

## **The Relationship between the Management Information System of the Religious Service Center and the Work Motivation of Educators**

**Tatang Ibrahim<sup>1</sup>, Muhamad ammar Khana<sup>2</sup>, Aziz Muhamad Fauzan<sup>3</sup>**

<sup>1,2,3</sup> Islamic Education Management, Faculty of Tarbiyah and Teacher Training

UIN Sunan Gunung Djati Bandung, Bandung City, Indonesia

e-mail: [Azizmuhamadfau@gmail.com](mailto:Azizmuhamadfau@gmail.com)

### ***Abstract***

Seiring perkembangan teknologi informasi yang pesat, MTsN Beralih ke sistem absensi berbasis online karena dapat memudahkan proses pencatatan kehadiran pegawai. Sehingga kecurangan yang terjadi dapat terdeteksi secara cepat, akurat, dan transparansi. Penelitian ini bertujuan untuk : (1) Untuk mengetahui sistem informasi manajemen pusat layanan keagamaan di MTsN Cimahi; (2) Untuk mengetahui motivasi Kerja Tenaga Pendidik di MTsN kota cimahi; (3) Untuk mengetahui hubungan sistem informasi manajemen pusat layanan keagamaan dengan motivasi Kerja Tenaga Pendidik di MTsN cimahi. Penelitian ini menggunakan pendekatan kuantitatif, data pada penelitian ini diperoleh melalui hasil penyebaran kuesioner dengan menggunakan model skala likert yang terdiri dari lima alternatif pilihan jawaban yang diberikan kepada 67 responden. Teknik analisis data yang digunakan berupa uji instrumen, uji Statistik, uji prasyarat dan uji hipotesis . Hasil analisis data yang diperoleh dalam penelitian ini dijelaskan bahwa : (1) berdasarkan hasil pengelolaan data, menunjukan bahwa nilai rata-rata keseluruhan dari jawaban responden pada setiap indikator variabel X memiliki nilai rata-rata yaitu sebesar 3,4. (2) berdasarkan hasil pengelolaan data, menunjukan bahwa nilai rata-rata keseluruhan dari jawaban responden pada setiap indikator variabel Y memiliki nilai rata-rata sebesar 3,4. (3) Berdasarkan hasil analisis statistik untuk mengetahui dan menganalisa hubungan sistem informasi manajemen pusat layanan keagamaan dengan motivasi Kerja Tenaga Pendidik di MTsN Kota Cimahi yaitu diketahui berdasarkan perhitungan uji koefisien korelasi didapatkan nilai *Sig. (2-tailed)* sebesar  $<0,001$  angka tersebut lebih kecil dari 0,05. Didapatkan pula nilai *pearson correlation* sebesar 0,720 angka tersebut masuk kedalam kategori hubungan yang kuat karena berada pada rentang interval 0,60-0,799. Kemudian uji koefisien determinasi didapatkan nilai *R Square* sebesar 0,519. Hal ini menunjukkan bahwa hubungan sistem informasi manajemen pusat layanan keagamaan dengan motivasi Kerja Tenaga Pendidik sebesar 51,9%. Disimpulkan bahwa  $H_a$  yang menyatakan sistem informasi pusat layanan keagamaan berhubungan kuat dengan motivasi Kerja Tenaga Pendidik.

***Kata Kunci: Sistem Informasi, Pusat layanan keagamaan (pusaka), Pegawai***

### ***Abstract***

Seiring perkembangan teknologi informasi yang pesat, MTsN Beralih ke sistem absensi berbasis online karena dapat memudahkan proses pencatatan kehadiran pegawai. Sehingga kecurangan yang terjadi dapat terdeteksi secara cepat, akurat, dan transparansi. Penelitian ini bertujuan untuk : (1) Untuk mengetahui sistem informasi manajemen pusat layanan keagamaan di MTsN Cimahi; (2) Untuk mengetahui motivasi Kerja Tenaga Pendidik di MTsN kota cimahi; (3) Untuk mengetahui hubungan sistem informasi manajemen pusat layanan keagamaan dengan motivasi Kerja Tenaga Pendidik di MTsN cimahi. Penelitian ini menggunakan pendekatan kuantitatif, data pada penelitian ini diperoleh melalui hasil penyebaran kuesioner dengan menggunakan model skala likert yang terdiri dari lima alternatif pilihan jawaban yang diberikan kepada 67 responden. Teknik analisis data yang digunakan berupa uji instrumen, uji Statistik, uji prasyarat dan uji hipotesis . Hasil analisis data yang diperoleh dalam penelitian ini dijelaskan bahwa : (1) berdasarkan hasil pengelolaan data, menunjukan bahwa nilai rata-rata keseluruhan dari jawaban responden pada setiap indikator variabel X memiliki nilai rata-rata yaitu sebesar 3,4. (2) berdasarkan hasil pengelolaan data, menunjukan bahwa nilai rata-rata keseluruhan dari jawaban responden pada setiap indikator variabel Y memiliki nilai rata-rata sebesar 3,4. (3) Berdasarkan hasil analisis statistik

