

Application of Hot Fit Model to Analyze Information Technology AMS (Academic Management System)

Elmayati¹, Bunga Intan², Deni Nurdiansyah³, Aprilsa Milenia⁴, Yogi Kelpin⁵
^{1,2,3,4,5} Universitas Bina Insan, Lubuklinggau, Indonesia

elmayati@univbinainsan.ac.id, Bungaintan@univbinainsan.ac.id, Deninurdiansyah@univbinainsan.ac.id,
2002030065@mhs.univbinainsan.ac.id, 2002030018@mhs.univbinainsan.ac.id

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Abstract: The application of AMS (Academic Management System) at this time is still experiencing various obstacles and obstacles at the level of user acceptance. This study aims to analyze the results of the evaluation of the success factors for implementing AMS (Academic Management System) using the Hot-Fit Model (Human Organization Technology – Net benefits). This model was chosen because this model can provide an explanation and provide an evaluation of the factors that influence the implementation of a system in terms of Human, Organization, Technology), and Net benefits. In addition, the success of implementing AMS (Academic Management System), is also influenced by the support and encouragement from universities to AMS (Academic Management System) users, as well as the availability of adequate facilities to use AMS (Academic Management Systems). From the analysis that has been carried out on 80 respondents who have filled out the research questionnaire, the results show that to test the validity of the variables Human, Organization, Technology, and Net benefit, it shows that each question measured on all variables is valid, which indicated by Corrected Item – Total Correlation or (rcount) the entire score of Corrected Item – Total Correlation or (rcount) greater than rtable of 0.220, and for the F test results obtained a value of $F = 13.334$ with a significance of 0.000. meaning that the variables of human, organization and technology together have a significant effect on net-benefit (Y).

Key Words : Analysis, AMS (Academic Management System), Hot-Fit Model

INTRODUCTION

Advances in information technology at this time continue to grow along with human needs who want convenience, speed, and accuracy in obtaining information. Therefore, advances in information technology must continue to be sought and improved in quality and quantity. One of the advances in information technology is also felt the usefulness and benefits in improving business processes in the company.

Bina Insan University has applied a computer-based information system. This system is named AMS (Academic Management System) which is used for processing data information that is devoted to data processing activities for lecturers, student data, grade data, course data, KRS data and KHS data which is called AMS (Academic Management System). This AMS system can be accessed by Admin, Lecturers, and Students. As long as AMS (Academic Management System) is used, no analysis has been carried out to find out how successful the use of this system is. In addition, there are problems that are still experienced where errors often occur in the system, especially when the lecturer inputs the value of the grace period given when access to the system is not maximized, causing lecturers to have to re-enter the value, lack of training in human resources in the use of AMS (Academic Management System) and the frequent occurrence of problems in the network where an unstable network is caused by a dense network flow at the same time. An information is said to be

*name of corresponding author



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useful and of good quality if it is supported by three pillars, namely relevance (right to the person), timeliness (on time), and accurate (right value).

So based on these problems, it is necessary to analyze the AMS system to find out how big the success rate in using the AMS (Academic Management System) system is. The research to be conducted on AMS refers to a new framework that can be used for evaluation of information systems called the Human Organization Technology (Hot-Fit) Model. Most importantly, this model places important components in the information system, namely Human (Human) - Organization (Organization) - Technology (Technology) and the suitability of the relationship between the three components as the determining factors for the successful implementation of an information system according to (Yusof et al., 2006). An analysis of the implementation of AMS must be carried out because the analysis will assess or measure the benefits obtained from implementing AMS and to find potential problems that are being faced by users and the University. The results of the analysis can be used as a reference to improve or perfect the AMS and develop the potential that still exists, so that AMS becomes better, more perfect and can support the goals, vision and mission of the University.

This study refers to several previous similar studies, Using the Human Organization Technology (Hot) - Fit where the results of this study indicate that system quality, information quality, service quality and organizational structure simultaneously affect user satisfaction variables and contribute 48.4%. That means increasing many factors as above will certainly improve the quality and satisfaction of online SKP users (Viandra et al., 2017). Furthermore, referring to the research with them method Human Organization Technology (Hot)-Fit Model at Tanah Sareal Health Center, Bogor City which where the results of Chi Square analysis show that there is a relationship between system quality variables ($p = 0.009$), system use ($p = 0.035$) and user satisfaction ($p = 0.025$) with SIMPUS performance. The performance of the Puskesmas Management Information System at the Tanah Sareal Health Center in Bogor City has been running well. Researchers suggest that SIMPUS be applied thoroughly to every service department so that SIMPUS can be used by all officers of the Tanah Sareal Health Center in Bogor City (Fitriana et al., 2020).

