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The Influence Of The Use Of Information Technology, Management Information Systems, Digital Competence And Work Environment On The Work Effectiveness Of Election Supervisory Members Through Job Satisfaction In Bawaslu In Riau Islands Province

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Abstract

This research was conducted to determine the effect of the use of information technology, management information systems, digital competence, work environment on work effectiveness with job satisfaction as an intervening variable for election supervisors in Prov. Riau Islands. In this study the approach used is a quantitative approach with a sample of 189 people. Data is processed using Lisrel 8 software, the result is that the Work Effectiveness variable is influenced by the Use of Information Technology Variables, Management Information Systems, Digital Competence, Work Environment and Job Satisfaction by 96%, the remaining 4% is influenced by other variables not examined in this study.

Keywords: MIS; IT; Bawaslu; Election Supervisors; Work Effectiveness;

Job Satisfaction.

Introduction

At the present time, the demand for honest and fair elections is getting higher, as evidenced by the stronger legal formal establishment of the Election Supervisory Body (Bawaslu). (Danial, 2021). Bawaslu was formed independently and has specific duties and authorities to oversee the implementation of elections. Countries in the world generally place the oversight function attached to existing formal institutions such as ministries, judiciary, and election technical administrators.(Mahpudin, 2021). According toSunarti (2019)Supervision is a very important thing to determine the success or not, optimally or not an election. Election Supervision is the activity of observing, then reviewing, then examining, and finally assessing the stages of the election implementation in accordance with statutory regulations. Bawaslu and Panwaslu have an important role in elections, namely that elections can be held in a democratic, free, confidential, honest and fair manner and in accordance with applicable laws.

According toHermana & Jaya (2021)At present the Election Supervisory Body has not been able to carry out effective supervision and has not been able to take maximum action against violations that occurred during the general election period. The ineffectiveness of the performance of the Election Supervisory Body will affect the results of the General Election so that democratic General Elections are not achieved due to the obstacles faced by the Election Supervisory Body in carrying out its duties and functions. According to Prof. Valina Singka Subekti, who is a Professor of Political Science at UI, in a release made by Puskapolui, revealed that election organizers need to understand information technology, even if they don't master it technically.

In political contestation, advances in information and communication technology also affect the dynamics of electoral

democracy in Indonesia. Based on current trends, our electoral democracy will still face new challenges that will not be easily handled in the future. The source of these challenges is partly due to advances in Information and Communication Technology, which have succeeded in changing patterns of relations between individuals, between social groups, and between society and the state. Changes in patterns of social relations also encourage perceptions of political forces in the country's political scene. According toFuad et al., (2022)The use of information technology in general elections is an important issue, especially related to supervision. The holding of legislative elections in the era of information technology advances that are currently developing requires professional human resources in terms of facilitating the performance of general election organizers and minimizing data errors both at the regional and central levels.

It is predicted that election violations will be more numerous and massive following the development of social media and the increasing number of election participants. The practice of buying and selling votes occurs not only in national level legislative elections, but also in regional head elections. The proportion of voters involved in the practice of buying and selling votes is between 25 percent and 33 percent of the total electorate (Muhtadi, 2020). Based on the description above and with various innovations being developed by the Election Supervisory Board, researchers are interested in studying the effect of the use of information technology, management information systems, digital competence, the work environment on the work effectiveness of election supervisors with job satisfaction as an intervening variable in the Supervisory Board (Bawaslu). Provincial election Riau islands

Review of Literature

According toDarimi (2017)Information Technology includes all matters relating to the process, use as a tool, manipulation and management of information. McKeown(Naibaho,

2017)"Information technology refers to all forms of technology used to create, store, modify and use information in all its forms". According to Wilkinson et al.(Ridzal et al., 2022)Information technology includes (mainframe, mini, micro) software (software), databases, networks, (internet, intranet), electronics, commerce and other types of technology. According to the Information Technology Association of America (ITAA) information technology is a function of designing, developing, implementing, supporting or managing information systems that use computers, especially software and hardware.(Yusman & Suwarsi, 2019).

According to Gordon B. Davis, he explained that a management information system is a system, both machine and human, which is integrated with each other and which aims to provide information to support management activities, as well as operational and decision-making in an organization or company.(Hasibuan & Khair, 2021). According to Sutabri, a Management Information System is an integrated human/machine system to provide information to support operations, management and decision-making functions within an organization.(Astuti et al., 2022). According to Nugroho, management information system is an information system that functions to manage information for organizational management(Sitorus, 2021). According to Davis(Saharan, 2020)defining a management information system is "control is the activity of measuring deviations from planned performance". According toRumengan et al., (2018)an integrated management information system has a good impact on performance effectiveness. Because the information system provides convenience and speed of access to data and information, besides that the security and availability of data is also more guaranteed for accuracy(Hidayat, 2019).