untuk mengetahui dan menganalisa hubungan sistem informasi manajemen pusat layanan keagamaan dengan motivasi Kerja Tenaga Pendidik di MTsN Kota Cimahi yaitu diketahui berdasarkan perhitungan uji koefisien korelasi didapatkan nilai *Sig. (2-tailed)* sebesar  $<0,001$  angka tersebut lebih kecil dari 0,05. Didapatkan pula nilai *pearson correlation* sebesar 0,720 angka tersebut masuk kedalam kategori hubungan yang kuat karena berada pada rentang interval 0,60-0,799. Kemudian uji koefisien determinasi didapatkan nilai *R Square* sebesar 0,519. Hal ini menunjukkan bahwa hubungan sistem informasi manajemen pusat layanan keagamaan dengan motivasi Kerja Tenaga Pendidik sebesar 51,9%. Disimpulkan bahwa  $H_a$  yang menyatakan sistem informasi pusat layanan keagamaan berhubungan kuat dengan motivasi Kerja Tenaga Pendidik.

**Keywords:** *Information System, Religious service center (heritage), Employees*

## 1. INTRODUCTION

The Education is a very important thing in the progress of the world and people. Education is also an investment in developing human resources, where increasing skills and abilities is believed to be a supporting factor for human efforts in navigating a life full of uncertainty. A person must be insightful or knowledgeable, so that they deserve to achieve their hopes and life needs as provisions in the hereafter. Education will be declared successful if the teaching and learning process is carried out effectively and efficiently so that learning outcomes can be achieved optimally.

Human resources (HR) are a valuable asset for a company organization because they have a role as the actor of development and defense of the company in the midst of changing times and challenging demands of society. HR is part of company planning because it is the executor of all these plans. The important role of human resources in an organization is all the potential resources possessed by humans that can be used as an effort to achieve success in achieving goals both personally and within the organization (Soemarsono, 2018). Human resources (HR) have very crucial duties and functions in an organization, including in the education sector. The main duties of Human Resources (HR) include planning, organizing, implementing, and supervising activities related to employees.

The implementation function includes the management of the recruitment and selection process, where human resources (HR) attract prospective employees who are in accordance with the needs of the organization. In addition, Human Resources (HR) is also in charge of employee development through training and upskilling programs, so that they can adapt to changes and job demands. Supervision is another important aspect, where Human Resources (HR) conducts performance evaluations to ensure that each individual meets the set standards and provides constructive feedback.

The development of information technology (IT) plays an important role in human resource management. Information technology provides supporting facilities such as information collection, processing, and dissemination so that it can increase efficiency in recruitment, training, and performance appraisal (Mustofa, 2020). In addition, technology supports remote work and online-based training, allowing employees to be able to carry out learning flexibly. However, challenges such as implementation costs and digital skills needs also arise. Overall, the integration of information technology in human resources can increase organizational productivity and effectiveness in the digital era.

Improving human resources in an organization is the implementation of strategic decision-making to ensure the success and survival of an organization. In achieving school education goals, it is very important that educators who act as school development managers have a high level of professionalism (Sutiawan, 2021). The success of a school organization depends on the effective management of the school's development and management system, as well as the principal's dedication to improving the quality of education. (Akhyar, 2024).

In the world of education, the use of information technology not only increases administrative efficiency, but also enriches learning methods and competency development of educators and students. With applications such as Cerdig, Pijar Sekolah, and Pusaka, the teaching and learning process becomes more interactive, access to learning resources is wider, and management of educational data is more integrated. In addition, information technology also allows for more accurate evaluation of the performance of educators through a data-based monitoring system, so that the quality of education can continue to be improved in accordance with the times.

Cerdig is an attendance application for attendance management in an educational environment. This app helps schools and other educational institutions to record and track teacher and student attendance easily and efficiently. With the cerdig attendance application, the attendance recording process becomes faster and more accurate. Teachers can easily enter student and coworker attendance data. In addition, the app comes with features such as automatic notifications for absences and integration with the school's information system.

Pijar Sekolah is one of the platforms that can help the digital learning system easily and fun. Educators can use this platform to create learning materials that are not boring and organize management data to be easier and more efficient, supporting collaboration between teachers, students, and parents through integrated communication features. With the notification system and learning progress reports, parents can monitor their children's learning outcomes in real-time. In addition, educators can also provide faster and more accurate feedback to students, helping them understand the material better. There are many features that can be utilized such as interactive and multimedia-based learning content, such as educational videos, quizzes, and digital simulations that can increase students' interest in learning..

The Religious Service Center (PUSAKA) is a form of information technology-based public service innovation, especially in the scope of religious services. As one of the tools designed to facilitate access to information and speed up the process of religious administration, the Religious Service Center (PUSAKA) is an important management information system in supporting the efficiency and effectiveness of services. The application of religious service centers (PUSAKA) is very important in improving the efficiency and effectiveness of human resource management in various organizations.

The religious service center (PUSAKA) is a unit that functions as an excellent, credible, and moderate religious service center. PUSAKA was appointed as one of the 106 KUA Piloting Revitalization KUA in 2021, with the aim of becoming an adequate religious service center and various adequate service support facilities. The Religious Service Center (PUSAKA) was first established in 1952 with an address in Krajan, Bantul. In 2012, KUA Bantul District obtained a plot of land covering an area of 804 M2

on Jl. Marsda Adisucipto Bejen Bantul for the construction of a new building. In 2017, the new building was completed using SBSN funds and the construction process was completed in December 2016.