And research the in Evaluation of Hospital Management Information Systems at Jombang Hospital." The results of research with simple linear regression analysis show that there is an effect of facility availability on the effectiveness of SIMRS implementation by 33.5%. The suggestions given are a review of the SIMRS application design, monitoring and evaluation related to the availability of human resources and facilities at the Jombang hospital, feedback from users related to the SIMRS application, and optimization of top management support in evaluating the implementation of SIMRS (Sukma & Budi, 2017).

LITERATUR REVIEW

Human Organization Technology (HOT FIT) Model

Information quality focuses on the information produced by the information system, to assess the quality of information, including completeness, accuracy, timeliness, availability, relevance, consistency, and data entry. While service quality focuses on the overall support received by the service provider system or technology. Service quality can be assessed by the speed of response, assurance, empathy and follow-up services.

Yusof et al provide a new framework that can be used to evaluate information systems called Human Organization Technology (HOT) Fit Model. This model places important components in the information system, namely Human, Organization and Technology, and the suitability of the relationship between them. The Human Component (Human) assesses information systems in terms of system use (system use) on the frequency and breadth of functions and investigations of information systems (Yusof et al., 2006).

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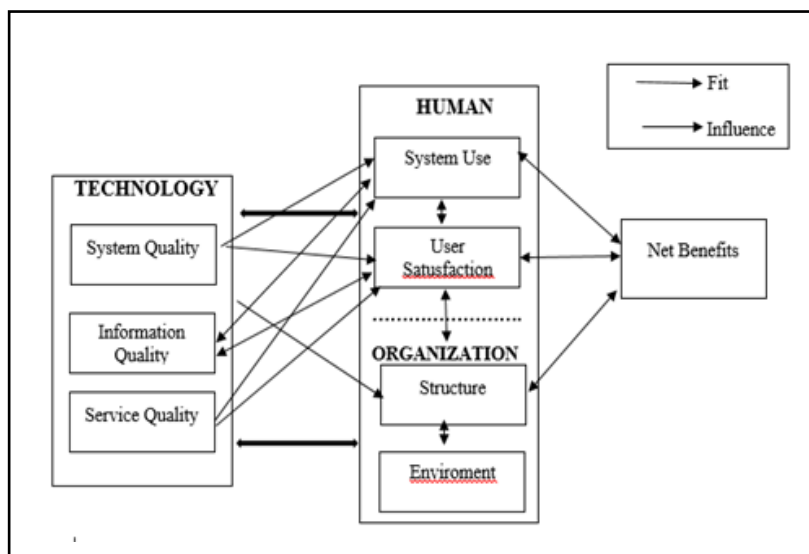


Figure 2. Model Hot-Fit

Population

The population is a generalization area consisting of objects or subjects that have certain quantities and characteristics determined by researchers to be studied and then drawn conclusions(Sugiyono, 2008).

Sample

The sample is part of the total number and characteristics possessed by the population. In general, a good sample is one that can represent as many characteristics of the population as possible. In the language of measurement, it means that the sample must be valid, that is, it can measure something that should be measured. A valid sample is determined by two considerations, namely accuracy or accuracy, namely the level of absence(Sugiyono, 2008).

METHOD

Research Method

The research method is: “Scientific way to get data with a specific purpose and use. The method used in this research is the method of development research(Sugiyono, 2017). This study analyzes a system, namely the Academic Management System (AMS) at the University of Bina Insan Lubuklinggau, with the stages, namely, starting with compiling the background of the problem, and seeking identification of the problem under study, from the description of the existing problems, the formulation is obtained. problem in this research. After that, there is a literature study containing the research made. Then there is a research methodology where there is data processing and data collection by distributing questionnaires, interviews, observations, and documentation. Perform analysis and get analysis results from data processing that has been made. The following is a picture of the overall research flow.