Competence itself according to Robbins & Judge is an individual's ability to perform various tasks within a job(Yanti et al., 2022).

Meanwhile, according to Brečko & Ferrari, digital competence(Nurlaila et al., 2022)is the ability to function actively, safely and decisively in activities related to digital technology. According to Ferrari(Novrianti et al., 2020:2)Digital competence is "a set of knowledge, skills and attitudes, strategies and awareness needed when using ICT and digital media". According to Cahen & Borini digital ability is the knowledge and skills to use communication tools, digital media, or networks in discovering, use, make information, evaluate, and utilize it in a healthy, wise, smart, careful, precise, and law-abiding manner in order to foster communication and interaction in daily life(Baharrudin et al., 2021:3). Punie & Cabrera(Marguna & Sangiasseri, 2020:106), who have defined digital competence as involving confident and critical use of Information Society Technologies for work, leisure and communication. So that digital competence is a concept that describes skills related to technology(Hidayat et al., 2023).

According to Nitisemito, the work environment is everything that exists around workers who can influence themselves in carrying out the assigned tasks.(Elizar & Tanjung, 2018:50). According to Ruchi, employee performance is determined by a higher level in the environment in which they work and the work environment involves all aspects that act and react to the body and mind of employees.(Hanafi & Yohana, 2017:78). Research resultH. Siregar et al., (2022)that the work environment has a positive and significant effect on job satisfaction.According to Wursanto, the work environment consists of two types. First, the work environment that concerns the physical aspect is everything related to the physical aspect of the work environment. Second, the work environment which concerns the psychological aspect is a work environment that cannot be captured by the five senses(Suwondo & Sutanto, 2015:136).

Wexley said that job satisfaction is a generalization of attitudes towards work, a person's various attitudes towards work reflect pleasant and unpleasant experiences in his work and his hopes

for future experiences.(Bahri & Nisa, 2017:12). Danang defines that job satisfaction is an individual trait of a person so that he has a different level of satisfaction according to the system of values that apply to him.(Rosmaini & Tanjung, 2019:6). While Umar stated that job satisfaction is a person's feelings and evaluation of his work, especially regarding his working conditions, in relation to whether his work is able to meet his expectations, needs and desires.(SF Harahap & Tirtayasa, 2020:125). MeurusIndrayani et al., (2023)Job satisfaction is a positive feeling about one's job due to the assessment of its characteristics which are influenced by major personal, social and job factors, such as salary, supervision, job security and advancement opportunities.

According to Saxena, the effectiveness of a measure that states how far the target (quality, quantity, time) has been achieved. The greater the target achieved, the higher the level of effectiveness(Firmansyah & Ramadhani, 2018:267). According to Peter Drucker, work effectiveness is doing the right thing (doing the right things), while efficiency is doing the right thing (doing the right things).(Anggraeni & Yuniarsih, 2017:109). According to Costa, work effectiveness is a measure of the results of achieving a task or goal within a predetermined timeframe and work effectiveness is determined more by the consistency of action, work and also implementation in activities.(Dihan, 2013:66).

Objectives of the Study

Based on the description of the background above, the objectives of this study are as follows:

1. To analyze the use of information technology effect on job satisfaction
2. To analyze the effect of management information systems on job satisfaction
3. To analyze digital competency effect on job satisfaction
4. To analyze the work environment effect on job satisfaction

5. To analyze the use of information technology affects work effectiveness
6. To analyze the effect of management information systems on work effectiveness
7. To analyze digital competence has an effect on work effectiveness
8. To analyze the work environment influences work effectiveness
9. To analyze job satisfaction effect on work effectiveness
10. To analyze the use of information technology influences work effectiveness through job satisfaction
11. To analyze management information systems effect on work effectiveness through job satisfaction
12. To analyze digital competence has an effect on work effectiveness through job satisfaction
13. To analyze the work environment influences work effectiveness through job satisfaction

Need of the Study

This research seeks to study the relationship between variables so that it is a relational research. This study seeks to find a relationship between the variables of the use of information technology, management information systems, digital competence and the work environment on work effectiveness through job satisfaction. This study aims to confirm the outcomes of election supervisors' work and to analyze and determine the temporary position of variables based on the data available at that time and the influences between the variables studied can then be determined and conclusions drawn.