In this context, the application of the religious service center (PUSAKA) functions to simplify the personnel administration process, including recruitment, employee data management, attendance, and performance assessment. By using these applications, organizations can automate many routine tasks that were previously done manually, thereby reducing the Workload of Educators and allowing them to focus on other strategic tasks. The religious service center application (PUSAKA) also provides a platform for monitoring employee performance in real-time. This allows managers to provide quick and relevant feedback to employees, which in turn can improve their motivation and performance.

In addition, this application supports competency development through the provision of training information that can be easily accessed by employees. With an integrated system, employees can sign up for training that suits their needs and improve the necessary skills. Human resource management (HR) integrated in the application of religious service centers (PUSAKA) is a strategic step that can help organizations or institutions achieve their goals more effectively. By utilizing information technology optimally, organizations can ensure that human resources are managed properly and contribute optimally to the achievement of the organization's vision and mission.

On the other hand, the implementation of this management information system also has an impact on the motivation of educators. Employees involved in the management and use of the religious service center application information system can experience various benefits, such as reduced manual workload, increased time efficiency, and ease of accessing relevant information to carry out their duties. Thus, the existence of this technology is expected to be able to increase the motivation of Educators in carrying out administrative and service tasks.

In order to increase efficiency, effectiveness, and transparency in administrative management through the application of religious service centers (Pusaka). Through the heirloom application, employees are absent online. This system is used by employees to record entry and exit easily using smartphones or other devices connected to the internet. Online attendance will speed up the attendance reporting process and reduce the risk of errors and data falsification. In addition to online attendance, the heirloom application is also equipped with a performance reporting feature. Employees can fill out daily or weekly reports on tasks and projects that are being worked on. This makes it easier to monitor and evaluate employee performance. Therefore, the presence of this religious service center application can motivate employees in doing their work. To find out the application of this religious service center (heirloom), several indicators are used, namely information, humans as information processors, system concepts, management organization concepts, decision-making concepts, and information values.

Work motivation is one of the main factors that affect the Work of Educators, because high motivation can increase productivity, efficiency, and quality of work. Work motivation is essential for the success of an organization. Motivation can increase productivity and work quality, allowing employees to work more efficiently. In addition, motivation also plays a role in maintaining employee loyalty and creating a positive work

environment. Motivated employees tend to be more adaptive to change and committed to organizational goals that ultimately support the overall growth of the organization.

The phenomenon of motivation is currently a topic that is increasingly being discussed, especially in the context of education, the world of work, and self-development. In the fast-paced digital era, a person's motivation can be influenced by various factors, such as social media, the work environment, and social and economic pressures. Many individuals feel motivated by the achievements displayed on social media, but on the other hand, there are also those who experience demotivation due to the pressure to always appear successful. In the world of work, motivation is also increasingly influenced by factors of work-life balance, flexibility, and company culture. Meanwhile, in education, student motivation is highly dependent on innovative learning methods, support from educators, and access to interesting learning resources. Therefore, it is important to understand and manage motivation well in order to remain productive and achieve the desired goals.

The application of religious service centers can motivate employees through transparency and accountability, attendance systems that use technology such as GPS, employees will feel supervised and responsible for their attendance so as to encourage disciplined behavior. Then ease of access, employees can do attendance anywhere, can reduce wasted time so that employees will focus on work. Furthermore, real time data, the application provides attendance information directly, allowing management to immediately find out employee performance and provide feedback quickly. Reducing fraud, with verification features such as biometrics and GPS, the potential for manipulation of attendance data is minimized, increasing the sense of fairness among employees.

However, it should also be noted that the implementation of a management information system does not necessarily have a positive impact if it is not accompanied by adequate training, good infrastructure support, and system suitability with employee needs. Employees who feel that the system actually adds to the workload, or do not understand how to use it, can experience a decrease in work motivation. Therefore, it is important to understand the relationship between the implementation of PUSAKA management information system and the motivation of educators, in order to ensure that this technology really has the expected impact.

Based on this, research on the relationship between the PUSAKA Management Information System and the work motivation of educators is relevant to be carried out. This research can provide an overview of how this information system can affect the motivation of educators, as well as what factors play a role in shaping these relationships. Thus, the results of the research are expected to be able to provide policy recommendations that are useful for optimizing the management information system and improving the work of educators in the religious service environment.

## **2. RESEARCH METHOD**

This research will use a quantitative approach that allows data collection and data analysis in the form of numbers. Quantitative research methods are methods to test certain theories by examining the relationship between the variables. The final result of this study is in the form of a pattern regarding the ongoing phenomenon. Data analysis is

quantitative statistical, with the aim of testing and proving hypotheses that have been made/determined. The method used in this study is a survey method.

The data source in this study consists of primary sources, namely the population of all educators who have certain characteristics determined by the researcher as objects. In this study, the population as a whole is used because the population is below 100, which is 67 employees at the state tsanawiyah madrasah of Cimahi City who are respondents in this study. Secondary data sources in this study are in the form of related documents such as school profiles, journals, theses related to the research and data on educators who are united by civil servants/P3K. The data collection techniques of this research are interviews, questionnaires/questionnaires using Likert scale measurements, documentation study techniques.