*name of corresponding author



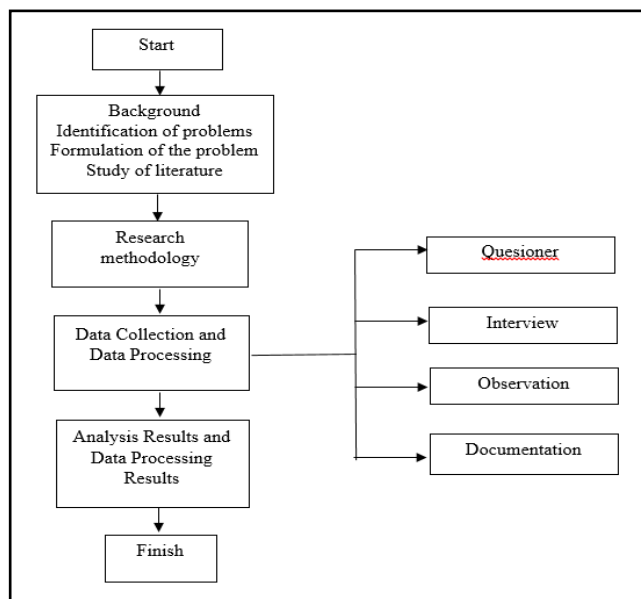


Figure 1. Theoretical Framework

Population and Sample Population

Population is defined as a generalization area consisting of: objects/subjects that have certain qualities and characteristics that are applied by researchers to be studied and then drawn conclusions(Sugiyono, 2008).

Population is the whole of objects or individuals who have certain characteristics (traits) to be studied(Silaen, 2018). The population in this study were permanent lecturers at Bina Insan University with a total of 80 lecturers.

Sample

If the subject is less than 100, it is better to take all of them so that the research is a population study. Thus, the samples in this study were all taken, namely as many as 80 respondents(Arikunto, 2013).

Research Variables

Sugiyono stated that research variables are attributes of a group of objects under study that have variations between one another in the group(Umar, 2001). The variables in this study include humans (human) X1, organization (organization) X2, and technology (technology) X3 which are independent variables, while the system benefits variable (net benefits) Y is the dependent variable along with a description of each these variables are as follows:

Table 1. Research Operational Variables

Variable (X)	Dimension	Indicator
Human (X1)	1. System Use	1. Anyone who uses 2. Usage rate 3. Training 4. Knowledge 5. Attitude to accept or reject
	2. User Satisfaction	1. The level of accuracy of information 2. Facilities on the IES system

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		<ul style="list-style-type: none"> 3. System view 4. Ease of use Effectiveness of use
<i>Organization (X2)</i>	<ul style="list-style-type: none"> 3. <i>Structure</i> 4. <i>Environment</i> 	<ul style="list-style-type: none"> 1. Type 2. Culture 3. Politics 4. Hierarchy 5. Strategy 6. Planning and Control system 7. Management and Communication <ul style="list-style-type: none"> 1. Source of Funding 2. Governance 3. Politics 4. Competition 5. Interorganizational Relations
<i>Technology (X3)</i>	<ul style="list-style-type: none"> 5. <i>System Quality</i> 6. <i>Information Quality</i> 7. <i>Service Quality</i> 	<ul style="list-style-type: none"> 1. User-friendly 2. Response time 3. Usefull 4. Availability 5. Flexibility 6. Securities <ul style="list-style-type: none"> 1. Equipment 2. Accuracy 3. Punctuality 4. Availability 5. Relevance 6. Be consistent, and 7. Data Entry <ul style="list-style-type: none"> 1. Guarantee 2. Empathy 3. Response speed Follow-up service
<i>Net Benefits (Y)</i>	8. <i>Net Benefit</i>	<ul style="list-style-type: none"> a) Application Understanding b) Facilitate problem identification c) Increase the quality of the decisions taken Shorten the time to make a decision

(Source, (Yusof et al., 2006))

Tehnique analysis

This research is a quantitative descriptive study, "explaining quantitative research as the name implies, many are required to use numbers, starting from data collection, interpretation of the data, and the appearance of the results"(Arikunto, 2013). This research was conducted using primary data which is the answer data from the questionnaire results on a Likert scale that have been distributed to respondents. The results of the respondent profile questionnaire are presented in the frequency table and pie chart. Testing of the variables in the research design using validity test, reliability test.