Research Methodology

In this study the approach used is a quantitative approach. This research method uses a causal model survey method using path analysis techniques. This study aims to confirm the theoretical

model with empirical data. Respondents in this study totaled 189 people, then by using the probability sampling technique with the Proportional Sampling method, the total sample was divided for each work area so that a proportional sample was obtained taking into account the distribution or ratio of the number of samples to be taken in one area. The data that has been collected is then analyzed, both descriptively using SPSS software and for testing the relationship between variables with the Structural Equation Modeling approach using Lisrel 8 software.

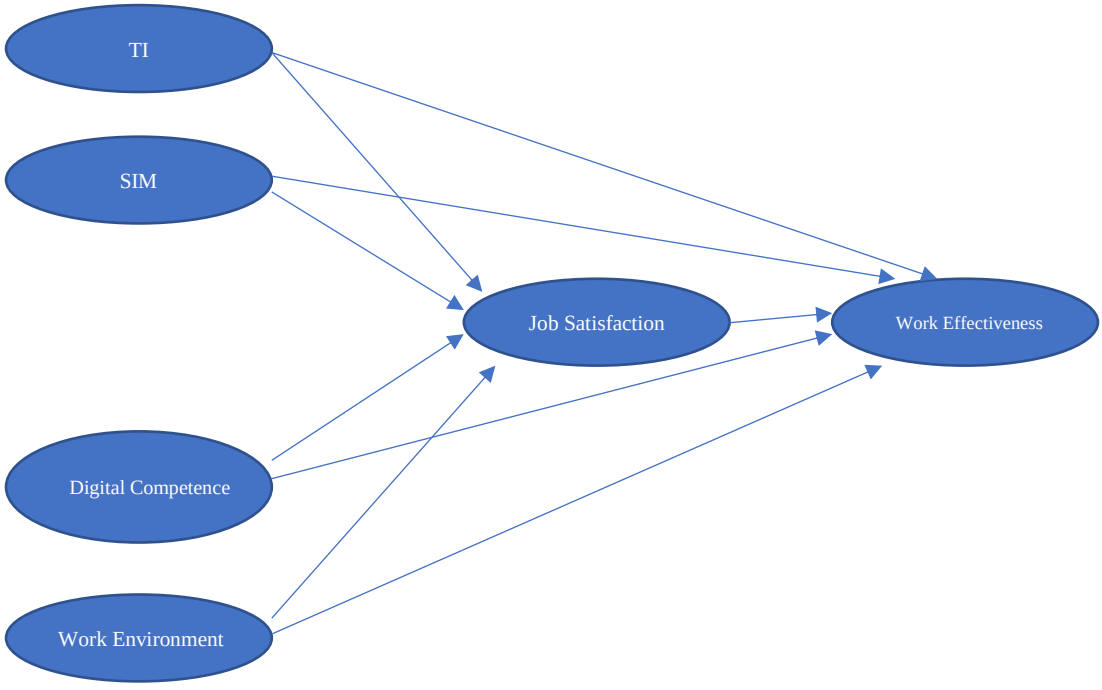

Figure 1. Research Design

Result and Discussion

Data Verification Analysis

Test Processing for data verification analysis in this dissertation research uses Structural Equation Modeling (SEM) using the Linear Structural Relationship (LISREL) software program. This test was carried out after the first test was carried out, namely the reliability and validity test, for the analysis of the next research model to test the indicators on the construct variables (latent variables) which aims to see whether the indicators used in the construct variables are significant and validly represent the variables used in the construct variables. study. The stages of verification analysis in the SEM model in this study are as follows: 1) Testing the measurement model; 2) Structural model testing; 3) Statistical hypothesis testing.

Measurement Model Testing

In testing the measurement model with LISREL, we will test and see the measurement values for the following: 1) Standardized Loading Factor (SLF) measurement values; 2) Construct Reliability (CR) and Average Variance Extracted (AVE) values; 3) The value of the Discriminant Validity measure. Some of the measures tested above aim to test whether the indicators used on the variables are really significant in terms of reflecting the construct of the variable or latent variable (convergent validity). To test the verification on the assessment of the factor loading of each variable it must be ≥ 0.50 which proves that the indicator variables are significantly related and can represent the underlying building concept.