This research was conducted at the state tsanawiyah madrasah of Cimahi City. Address at Jalan Tsanawiyah No. 1 Cibeber Village, South Cimahi District, Cimahi City 40531. This research aims to: (1) To find out the information system of the management of religious service centers in Madrasah Tsanawiyah Negeri Cimahi City; (2) To find out the work motivation of employees at the state tsanawiyah madrasah of Cimahi City; (3) To find out the relationship between the information system of the management of the religious service center and the work motivation of employees at Madrasah Tsanawiyah Negeri Cimahi City.

### 3. RESULTS AND ANALYSIS

The discussion of the results of this study aims to determine the relationship between management information systems and the motivation of Educators at Madrasah Tsanawiyah Negeri Cimahi City. Analyze the data statistically using the help of SPSS that has been carried out to explain in detail the answers to the existing problem formulations. Based on the research data that has been analyzed more deeply, it can be concluded in the discussion below:

#### 3.1. Religious Service Center Management Information System

An information system can be called reliable if there is a connection between components that can then produce clear, fast, relevant, and useful information for the interests of the institution (Rochaety, 2017). The PUSAKA application aims to improve the quality of religious services by focusing on the need for religious information One of the services contained in this application is the presence of a presence service in the application which is very important to have a positive impact on effective management.

Based on the results of the research questionnaire test that has been disseminated regarding the management information system at Madrasah Tsanawiyah Negeri Cimahi City, the results were obtained that the question items that have been made to represent variable X are declared valid in accordance with the provisions, namely the value of  $r_{Count} > r_{Table}$ . Based on the results of the validity test that has been carried out using SPSS Version 30, it is obtained that all X variable statement items have  $r_{calculating} > r_{table}$  values so that they can be concluded to be valid. Meanwhile, the results of the reliability test on variable X showed that all question items of variable X were declared reliable because the alpha value was calculated  $0.742 >$  the table was 0.6. This is in accordance with the calculation of the reliability test of the instrument, namely

using the *Cronbach alpha* reliability coefficient (Sugiyono, 2019). In *Cronbach's* alpha calculation, if it gets a > value of 0.6, it is said to be reliable, while if the reliability test gets a < value of 0.6, it is declared unreliable.

The results of the descriptive statistical data test management that has been carried out on 15 items of statements of the religious service center management information system (X) against 67 respondents as a research sample with the indicators used are: Information indicators describe the extent to which the accuracy, timeliness, and relevance of the information provided by the system. Humans as users reflect the extent to which users feel comfortable and helped by the existing system. The system concept and organizational concept assess the extent to which the system is integrated with the existing organizational structure, while the decision-making concept measures the effectiveness of the system in supporting data-based decisions. Finally, the value of information refers to the extent to which the system provides real benefits to users in improving the efficiency and quality of religious services. The results of this descriptive statistical test provide an overview of how the management information system is accepted and utilized by the respondents in this study.

The first indicator is information obtained a calculation result of 4.00 which is in the "High" category and is in the interval of 3.40 – 4.19. The sub-indicators of information are relevant, complete, reliable, timely presented in a format that is easy to understand, easily accessible, and can be verified by users. So it can be concluded that the information system for the management of the religious service center at Madrasah Tsanawiyah Negeri Cimahi City has been carried out well. Management information is used to make decisions, as well as meeting several criteria such as accuracy, timeliness, completeness, and consistency. Be consistent here in the sense, be consistent when providing information.

The second indicator is that humans as users obtained a calculation result of 3.4 which is in the "High" category because it is in the interval of 3.40-4.19. The sub-indicators are collecting, processing, and analyzing information to make decisions. So it can be concluded that humans as users at Madrasah Tsanawiyah, Cimahi City, have been running well. This is in line with David's opinion that although technology plays a big role in data collection and processing, humans still hold a major role as information processors. Humans also not only use information but analyze, interpret, and make decisions based on that information.

The third indicator, namely the system concept, obtained a calculation result of 3.4 which is in the "High" category because it is in the interval of 3.40 – 4.19. The sub-indicators are hardware software, data procedures, and humans. So it can be concluded that the concept of the system at Madrasah Tsanawiyah Negeri Cimahi City has been running well. Because the system itself is divided into several components, namely hardware, software, people, procedures, and data. This information system is also designed to support operational activities, decision-making, and goal achievement

The fourth indicator is the organizational concept. The sub-indicator is that managers can manage resources to achieve goals, ensuring that they get relevant information to support decision-making. So that the calculation result of 3.6 was obtained which is in the "High" category because it is in the interval of 3.40 – 4.19. Information systems must be in line with the organizational structure and support the management

process within the organization. So that information systems can help managers in carrying out their functions such as planning, organizing, controlling, and making decisions to achieve organizational goals.

The fifth indicator is the concept of decision-making. As for the sub-indicators, it provides the necessary data and analysis to help in making decisions. The role of information systems is to provide the information necessary for better decision-making. Information systems support by providing the data and analysis necessary to make better decisions. So that a score of 3.6 was obtained which is in the "High" category because it is in the interval of 3.40 – 4.19, This indicates that the information system used has been able to present relevant, timely and reliable information, In addition, the existence of this system can also reduce uncertainty in the decision-making process by providing more objective data-based insights. However, to further improve its effectiveness, further evaluation of the quality of the data presented and ease of access for its users is needed.

