Dougherty, C: 2002 Negative constants are not a problem and can be ignored as long as the regression model you are testing meets the assumptions (for example normality for simple regression) or other classic assumptions for multiple regression. Apart from that, as long as the slope value is not 0, there is no need to care about this negative constant. Because basically regression is used to predict Y based on the X value, the focus should be on the X (slope), not the constant value.

It can be seen that the regression coefficient for the variable Ease of use of information technology is 6.076. Therefore, the statistical test results (tcount) are greater than the ttable value ( $6.076 > 2.002$ ), so the hypothesis is accepted at a significance level of 0.05. This means that the variable Ease of use of information technology has a significant influence on employee performance.

It can be seen that the regression coefficient for the variable usefulness of using information technology is 3,503. therefore the statistical test results (tcount) are greater than the ttable value ( $3.503 > 2.002$ ), so the hypothesis is accepted at a significance level of

0.05. This means that the variable usefulness of using information technology has a significant influence on employee performance.

## 2. Simultaneous Test (F Test)

F test, with means tests whether simultaneously variables have an effect on variables bound, with level confidence 95% ( $\alpha = 0.05$ ). The results of calculation regression simultaneously are obtained as follows

**Table 10 Simultaneous (F)**

| ANOVA <sup>a</sup> |            |                |    |             |         |                   |
|--------------------|------------|----------------|----|-------------|---------|-------------------|
| Model              |            | Sum of Squares | df | Mean Square | F       | Sig.              |
| 1                  | Regression | 134.042        | 2  | 67.021      | 371.199 | .000 <sup>b</sup> |
|                    | Residual   | 10.291         | 57 | .181        |         |                   |
|                    | Total      | 144.333        | 59 |             |         |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

From the table above, the statistical calculation results show a value of  $F_{count} = 371,199$  with a significance level of 0.000. So  $F_{count} > F_{table}$  ( $371,199 > 3.23$ ).  $F_{table}$  (3.23) Sig.F value is 0.000 so it can be stated that  $H_1$  is accepted and  $H_0$  is rejected, meaning that the ease and usefulness of using information technology simultaneously influences employee performance at the PT Mahkota Group TBK Center.

## 3. Test Coefficient Determination

This test is used to measure the closeness of the relationship from the model used. The coefficient of determination (adjusted  $R^2$ ) is a number that shows the size of the variance or spread of the independent variables. Which explains the dependent variable or a number that shows how much the dependent variable is influenced by the independent variable. The coefficient of determination is between 0 and 1 ( $0 < \text{adjusted } R^2 < 1$ ), where the coefficient value is close to 1, then the model is said to be good because the closer the relationship

**Table 11 Coefficient Determination****Models Summary**

| Model | R     | R Square | Adjusted Square | RStd. Error of the Estimate |
|-------|-------|----------|-----------------|-----------------------------|
| 1     | .964a | .929     | .926            | .425                        |

- a. Predictors: (Constant), X2, X1  
b. Dependent Variable : Employee Performance

Based on the table above, it can be calculated that the R Square (R<sup>2</sup>) value is as follows: From the table above, it can be seen that the Adjusted R Square value is 0.929 (92.9%). To see how much influence the independent variable has on the dependent variable by calculating the coefficient of determination (K) = R<sup>2</sup> x 100%, to obtain KD = 92.9%. This figure shows that 92.9% of employee performance (dependent variable) can be explained by the variable ease and usefulness of using information technology. The remaining 7.1% is explained by other variables not examined in this research.

**CONCLUSION**

Based on the results of research conducted at PT Mahkota Group TBK, it can be concluded that the majority of respondents showed a positive perception of the use of information technology in the context of palm oil production. The results of the analysis of respondents' characteristics illustrate that most of them are between 20 and 30 years old, male, and have a high school educational background. These findings indicate the dominance of a generation that may be more accustomed to technology in the work environment, which may influence how they interact with technology.

In addition, the results of the validity and reliability test analysis show that the research instruments used are reliable and valid for measuring the variables studied. The results of multiple regression tests show that ease of use and usefulness of information technology have a significant positive influence on employee performance. The positive regression coefficients of these two variables indicate that an increase in the ease and usefulness of using information technology will contribute positively to employee performance. This conclusion is strengthened by the results of the hypothesis test and coefficient of determination test, which show that the two independent variables simultaneously influence the dependent variable (employee performance) by 92.9%.

Overall, this research provides an in-depth understanding of the relationship between the ease and usefulness of using information technology and employee

performance at PT Mahkota Group TBK. The implication is that company management can better understand the importance of facilitating and utilizing information technology effectively to improve employee performance, especially in an increasingly digitalized industrial era.

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