Table 1. Results of Testing the Validity and Reliability of Variables

No	Variable	Indicator	Standard Loading Factor (SLF)	Error	SLF2	Construct Reliability (CR)	Variance Extracted (VE)
1	Use of Information Technology (X1)	IT2	0.74	0.45	0.548	0.89	0.53
		IT3	0.56	0.68	0.314		

No	Variable	Indicator	Standard Loading Factor (SLF)	Error	SLF2	Construct Reliability (CR)	Variance Extracted (VE)
		IT4	0.78	0.39	0.608		
		IT5	0.7	0.51	0.49		
		IT7	0.86	0.26	0.74		
		IT8	0.81	0.34	0.656		
		IT10	0.6	0.64	0.36		
		∑	5.05	3.27	3,715		
		$\sum_2$	25.50				
2	Management Information System (X2)	SIM1	0.91	0.18	0.828		
		SIM2	0.91	0.17	0.828		
		SIM3	0.96	0.09	0.922		
		SIM4	0.95	0.1	0.903		
		SIM5	0.92	0.16	0.846	0.95	0.73
		SIM6	0.58	0.66	0.336		
		SIM8	0.68	0.52	0.462		
		∑	5.91	1.88	5.126		
		$\sum_2$	34.93				
3	Digital Competency (X3)	DC1	0.81	0.34	0.656		
		DC2	0.59	0.65	0.348		
		DC3	0.86	0.26	0.74		
		DC4	0.89	0.21	0.792		
		DC5	0.51	0.73	0.26		
		DC6	0.68	0.54	0.462		
		DC7	0.66	0.57	0.436	0.93	0.57
		DC8	0.68	0.53	0.462		
		DC9	0.94	0.12	0.884		
		DC10	0.82	0.33	0.672		
		∑	7.44	4.28	5,712		
		$\sum_2$	55.35				
4	Work Environment (X4)	ENV1	0.72	0.48	0.518		
		ENV2	0.76	0.42	0.578	0.91	0.5
		ENV3	0.5	0.75	0.25		

No	Variable	Indicator	Standard Loading Factor (SLF)	Error	SLF2	Construct Reliability (CR)	Variance Extracted (VE)
		ENV4	0.5	0.75	0.25		
		ENV5	0.62	0.62	0.384		
		ENV6	0.92	0.15	0.846		
		ENV7	0.69	0.53	0.476		
		ENV8	0.62	0.62	0.384		
		ENV9	0.71	0.5	0.504		
		ENV10	0.76	0.42	0.578		
		ENV11	0.83	0.31	0.689		
		ENV12	0.53	0.72	0.281		
		∑	8.16	6.27	5,739		
		$\sum_2$	66.59				
5	Job Satisfaction (X5)	SAT1	0.71	0.5	0.504		
		SAT2	0.98	0.04	0.96		
		SAT3	0.79	0.38	0.624		
		SAT4	0.84	0.3	0.706	0.94	0.71
		SAT5	0.73	0.47	0.533		
		SAT6	0.97	0.05	0941		
		∑	5.02	1.74	4,268		
		$\sum_2$	25.20				
6	Work Effectiveness (Y)	EV1	0.78	0.39	0.608		
		EV2	0.71	0.5	0.504		
		EV3	0.96	0.8	0.922		
		EV4	0.93	0.13	0.865		
		EV5	0.79	0.37	0.624		
		EV6	0.86	0.26	0.74		
		EV7	0.89	0.21	0.792	0.96	0.67
		EV9	0.8	0.35	0.64		
		EV10	0.9	0.18	0.81		
		EV11	0.94	0.11	0.884		
		EV12	0.7	0.51	0.49		
		∑	9.26	3.81	7,878		

No	Variable	Indicator	Standard Loading Factor (SLF)	Error	SLF2	Construct Reliability (CR)	Variance Extracted (VE)
		$\sum_2$	85.75				

Based on the table above, it is known that the CR value of the Information Technology Use variable (X1) is 0.89, Management Information Systems (X2) is 0.95, Digital Competence (X3) is 0.93, Work Environment (X4) is 0.91, Job Satisfaction (X5) is 0.94 and Work Effectiveness (Y) of 0.96. From these results it is known that all variables have a CR value > 0.70, so it can be concluded that the indicators of each of these variables have good internal consistency. While the VE value of the Information Technology Use variable (X1) is 0.53, Management Information Systems (X2) is 0.73, Digital Competence (X3) is 0.57, Work Environment (X4) is 0.5, Job Satisfaction (X5) is 0.71 and Work Effectiveness (Y) of 0.67. Based on these data each variable has a value of VE ≥ 0.

