

Technology acceptance model for MSME Human Resource

Emi Suwarni

Department of Management
Universitas Teknokrat Indonesia (UTI)
Bandar Lampung, Indonesia
emisuwarni@teknokrat.ac.id

Asmawati

Department of Magister Management
Universitas Abulyatama
Banda Aceh, Indonesia
asmawati@abulyatama.ac.id

Imam Ahmad

Department of Information Technology
Universitas Teknokrat Indonesia (UTI)
Bandar Lampung, Indonesia
imamahmad@teknokrat.ac.id

Debby Alita

Department of Information Technology
Universitas Teknokrat Indonesia (UTI)
Bandar Lampung, Indonesia
debby.alita@teknokrat.ac.id

Abstract

Enterprise resource planning (ERP) systems were not well received by all employees at the enterprise under investigation. According to the study, the organization's ERP system acceptance levels could be improved by using HR factors as external variables of the technology acceptance model (TAM). The focus of the study was on determining how HR factors affected ERP system implementation by specific Indonesian MSMEs employees. Structured questionnaires were used in this study's survey of 154 MSMEs employees chosen through convenience sampling. Descriptive statistics and structural equation modeling (SEM) were used to analyze the data. Key HR factors that influenced users' attitudes and use of ERP systems were identified in this study as organizational support for users, training, employee motivation, and job satisfaction.

Keywords

ERP, Motivation, Satisfaction at Work and Support.

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Biography

Dr. Emi Suwarni is a lecturer at the Faculty of Economics and Business at Universitas Teknokrat Indonesia in Lampung province. She graduated from the Doctoral Program in Development Economics from Padjadjaran University in 2013. Emi has more than 20 years of experience as a lecturer at several universities, she has written several textbooks and references for students. The research fields are economic development, human resources and MSMEs.