Quantitative Analysis

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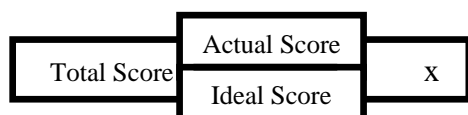


Quantitative analysis was carried out with statistical tools used to analyze the influence of the studied variables. The analysis carried out in this study is using statistical inference. Inference statistics are used as decision makers and generally include decision making by hypothesis testing. Hypothesis testing carried out in this study is using correlation analysis, namely through Pearson correlation analysis which is a statistical test for variables with an interval scale where alternative answers to the questionnaire filled out by respondents will be given a Likert scale weight, namely 5,4,3,2,1 for each questions that have a range of values as follows:

SA	=	Strongly Agree	Score	5
A	=	Agree	Score	4
QA	=	Quite Agree	Score	3
D	=	disagree	Score	2
SD	=	Strongly disagree	Score	1

Source : (Sugiyono, 2009)

To find out the total score obtained from each variable, the following formula is used:



Source: (Sugiyono, 2010)

Information :

Actual score = Answers of all respondents

Ideal Score = Score/highest score/all respondents are assumed to choose the highest answer.

The actual score is the answer of all respondents or the questionnaire that has been submitted. The ideal score is the highest score or weight or all respondents are assumed to choose the answer with the highest score. Explanation of the weight of the actual score can be seen in the following table:

Table 2. Criteria for Percentage of Respondents' Responses

No	% Total Score	Criteria
1	20.00% - 36.00%	Not Very Good
2	36.01% - 52.00%	Not Good
3	52.01% - 68.00%	Good Enough
4	68.01% - 84.00%	Good
5	84.01% - 100%	Very Good

Source: (Narimawati, 2007)

Data Analysis

Validity Test

Validity test is used to determine how precisely a measuring instrument is able to perform a function. Validity test means that the instrument used can measure what is intended to be measured. Usually used by calculating the correlation between each item score of the instrument with the total score(Sugiyono, 2004).

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To perform data processing in this study using SPSS 22 software as a tool for analysis. Decision making is done based on the comparison of r count for each question item with the value of r table. Question items are declared valid if r count > r table and vice versa if r count < r table then the question item is considered invalid.

Reliability Test

Reliability test is the level of stability of a measuring instrument in measuring a symptom/event. The higher the reliability of a measuring instrument, the more stable the measuring instrument is. In performing Alpha calculations, a computer program tool is used, namely the Amos application. Meanwhile, in making reliability decisions, an instrument is said to be reliable if the Cronbach Alpha value is > 0.6(Ghozali, 2001).

The level of reliability with the Cronbach Alpha method is measured based on an alpha scale of 0 to 1. Alpha stability can be interpreted as follows:

Table 3. Interpretation of Alpha Value on Reliability

Alpha	Reliability Level
0,00 < r < 0,20	Less Reliable
0,20 < r < 0,40	Rather Reliable
0,40 < r < 0,60	Reliable Enough
0,60 < r < 0,80	Reliable
0,80 < r < 0,100	Very Reliable

RESULT

As for the criteria for the percentage of respondents' responses and the results of data processing using the SPSS 22 application which consists of Analysis of Validity Test, Reliability Test and Hypothesis Testing. From the questionnaire that has been distributed to 80 respondents from all samples who are Permanent Lecturers (S1) at Bina Insan University, with a total of 32 statements from the Human, Organizational and technological variables (X) and the Benefit variable (Y) with the answer choices using the Likert Scale Strongly Agree. (5), Agree (4), Moderately Agree (3), Disagree (2) and Strongly Disagree (1) to determine the success of the Academic Management System (AMS) of Bina Insan University.

Criteria for Percentage of Respondents' Responses

Human Variable (X1)

The results obtained for the percentage of respondents' responses to the Human variable (X1) are 23.75% of respondents feel strongly agree, 50% feel agree, 20% feel quite agree, 5% feel disagree, and 1.25% feel strongly disagree. For the highest respondent's answer on the human variable (X1) is 50% agree. So it can be concluded that the Academic Management System (AMS) has actually been used by all Permanent Lecturers (S1) at Bina Insan University.