Overall Model Fit Test

Then jointly test the model consisting of independent variables and dependent variables, and analyze the fit of the model data as a whole or in LISREL it is called Goodness of Fit (GOF). Where in this test we evaluate whether the resulting model is a fit model or not. Measurement of the 2nd CFA output can be seen in the following table:

Table 2. GOF Model Fit Test Results

Match Criteria Test	Terms / Standards	Test Results / Test Values	Information
ChiSquare (X2)	ChiSquare (X2) is small	1326	Good
Non Centrality Parameters (NCP)	<= 90 Percent Confidence	314.83	Good

Match Criteria Test	Terms / Standards	Test Results / Test Values	Information
	Interval for NCP =>		
Root Mean Square Error of Approximation (RMSEA)	< 0.05 = Close Fit; 0.05-0.08 = Adequate Fit; 0.08-0.1 = Mediocre Fit	0.039	Good
Expected Cross Validation Index (ECVI)	Model < Saturated & Independence	10.39	Good
Akaike Information Criterion (AIC)	Model < Saturated & Independence	1953.83	Good
Consistent Akaike Criterion (CAIC)	Model < Saturated & Independence	3060.92	Good
Normal Fit Index (NFI)	> 0.9=Accepted; 0.8	0.96	Good
Non-Normal Fit Index (NNFI)	> 0.9	0.99	Good
Comparative Fit Index (CFI)	> 0.9	0.99	Good
Incremental Fit Index (IFI)	> 0.9	0.99	Good
Relative Fit Index (RFI)	> 0.9	0.96	Good
Goodness of Fit Index (GFI)	> 0.9	0.8	marginal

From the results of the goodness of fit test in the table above, it can be seen that the statistics show a very good level of fit or good fit, which can be explained as follows:

1. ChiSquare Value (X2)in this model it is 1326 and the df value is 45801.74, if the valueChiSquare (X2) divided by df, the result is 0.0289. This condition is declared good if the valueChi-Square/df < 2, because the value of the division is0.0289, then the fit of the model is very good or good fit.
2. The Non Centrality Parameter (NCP) value in this model is 314.83, while the value of the 90 Percent Confidence Interval

for NCP ranges from 221.65 to 416.13. This value is declared fit if the NCP value is in the range of 90 Percent Confidence Interval for NCP, the NCP fit criteria are met because it is in the range of 90 Percent Confidence Interval for NCP. Then the NCP has a good level of model fit because the NCP value is above the good fit criteria.

3. For the Root Mean Square Error of Approximation (RMSEA) value in this model of 0.039, this value is above the RMSEA fit criteria <0.50. Then RMSEA has a good level of model fit because the RMSEA value meets the good fit criteria

4. The Expected Cross Validation Index (ECVI) value in this model is 10.39 and the Saturated & Independence value is 10.93. The ECVI requirement is declared fit if the ECVI value < Saturated & Independence. This value has been stated above as fit because 10.39 < 10.93. Then ECVI has a good level of model fit because the ECVI value meets the good fit criteria

5. The Akaike Information Criterion (AIC) value in this model is 1953.83 and the Saturated & Independence value is 2756. The AIC requirement is declared fit if the AIC value < Saturated & Independence. This value above is declared fit because 1953.83 < 2756. Then AIC has a good model fit level because the AIC value meets the criteria of good fit

6. The Consistent Akaike Criterion (CAIC) value in this model is 3060.92 and the Saturated & Independence value is 8601.13. The CAIC requirement is declared fit if the CAIC value < Saturated & Independence. This value above is declared fit because 3060.92 < 8601.13. Then CAIC has a good level of model fit because the CAIC value meets the criteria of good fit

7. The Normal Fit Index (NFI) value in this model is 0.96, this value is above the NFI fit criteria ≥ 0.90. So NFI has a good level of model fit because the NFI value is above the good fit criteria.

8. The Non Normed Fit Index (NNFI) value in this model is 0.99, this value is above the NNFI fit criteria ≥ 0.90. Then NNFI has a good level of model fit because the NNFI value is above the good fit criteria.

9. The Comparative Fit Index (CFI) value in this model is 0.99, this value is above the CFI fit criteria ≥ 0.90. Then CFI has a good level of model fit because the CFI value is above the good fit criteria.

10. The Incremental Fit Index (IFI) value in this model is 0.99, this value is above the IFI fit criteria ≥ 0.90. Then IFI has a good level of model fit because the IFI value is above the good fit criteria.