The sixth indicator is the value of information. The sub-indicators are Relevance, accuracy, reliability, and time to convey information. So that a score of 3.6 was obtained which is in the "High" category because it is in the interval of 3.40 – 4.19. Information has a higher value if it can help the organization to achieve goals, solve problems or help in taking advantage of opportunities. The higher the quality of information, the greater its contribution to the effectiveness of decision-making in the organization.

From the explanation above, it can be concluded that the implementation of the religious service center management information system at the State Junior High School of Cimahi City is quite good because the success of the implementation of this system cannot be separated from the support of various parties, including educators, administrative staff, and the management of the school who are active in optimizing its use. With the management information system, the administration process and religious services become more efficient, accurate, and structured. Thus, the use of information technology in religious services at the school not only supports work efficiency, but also contributes to improving the quality of education based on religious values.

This is in line with the opinion of Ahmad Fauzi and Rayyan Firdaus who stated that the Management Information System facilitates more accurate data management and speeds up the administrative process, as well as increasing parental involvement in education. Despite challenges such as human resource readiness, appropriate support can enable schools to maximize the benefits of management information systems (Sarumpaet and Firdaus, 2024).

### **3.2. Educator Work Motivation**

Work motivation is nothing more than something that creates a drive or enthusiasm for work. This motivation can come from intrinsic factors, such as satisfaction in teaching, a sense of responsibility towards students, and a desire to continue to develop. In addition, extrinsic factors such as salary, work facilities, a conducive school environment, and appreciation from leaders and the community also play a major role in increasing the enthusiasm of educators. In short, work motivation is a driver of work enthusiasm. something here can come from within a person or outside a person (Manullang, 2006: 166). The indicators for measuring this work motivation are

responsibility in doing work, achievements achieved, self-development, and independence in action.

The first indicator is responsibility in acting, having several sub-indicators, namely hard work, responsibility, achievement of goals, integrated with tasks. Partial analysis calculations were carried out, and a value of 3.87 was included in the "High" category because it was in the interval of 3.40 – 4.19. It can be concluded that the responsibility of every educator is good, marked by efforts that continue to be made (not giving up) in completing the work until it is complete. And there was no refusal when asked for an explanation of the actions being taken.

The second indicator, namely achievement achieved, has several sub-indicators, namely the drive to succeed, feedback, and excellence. Partial analysis calculations were carried out, a value of 3.67 was included in the "High" category because it was in the interval of 3.40 – 4.19. So it can be concluded that the achievements achieved by the educators at Madrasah Tsanawiyah Negeri Cimahi City have gone well because the employees have the drive to succeed, as well as feedback on what has been done so that it makes someone to improve themselves to be better.

The third indicator is self-development, has several sub-indicators, namely skill improvement, and the drive to advance. Partial analysis calculations were carried out, a value of 3.75 was obtained to be included in the "High" category because it was in the interval of 3.40 – 4.19. So it can be concluded that the self-development of educators at Madrasah Tsanawiyah Negeri Cimahi City has gone well because of the desire to improve a person's potential, character, attitude, behavior, and personality through repeated learning and experiences.

The fourth indicator is independence in action, has several sub-indicators, namely independence in work and likes challenges. Partial analysis calculations were carried out, a value of 3.4 was included in the "High" category because it was in the interval of 3.40 – 4.19. So it can be concluded that the independence in acting educators at Madrasah Tsanawiyah Negeri Cimahi City has been running well. The independence of action is independence in working when the ability of the individual to regulate feelings, thoughts, actions, and try to overcome doubts on their own (Dasmita, 2009).

From the above explanation, it can be concluded that the work motivation of educators at Madrasah Ibtidaiyah Negeri throughout the city of Bandung is quite good. This is in line with the statement from Muhamad Kholis, that work motivation is one of the important factors to achieve optimal performance. Work motivation also functions as a driver of the desire that arises in a person to do the best work by directing all existing potential.

### **3.3. The relationship between the information system of the management of the religious service center and the motivation of the work of educators at Madrasah Tsanawiyah Negeri Cimahi City**

In analyzing the magnitude of the relationship between the information system of the management of the religious service center and the motivation of the work of educators at Madrasah Tsanawiyah Negeri Cimahi City, it began by conducting a normality and linearity test. The results of the data normality test using the Kolmogorov Smirnov test (Rahayu, 2019) were declared to be normally distributed because the

obtained value was 0.178 which means greater than 0.05. Meanwhile, in the results of the data linearity test, the result obtained was 0.543 which means greater than 0.05. So it can be concluded that the data on the two research variables, namely the X variable and the Y variable, are linear.

After the data of the two variables were normally distributed and had a linear correlation, the researcher proceeded to inferential statistical testing to test the research hypothesis. In this statistical test, a correlation test is carried out to find out whether there is a relationship between the two research variables or not. The test results obtained are a value of Sig. <0.001, which means that the number is included in the criteria for the relationship between the two research variables significantly because it is less than 0.05.

As for finding out the magnitude of the relationship between the independent variable and the bound variable, it is known that the result of *obtaining R Square* in the determination coefficient test is 0.519. Therefore, it can be concluded that the information system of the management of religious service centers has a relationship with the motivation of educators by 51.9%, while the remaining 49.1% is influenced by other factors outside the study.