Table 4. Respondents based on Human (X1)

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Interval	Letter	Frequency	%	Criteria
100% - 84.01%	SA	19	23.75%	Strongly Agree
84.00% - 68.01%	A	40	50%	Agree
68.00% - 52.01%	QA	16	20%	Quite Agree
52.00%- 36.01%	D	4	5%	Disagree
36.00% - 20.00%	SD	1	1.25%	Strogly Disagree
Total		80	100%	

Organization Variable (X2)

The results obtained for the percentage of respondents' responses to the Organizational variable (X2) are 18.75% of respondents feel strongly agree, 48.75% feel agree, 26.25% feel quite agree, 5% feel disagree, and 1.25% feel strongly disagree. For the highest respondent's answer on the organizational variable (X2) is agree at 48.75%. So it can be concluded that the Planning and Control of Academic Management System (AMS) has been planned properly and correctly.

Table 5. Responden Based on Organization (X2)

Interval	Letter	Frequency	%	Criteria
100% - 84.01%	SA	15	18.75%	Strongly Agree
84.00% - 68.01%	A	39	48.75%	Agree
68.00% - 52.01%	QA	21	26.25%	Quite Agree
52.00%- 36.01%	D	4	5%	Disagree
36.00% - 20.00%	SD	1	1.25%	Strongly Disagree
Total		80	100%	

Technology Variable (X3)

The results obtained for the percentage of respondents' responses to the Technology variable (X3) are 22.5% of respondents feel strongly agree, 58.75% feel agree, 15% feel quite agree, 2.5% feel disagree, and 1.25% feel strongly disagree. For the highest respondent's answer on the technology variable (X3), it was agreed at 58.75%. So it can be concluded that the Academic Management System (AMS) can produce flexible reports and the university is very helpful in solving problems in the use of the Academic Management System (AMS) at Bina Insan University.

Tabel 6. Respondent based on Technology (X3)

Interval	Letter	Frequency	%	Criteria
100% - 84.01%	SA	18	22.5%	Strongly Agree
84.00% - 68.01%	A	47	58.75%	Agree
68.00% - 52.01%	QA	12	15%	Quite Agree
52.00%- 36.01%	D	2	2.5%	Disagree

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36.00% - 20.00%	SD	1	1.25%	Strongly Disagree
Total		80	100%	

Benefit Variable (Y)

The results obtained for the percentage of respondents' responses to the Benefit variable (Y) are 20% of respondents feel strongly agree, 65% feel agree, 13.75% feel quite agree, 0% feel disagree, and 1.25% feel strongly disagree. For the highest respondent's answer on the benefit variable (Y) is 65% agree. So it can be concluded that the Academic Management System (AMS) of Bina Insan University is very helpful in decision making.

Table 7. Respondent based on Benefit (Y)

Interval	Letter	Frequency	%	Criteria
100% - 84.01%	SA	16	20%	Strongly Agree
84.00% - 68.01%	A	52	65%	Agree
68.00% - 52.01%	QA	11	13.75%	Quite Agree
52.00%- 36.01%	D	0	0%	Disagree
36.00% - 20.00%	SD	1	1.25%	Strongly Disagree
Total		80	100%	

Validity Test

If $r_{count} > r_{table}$ then the statement is declared valid. As for the results of testing the validity for each variable is shown in the following table:

Human Variable (X1)

From 80 respondents, there are 9 questions indicated by Corrected Item – Total Correlation or (rcount) in table 1, the entire score of Corrected Item – Total Correlation or (rcount) is greater than rtable of 0.220. This shows that every question that is measured on the Human variable (X1) is valid.

Table 8. Human Variable Validity Test Results (X1)

No	Variable	Corrected Item – Total Correlation (r_{hitung})	r_{table}	Result
1	X1.1	0,611	0,220	Valid
2	X1.2	0,499	0,220	Valid
3	X1.3	0,536	0,220	Valid
4	X1.4	0,695	0,220	Valid
5	X1.5	0,652	0,220	Valid
6	X1.6	0,597	0,220	Valid
7	X1.7	0,759	0,220	Valid
8	X1.8	0,765	0,220	Valid
9	X1.9	0,519	0,220	Valid

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Organization Variable (X2)

From 80 respondents, there are 7 questions indicated by Corrected Item - Total Correlation or (rcount) in table 2 the entire score of Corrected Item - Total Correlation or (rcount) is greater than rtable of 0.220. This shows that every question that is measured on the Organizational variable (X2) is valid.