11. The Relative Fit Index (RFI) value for this model is 0.96, this value is above the RFI fit criteria ≥ 0.90. So RFI has a good level of model fit because the RFI value is above the good fit criteria.

12. The Goodnes of Fit Index (GFI) value in this model is 0.8. This value is actually below the good fit standard, but still within the marginal fit limits, or still acceptable.

Based on the results of the analysis above, it is known that the results of the Goodness of Fit (GOF) test consist of the fit category and are still acceptable, but there are more fit categories. It can be concluded that the structural model in this dissertation research can be declared fit. So it can be interpreted that the sample covariance matrix is not much different from the estimated covariance matrix or the sample used has described the population.

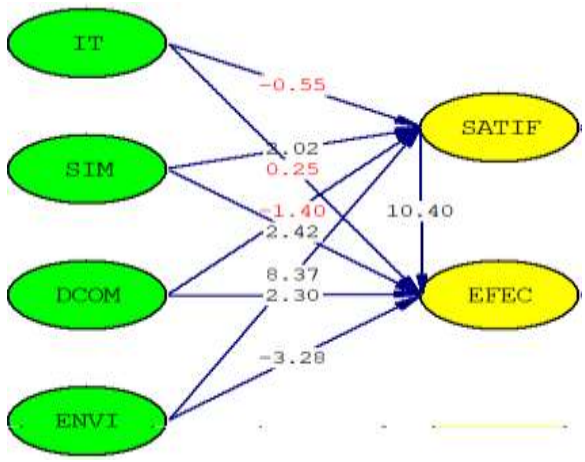

Figure 2. Measurement of the variable relationship model

It can be seen from the path diagram above, the results of model testing show that the relationship between exogenous and endogenous variables has a t-value with black numbers and red, which means that if the color is black the t-value ≥ 1.96 indicates that the relationship between exogenous and endogenous variables is directly significant. While the red color is because the T-Value value is <1.96, this means that the direct relationship is not significant. Furthermore, in testing this statistical hypothesis, it is shown in the table below.

Table 3. The results of testing the hypothesis directly

Relationship Direction	Estimation	T Statistics >1.96		Significant/ Not Significant	R Square
IT→SATIVE	-0.041	-	0.55	Not significant	0.73
SIM→SATIVE	0.17		2.02	Significant	
DCOM→SATIVE	-0.083	-	1.4	Not significant	
ENVI→SATIVE	0.81		8.37	Significant	
SATIVE→EFEC	1.02		10.4	Significant	0.96
IT→EFEC	0.0086		0.25	Not significant	
SIM→EFEC	0.12		2.42	Significant	

Relationship Direction	Estimation	T Statistics >1.96	Significant/ Not Significant	R Square
DCOM→EFEC	0.073	2.3	Significant	
ENVI→EFEC	-0.19	- 3.28	Significant Negative	

Based on the results of hypothesis testing, it can be concluded as in the table aboveconclusions from the results of hypothesis testing and accompanied by an estimate of the regression coefficient that is not standardized (unstandardized coefficient). The results above indicate the relationship of exogenous variables (use of information technology, management information systems, digital competence, work environment, job satisfaction) to endogenous variables (work effectiveness) and exogenous variables (use of information technology, management information systems, digital competencies, work environment,) on endogenous variables (job satisfaction) with each hypothesis test results as follows:

1. The coefficient of the direct effect of the Use of Information Technology (IT) on Job Satisfaction (SATIF) with an Estimated value of -0.041 and a Statistical T value of -0.55. Because the T value < 1.96, it can be concluded that the coefficient of the direct effect of Information Technology (IT) Use on Job Satisfaction (SATI) is not significant. That is, the use of Information Technology (IT) has a negative and insignificant effect on Job Satisfaction (SATIF).
2. The coefficient of the direct effect of Management Information Systems (MIS) on Job Satisfaction (SATIF) with an Estimated value of 0.17 and a Statistical T value of 2.02. Because the T value > 1.96, it can be concluded that the coefficient of direct influence of Management Information Systems (MIS) on Job Satisfaction (SATIF) is significant. This means that the Management Information System (MIS) has a significant effect on Job Satisfaction (SATIF).