The results of this finding are supported by the statement in education, educational institutions will always strive so that the workforce involved in their operational activities, namely educators, can work optimally so that optimal performance can be achieved. By collaborating well between the implementation of information systems and the skills or expertise of their management resources, it is hoped that government agencies will get maximum results in efforts to achieve the final goals to be achieved (Assyfa, 2021).

#### 4. CONCLUSION

The information system for the management of the religious service center (Pusaka) at Madrasah Tsanawiyah Negeri Cimahi City is based on six indicators, namely information, human beings as users, system concepts, organizational concepts, decision-making concepts, and information values obtained an average value of 3.4 which is in the interval of 3.40 – 4.19 which is included in the "High" interval. So it can be concluded that the management information system has been well implemented. As found in the field, when the religious service center application experiences an error or cannot be used, the user is given a circular letter from the ministry of religion that manages the application.

The work motivation of educators at Madrasah Tsanawiyah Negeri Cimahi City is based on four indicators, namely responsibility in doing a job, achievements achieved and independence in action. get an overall mean of 3.6. This result is included in the "High" level because it is in the interval level of 3.40 – 4.19. This shows that the motivation of the work of educators at Madrasah Tsanawiyah Negeri Cimahi City has been said to be good.

The results of the correlation calculation between variable X and variable Y, a correlation coefficient of 0.720 is obtained which is included in the category of 0.60 – 0.799, meaning that there is a fairly large or strong relationship. Therefore, it can be concluded that there is a relationship between the management information system of the religious service center and the motivation of the work of educators (educators) at Madrasah Tsanawiyah Negeri Cimahi City. The results of the correlation test calculation

that the significance of the information system of the management of the religious service center (heirloom) with the motivation of the Educator Work was obtained  $0.000 < 0.05$  which means that there is a conclusion that the correlation of the relationship X with the variable Y has a significant correlation. The results of the correlation test calculation have a positive value, which means that if the information system of the management of the religious service center is further improved, the motivation of the Educator Staff will increase. To find out how much the relationship between variable X (Information System of the Management of the Religious Service Center) and variable Y (Motivation of Educators) was obtained with a value of 0.519. So it can be concluded that the information system of the management of religious service centers with the motivation of Educator Work is 51.9%. So that the relationship between the two variables can be said to be positive, meaning that if the information system of the management of the religious service center is improved, the motivation of the work of educators will increase or go in a better direction.

## REFERENCES

- [1] Anggraini. (2011). Pengaruh Kepemilikan Institusional dan Kepemilikan Asing terhadap Pengungkapan Pertanggungjawaban Sosial Perusahaan dalam Annual Report (Studi Empiris pada Perusahaan Non Keuangan yang Tercatat di BEI tahun 2008-2009). *Skripsi*. Retrieved Oktober 1, 2024
- [2] Astarina, S. (2018, November 22). *Lakukan 7 langkah mencapai tujuan yang diinginkan*. Retrieved Oktober 1, 2024, from KoinWorks: <https://koinworks.com/blog/mencapai-tujuan/>
- [3] Azzahra, N. P. (2024). HUBUNGAN SIKAP SABAR DENGAN MEMAKNAI HIDUP: Studi Kasus Pada Family Caregiver Pasien Hemodialisa di RSAU dr. M. Salamun. *Skripsi*, 51. Retrieved Oktober 1, 2024, from <https://digilib.uinsgd.ac.id/96050/>
- [4] Dalimunthe, N. W. (2022). Efektivitas penerapan absensi online dalam meningkatkan disiplin Kerja Tenaga Pendidik negeri sipil di dinas tenaga kerja provinsi sumatera utara. *Skripsi*, 56. Retrieved November 4, 2024, from [repositori.uma.ac.id](https://repositori.uma.ac.id)
- [5] Darsono, R., & Siregar, M. (2018, Januari 10). *Surat Al-Qasas Ayat 77*. Retrieved Oktober 1, 2024, from TafsirQ.com: <https://tafsirq.com/28-Al-Qasas/ayat-77>
- [6] Duli, N. (2019). Metodologi Penelitian Kuantitatif: beberapa konsep dasar untuk penulisan analisis data dengan spss. Yogyakarta: Deepublish. Retrieved Oktober 1, 2024
- [7] Gollwitzer, P. M., & Oettingen, G. (2001). Motivation and Actions, *Psychology of. International Encyclopedia of the social & behavioral sciences*, 10106. doi:<https://doi.org/10.1016/B0-08-043076-7/01811-8>
- [8] Hamid, M. A. (2013). Studi Perbandingan Penggunaan Umpan Balik (Feedback) Pada Lembar Jawaban Siswa Terhadap Penguasaan Konsep Fluida Statis Siswa Sma Melalui Model Pembelajaran Contextual Teaching And Learning (Ctl). *Skripsi*, 8. Retrieved Oktober 1, 2024, From [Digilib.Unila.Ac.Id](https://digilib.unila.ac.id)
- [9] Hartono, R., & Anshori, M. I. (2019). Peran Kerja Keras Dan Kerja Cerdas Melalui Motivasi Kerja Dalam Meningkatkan Kinerja Karyawan Agen Asuransi. *Kompetensi*,