Table 9. Organizational Variable Validity Test Results (X2)

No	Variable	Corrected Item – Total Correlation (r_{hitung})	r_{tabel}	Result
1	X2.1	0,725	0,220	Valid
2	X2.2	0,819	0,220	Valid
3	X2.3	0,769	0,220	Valid
4	X2.4	0,819	0,220	Valid
5	X2.5	0,841	0,220	Valid
6	X2.6	0,734	0,220	Valid
7	X2.7	0,825	0,220	Valid

Technology Variable (X3)

From 80 respondents, there are 12 questions indicated by Corrected Item – Total Correlation or (rcount) in table 3 the entire score of Corrected Item – Total Correlation or (rcount) is greater than rtable of 0.220. This shows that every question that is measured on the Technology variable (X3) is valid.

Table 10. Technology Variable Validity Test Results (X3)

No	Variable	Corrected Item – Total Correlation (r_{hitung})	r_{tabel}	Result
1	X3.1	0,730	0,220	Valid
2	X3.2	0,602	0,220	Valid
3	X3.3	0,604	0,220	Valid
4	X3.4	0,554	0,220	Valid
5	X3.5	0,765	0,220	Valid
6	X3.6	0,735	0,220	Valid
7	X3.7	0,744	0,220	Valid
8	X3.8	0,713	0,220	Valid
9	X3.9	0,678	0,220	Valid
10	X3.10	0,687	0,220	Valid
11	X3.11	0,586	0,220	Valid
12	X3.12	0,568	0,220	Valid

Benefit Variable (Y)

From 80 respondents, there are 4 questions indicated by Corrected Item - Total Correlation or (rcount) in table 4 the entire score of Corrected Item - Total Correlation or (rcount) is greater than rtable of 0.220. This shows that every question that is measured on the Benefit variable (Y) is valid.

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Table 11. Benefit Variable Test Results (Y)

No	Variable	Corrected Item – Total Correlation (r_{hitung})	r_{tabel}	Result
1	Y.1	0,830	0,220	Valid
2	Y.2	0,854	0,220	Valid
3	Y.3	0,696	0,220	Valid
4	Y.4	0,684	0,220	Valid

Reliability Test

In the reliability test of each variable used in this study using the Cronbach's Alpha method.

Table 12. Reliability Test
Reliability Statistics

Cronbach's Alpha	N of Items
,926	32

Based on the results of the reliability test on the statistical reliability table, it is known that the Human, Organizational, Technology (X) variable, the benefit variable (Y) has a Cronbach's Alpha value of $0.926 > 0.220$, so it can be stated that all items in each statement of each variable in the questionnaire are reliable.

Hypothesis Test

Hypothesis testing in this study was carried out using SPSS version 22. Hypothesis testing used a joint regression test (F test) for the hypothesis. First Hypothesis (Simultaneous Significant Test/F Test).

To test the research model by knowing whether the variables contained in the Hot-Fit Model instrument, namely human, organization, technology, net-benefit (Y), affect the benefits of using the Academic Management System (AMS).

The results (Simultaneous Significant Test/F Test) are as follows

Table 12. Hypothesis Test

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	104.705	3	34.902	13.344	.000 ^b
Residual	198.783	76	2.616		
Total	303.487	79			

a. Dependent Variable: Benefit (Y)

b. Predictors: (Constant), Technology (X3), Organization (X3), Human (x1)

Based on the F test in the table above, the F value = 13.334 with a significance of 0.000 is obtained. So that it can be said to be significant < 0.05 ($0.000 < 0.05$) then H_0 1,2,3 and 4 are rejected and for H_a 1,2,3 and 4 are accepted, meaning that the human, organizational and technological variables together have a significant effect. significant to the net-benefit (Y).

*name of corresponding author



CONCLUSION

Based on the results of the analysis that has been carried out in accordance with the research objectives, with data processing using computerized calculations of the SPSS version 22 program. With validity and reliability tests on the statements of human, organizational, technology and benefit variables, it can be concluded that the results of all these variables are greater than the rtable value of 0.220, it can be declared valid, for the results of the reliability test the results obtained at the combrach's alpha value of 0.926 are greater than the rtable with 32 questions and a total of 80 respondents, meaning that this study can be said to be reliable, as well as for the results of hypothesis testing the F value obtained of 13,334 with a significance of 0.000. So it can be said to be significant < 0.05 ($0.000 < 0.05$).

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*name of corresponding author



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