3. The coefficient of direct effect of Digital Competence (DCOM) on Job Satisfaction (SATIF) with an Estimated value of -0.083 and a Statistical T value of -1.4. Because the T value < 1.96, it can be concluded that the coefficient of direct effect of Digital Competence (DCOM) on Job Satisfaction (SATI) is not significant. This means that Digital Competency (DCOM) has a negative and insignificant effect on Job Satisfaction (SATIF).
4. The coefficient of the direct influence of the Work Environment (ENVI) on Job Satisfaction (SATIF) with an Estimated value of 0.81 and a Statistical T value of 8.37. Because the T value > 1.96, it can be concluded that the coefficient of the direct influence of the Work Environment (ENVI) on Job Satisfaction (SATIF) is significant. That is, the Work Environment (ENVI) has a significant effect on Job Satisfaction (SATIF).
5. The coefficient of direct effect of Job Satisfaction (SATIF) on Work Effectiveness (EFEC) with an Estimated value of 1.02 and a Statistical T value of 10.4. Because the T value > 1.96, it can be concluded that the coefficient of direct effect of Job Satisfaction (SATIF) on Work Effectiveness (EFEC) is significant. This means that Job Satisfaction (SATIF) has a significant effect on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands.
6. The coefficient of the direct influence of the Use of Information Technology (IT) on Work Effectiveness (EFEC) with an Estimated value of -0.041 and a Statistical T value of -0.55. Because the T value < 1.96, it can be concluded that the coefficient of the direct influence of the Use of Information Technology (IT) on Work Effectiveness (EFEC) is not significant. This means that the use of Information Technology (IT) has a negative and insignificant effect on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands.

7. The coefficient of direct influence of Management Information Systems (MIS) on Work Effectiveness (EFEC) with an Estimated value of 0.12 and a Statistical T value of 2.42. Because the T value > 1.96, it can be concluded that the coefficient of direct influence of Management Information Systems (MIS) on Work Effectiveness (EFEC) is significant. This means that the Management Information System (SIM) has a significant effect on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands.
8. The coefficient of direct influence of Digital Competence (DCOM) on Work Effectiveness (EFEC) with an Estimated value of 0.073 and a Statistical T value of 2.3. Because the T value > 1.96, it can be concluded that the coefficient of direct effect of Digital Competence (DCOM) on Work Effectiveness (EFEC) is significant. This means that Digital Competence (DCOM) has a significant effect on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands.
9. The coefficient of direct influence of the Work Environment (ENVI) on Work Effectiveness (EFEC) with an Estimated value of -0.19 and a Statistical T value of -3.28. Because the T value > -1.96, it can be concluded that the coefficient of direct and negative influence of the Work Environment (ENVI) on Work Effectiveness (EFEC) is significant. This means that the Work Environment (ENVI) has a significant and negative influence on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands.
10. The results of research data processing influence the Variable Use of Information Technology (IT), Management Information Systems (SIM), Digital Competence (DCOM), Work Environment (ENVI) on Job Satisfaction (SATIF) (first structure (I)) with an R-Square value of 73 % means that the Job Satisfaction Variable (SATIF) is influenced by the Use of Information Technology (IT) Variables, Management Information Systems (SIM), Digital Competence (DCOM) and

Work Environment (ENVI) by 73%, the remaining 27% is influenced by other variables that are not investigated in this study.

11. The results of research data processing influence the Variable Use of Information Technology (IT), Management Information Systems (SIM), Digital Competence (DCOM), Work Environment (ENVI) and Job Satisfaction (SATIF) on Work Effectiveness (EFEC) (first structure (II)) with an R-Square value of 96%, it means that the Work Effectiveness Variable (EFEC) is influenced by the Variable Use of Information Technology (IT), Management Information Systems (SIM), Digital Competence (DCOM), Work Environment (ENVI) and Job Satisfaction (SATIF) of 96 %, the remaining 4% is influenced by other variables not examined in this study.

Furthermore, the results of testing this statistical hypothesis will be tested for the indirect effect of the exogenous variables on the endogenous variables. Indirect influence between the variables Use of Information Technology (IT), Management Information Systems (SIM), Digital Competence (DCOM), Work Environment (ENVI) on Work Effectiveness (EFEC) which is intervened by Job Satisfaction (SATIF) as in the following table :

Table 4. Results of hypothesis testing indirectly (by intervening)

Relationship Direction	**Estimation**	**T Statistics >1.96**	**Significant/ Not Significant**
IT*SATIVE→EFEC	-0.04	-0.55	Not significant
SIM*SATIVE→EFEC	0.18	2.02	Significant
DCOM*SATIVE→EFEC	-0.08	-1.4	Not significant
ENVI*SATIVE→EFEC	0.83	8.74	Significant