- Xiii, 101. Retrieved Oktober 1, 2024, From <https://Journal.Trunojoyo.Ac.Id/Kompetensi/Article/Download/6828/4267>
- [10] Hasibuan, M. S. (2007). *Manajemen Sumber Daya Manusia*. Bandung: Pt. Bumi Aksa. Retrieved September 30, 2024
- [11] Herdiana, E. P. (2017). Upaya Meningkatkan Kerja Keras Dan Prestasi Belajar Siswa Melalui Metode Pembelajaran Index Card Match Berbantu Media Gambar Pada Mata Pelajaran Ipa Materi Perubahan Lingkungan Fisik Terhadap Daratan Di Kelas Iv Sd Negeri Karanglo. *Skripsi*, 8. Retrieved Oktober 1, 2024, From <https://Repository.Ump.Ac.Id/4355/>
- [12] Hikma, N. (2021, Oktober 23). *Cara Mengembangkan SDM Berkualitas*. Retrieved Oktober 7, 2024, from LMS Sistem Pembelajaran Daring: <https://lmsspada.kemdikbud.go.id/>
- [13] <https://achmadirfandaa.blogspot.com/2020/05/ayat-al-quran-yang-berkaitan-dengan.html>
- [14] <https://rumaysho.com/3487-tafsir-surat-al-zalzalalah-kebaikan-dan-kejelekan-walau-sebesar-dzarrah-akan-dibalas.html>
- [15] Irfan. (2018). Pengaruh Sistem Informasi Manajemen Terhadap Kinerja Karyawan Pada Pt. Astra Motor Honda Cabang Alauddin Makassar. *Skripsi*, 58. Retrieved September 19, 2024
- [16] Jafar, A. K. (2018). Pengaruh Motivasi Terhadap Kinerja Karyawan Pt. Asuransi Jiwa Bersama Umi Putra 1912 Cabang Gowa. *Skripsi*, 49. Retrieved September 19, 2024
- [17] Kemenagpolmannews. (2023, Juli 4). *Tingkatan Efektivitas Kerja Dan Transparansi, Kemenag Ri Efektifkan Pusaka*. Retrieved Oktober 8, 2024, From Kantor Kementerian Agama Kabupaten Polewali Mandar: [Kemenagpolewalimandar.Id](http://Kemenagpolewalimandar.Id)
- [18] Kesuma, D. (2012). *Pendidikan Karakter Kajian Teori dan Praktik di Sekolah*. Bandung: PT. Remaja Rosdakarya. Retrieved Oktober 1, 2024
- [19] M, S. A. (2010). *Interaksi dan Motivasi Belajar Mengajar*. Jakarta: Rajawali Pers. Retrieved Oktober 1, 2024
- [20] Mardiana, C. P. (2024). Hubungan sikap siswa pada program sekolah pembiasaan apersepsi dengan motivasi belajar siswa. *Skripsi*, 40. Retrieved Oktober 2024, 2024, from [https://digilib.uinsgd.ac.id/98794/59/3\\_daftarisi.pdf](https://digilib.uinsgd.ac.id/98794/59/3_daftarisi.pdf)
- [21] Marwan Hadidi, S. P. (2023, Agustus 31). *Penjelasan Hadits "Innamal A'malu Binniyat"*. Retrieved September 30, 2024, from muslim.or.id: [https://muslim.or.id/21418-hadits-tentang-niat.html#:~:text=Pertama,%20hadits%20%E2%80%9CInnamal%20a%E2%80%99malu%20binniyat%E2%80%9D%20\(Sesungguhnya%20amal%20itu%20tergantung](https://muslim.or.id/21418-hadits-tentang-niat.html#:~:text=Pertama,%20hadits%20%E2%80%9CInnamal%20a%E2%80%99malu%20binniyat%E2%80%9D%20(Sesungguhnya%20amal%20itu%20tergantung)
- [22] Mustofa, A. (2020). Manajemen SDM berbasis teknologi informasi dan komunikasi. *An-Nadwah*, XXXI, 119. Retrieved Oktober 7, 2024, from [jurnal.uinsu.ac.id](http://jurnal.uinsu.ac.id)
- [23] Mustofa, Z., Prayitno, M. A., Afifah, L. N., Afifah, L. I., Sari, K. D., & Azis, K. (2024). Implementasi Aplikasi "PUSAKA" dalam Meningkatkan Kedisiplinan Pendidik dan Tenaga Kependidikan. *Edudikara: Jurnal Pendidikan & Pembelajaran*, IX, 2-3. Retrieved November 4, 2024, from [ojs.itapi.or.id](http://ojs.itapi.or.id)
- [24] Nasution, E. (2014). Motivasi Kerja Dalam Meningkatkan Produktivitas Kerja Tenaga Pendidik Fakultas Dakwah IAIN AR-RANIRY. *Jurnal Al-Bayan*, XX, 4. Retrieved September 30, 2024, from <https://core.ac.uk/download/pdf/228449155.pdf>

- [25] Nasution, R. D., & Ferdika, R. (2023). Penggunaan teknologi Informasi Dalam Menunjang Kinerja Pegawai di Ponorogo. 15. Retrieved November 4, 2024, from <https://jurnal.kominfo.go.id/index.php/jpkop/article/view/2439/1771>
- [26] Notoatmodjo, S. (2007). *Promosi Kesehatan dan Ilmu Perilaku*. Jakarta: Rineka Cipta. Retrieved Oktober 1, 2024
- [27] Novrita, P. (2021). Pengaruh Motivasi Kerja Terhadap Kinerja Pegawai Pada Kantor Pencarian Dan Pertolongan (Basarnas) Pekanbaru. *SKRIPSI*, 97. Retrieved September 19, 2024
- [28] Nurussalam. (2014). *Metodologi Penelitian Ilmu Keperawatan*. Jakarta: Salemba Medika. Retrieved Oktober 1, 2024
- [29] Parlina. (2016). Hubungan Antara Self Regulated Learning Dengan Tanggung Jawab Santri Tingkat Slta Di Pondok Pesantren Modern Zam-Zam Muhammadiyah Kecamatan Cilongok Kabupaten Banyumas. *Skripsi*, 10. Retrieved Oktober 1, 2024, from [https://repository.ump.ac.id/2160/1/COVER\\_PARLINA\\_PSIKOLOGI%2716.pdf](https://repository.ump.ac.id/2160/1/COVER_PARLINA_PSIKOLOGI%2716.pdf)
- [30] Priyono. (2010). *Manajemen Sumber Daya Manusia*. Surabaya: Zifatama. Retrieved Oktober 7, 2024, from [binadarma.ac.id](http://binadarma.ac.id)
- [31] Purbacaraka. (2010). *Perihal Kaedah Hukum*. Bandung: Citra Aditya. Retrieved Oktober 1, 2024
- [32] Rahardjo, D. A. (2022). *Manajemen Sumber Daya Manusia*. Semarang: Yayasan Prima Agus Teknik. Retrieved Oktober 7, 2024, from [digi-lib.stekom.ac.id](http://digi-lib.stekom.ac.id)
- [33] Raymond, Siregar, D. L., Indrawan, M. G., Sukma, M., Hartati, Sari, V. N., . . . Novrianto, A. (2023). *Manajemen Sumber Daya Manusia*. Sumatera Barat: CV. Gita Lentera. Retrieved Oktober 7, 2024
- [34] Rosyidi, H., Suwandi, & Mariyono, J. (2021). Pengaruh penerapan sistem presensi elektronik, budaya organisasi, dan kompetensi guru terhadap kinerja. *Jurnal Ekonomi Bisnis, Manajemen, dan Akutansi (Jebma)*, 1, 245. Retrieved Januari 29, 2025, from <https://jurnal.itscience.org/index.php/jebma/article/download/2643/2040/1105>
- [35] Saulian. (2022). <https://lmsspada.kemdikbud.go.id/>. *Skripsi pengembangan SDM berpengaruh terhadap kinerja karyawan PT. Sawargi*. Retrieved Oktober 7, 2024, from [elibrary.unikom.ac.id](http://elibrary.unikom.ac.id)
- [36] Soemarsono. (2018, Oktober 19). *SDM (Sumber Daya Manusia). Pilar penting atas keberhasilan dan kegagalan organisasi*. Retrieved Oktober 7, 2024, from KPPN Palangkaraya: [dpjb.kemenkeu.go.id](http://dpjb.kemenkeu.go.id)
- [37] Solichan. (2023). Hubungan antara motivasi dan sikap dengan kepatuhan perawat dalam penggunaan alat pelindung diri (apd) di ruang observasi intensif (rqi) ird lt 3 rsud dr soetomo surabaya. *Skripsi*, 9. Retrieved Oktober 1, 2024, from <https://repository.um-surabaya.ac.id/7906/>
- [38] Suhaila. (2021). Pengaruh Pemberian Motivasi Guru Pendidikan Agama Islam Terhadap Percaya Diri Siswa SMA Negeri 3 Di Sungai Apit Kabupaten Siak. *Skripsi*, 8. Retrieved September 30, 2024, from <https://repository.uir.ac.id/3455/>
- [39] Sunyoto, D. (2012). *Manajemen Sumber Daya Manusia*. Yogyakarta: Center for Academic Publishing Service. Retrieved Oktober 7, 2024

- [40] Tahyudi. (2017). Pengaruh Stress Kerja Dan Lingkungan Kerja Terhadap Motivasi Kerja Karyawan Pada Pt. Sendora Seraya Sei Rokan Kabupaten Rokan Hilir. *Skripsi*, 10. Retrieved 1 Oktober, 2024, from <https://repository.uin-suska.ac.id/18685/>
- [41] Welado, J. B. (2023, Desember 5). *Perkembangan teknologi informasi (IT) dan transformasi pendidikan di era digital*. Retrieved Oktober 7, 2024, from Perpustakaan Universitas Jambi: [librarynew.unja.ac.id](http://librarynew.unja.ac.id)
- [42] Widodo, M. K. (2019). Pengaruh motivasi kerja dan kepuasan kerja terhadap kinerja guru pada madrasah tsanawiyah se-kota malang. *Tesis*, 15. Retrieved Februari 2, 2025, from <http://etheses.uin-malang.ac.id/38671/1/19711009.pdf>