The results of hypothesis testing indirectly or by using intervening

between variables between the variables Use of Information Technology (IT), Management Information Systems (SIM), Digital Competence (DCOM), Work Environment (ENVI) on Work Effectiveness (EFEC) which are intervened by Satisfaction Work (SATIF) in the table above can be explained as follows:

1. From the test results shown in the table above, it shows the path coefficient value of the influence of the Job Satisfaction (SATIF) intervening on the Use of Information Technology (IT) in influencing the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands (IT*SATIVE→EFEC) of -0.04 is significant at a t-value of -0.55 which is smaller than t-table 1.96. Thus the hypothesis which states that the effect of the Use of Information Technology (IT) on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands with Job Satisfaction (SATIF) as an intervening variable is unacceptable or in other words job satisfaction has not been able to moderate the Use of Information Technology on the Work Effectiveness of Election Supervisors in Prov. Riau Islands.
2. From the test results shown in the table above, it shows the path coefficient value of the effect of intervening Job Satisfaction (SATIF) on Management Information Systems (SIM) in influencing Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands (SIM*SATIVE→EFEC) of 0.18 is significant at a t-value of 2.02 which is greater than the t-table of 1.96. Thus the hypothesis which states that the influence of Management Information Systems (MIS) on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands with Job Satisfaction (SATIF) as an accepted intervening variable or in other words job satisfaction can moderate the Management Information System on the Effectiveness of Election Supervisory Work in Prov. Riau Islands.

3. From the test results shown in the table above, it shows the path coefficient value of the effect of intervening Job Satisfaction (SATIF) on Digital Competence (DCOM) in influencing Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands (DCOM*SATIVE→EFEC) of -0.08 is significant at a t-value of -1.4 which is smaller than the t-table of 1.96. Thus the hypothesis which states that the influence of Digital Competence (DCOM) on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands with Job Satisfaction (SATIF) as an intervening variable is unacceptable or in other words job satisfaction has not been able to moderate digital competency on the Work Effectiveness of Election Supervisors in Prov. Riau Islands.

4. From the test results shown in the table above, it shows the path coefficient value of the influence of the Intervening Job Satisfaction (SATIF) on the Work Environment (ENVI) in influencing the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands (ENVI*SATIVE→EFEC) of 0.83 is significant at a t-value of 8.74 which is greater than the t-table of 1.96. Thus the hypothesis which states that the influence of the Work Environment (ENVI) on the Work Effectiveness (EFEC) of Election Supervisors in Prov. Riau Islands with Job Satisfaction (SATIF) as an intervening variable is accepted or in other words job satisfaction can moderate the Work Environment on the Work Effectiveness of Election Supervisors in Prov. Riau Islands.

Conclusion

Based on the results of the research and discussion, several conclusions can be drawn that the use of information technology has a negative and insignificant effect on job satisfaction. Management information systems have a positive and significant effect on job satisfaction, digital

competence has no significant and negative effect on job satisfaction and the work environment has a positive and significant effect on job satisfaction. Furthermore, the use of information technology has no significant effect on the work effectiveness of election supervisors, management information systems have a positive and significant effect on the effectiveness of election supervisors, digital competence has a positive and significant effect on work effectiveness and the work environment has a negative and significant effect on the work effectiveness of election supervisors. Job satisfaction has not been able to moderate the Use of Information Technology on the Work Effectiveness of Election Supervisors in Prov. Kepri, management information systems have a significant and significant effect on work effectiveness through job satisfaction, the effect of digital competence on work effectiveness through job satisfaction is not significant and the positive and significant influence of the work environment on work effectiveness through job satisfaction.

The Effect of Information Technology (IT) Use Variables, Management Information Systems (SIM), Digital Competence (DCOM), Work Environment (ENVI) on Job Satisfaction (SATIF) with an R-Square value of 73% means that the Job Satisfaction Variable (SATIF) is influenced by Variables The use of Information Technology (IT), Management Information Systems (MIS), Digital Competence (DCOM) and Work Environment (ENVI) is 73%, the remaining 27% is influenced by other variables not examined in this study. While the influence of Information Technology (IT) Use Variables, Management Information Systems (SIM), Digital Competence (DCOM), Work Environment (ENVI) and Job Satisfaction (SATIF) on Work Effectiveness (EFEC) (first structure (II)) with an R value - Square 96% means that the Work Effectiveness Variable

(EFEC) is influenced by the Use of Information Technology (IT) Variables,

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