THE INFLUENCE OF SIMRS IMPLEMENTATION AND WORK MOTIVATION ON WORK PRODUCTIVITY MEDIATED BY EMPLOYEE PERFORMANCE AT PULANG PISAU REGIONAL GENERAL HOSPITAL, CENTRAL KALIMANTAN

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Abstract

Hospital Management Information System (SIMRS) and to reinforce work motivation in order to enhance organizational productivity through employee performance at Pulang Pisau General Hospital. The primary objective is to examine the influence of SIMRS implementation and work motivation on work productivity, with employee performance serving as a mediating variable. Employing a descriptive and verificative method with a quantitative approach, data were collected through questionnaires and observations, and subsequently analyzed using path analysis. The results indicate that SIMRS implementation, work motivation, employee performance, and work productivity are generally categorized as satisfactory. Both individually and collectively, SIMRS implementation and work motivation exert a positive and significant effect on employee performance. Furthermore, employee performance demonstrates a positive and significant influence on work productivity. SIMRS implementation exerts a direct, positive, and significant effect on productivity, while the direct effect of work motivation on productivity, although positive, is statistically insignificant. However, both SIMRS implementation and work motivation exert significant indirect effects on productivity through employee performance. Overall, the findings underscore that enhancing work productivity within hospital organizations is highly contingent upon the effectiveness of well-managed information systems, the consistency of work motivation, and the professionalism of employee performance. The integration of these three factors establishes a conducive work environment that supports organizational achievement and advances the quality of healthcare services.

Keywords: SIMRS, work motivation, employee performance, work productivity

INTRODUCTION

The Republic of Indonesia Law No. 44 of 2009 on Hospitals emphasizes the strategic role of hospitals in providing high-quality healthcare services and ensuring community safety and welfare. This is reinforced by Government Regulation No. 82 of 2012 on the Implementation of Health Services, which highlights the importance of the Hospital Management Information System (SIMRS) to improve efficiency, transparency, and accountability in hospital operations. These legal foundations support the development of an effective, efficient, and adaptive healthcare service system. Hospitals play a vital role as the frontline of healthcare services, requiring integrity and innovation in managing complex medical operations. The optimization of hospital performance relies on the synergy between medical personnel, management, and information technology. In this context, the implementation of SIMRS plays a crucial role in supporting workflow efficiency and timely decision-making. Pulang Pisau Regional General Hospital (RSUD Pulang Pisau) is a Class C government-owned hospital located in Pulang Pisau Regency, Central Kalimantan, with Paripurna (Excellent) accreditation status. The hospital provides various medical services such as emergency care, outpatient and inpatient services, laboratories, radiology, and pharmacy. The increasing number of patient visits demands better coordination, system efficiency, and service innovation. Therefore, the application of

SIMRS and the enhancement of work motivation are essential to improve employee performance and work productivity. The implementation of SIMRS aims to integrate all administrative and medical activities to enhance speed, accuracy, and data transparency. Previous studies (Puguh, 2019; Rasipin, 2018; Sumiyem, 2020) found that SIMRS improves workflow, reduces data errors, and boosts productivity and service quality. Meanwhile, work motivation has also been shown to significantly influence employee performance (Andika, 2019; Riyanto et al., 2021; Risda Ardiati, 2025). At RSUD Pulang Pisau, however, SIMRS implementation still faces several challenges, as illustrated in the Timeline of SIMRS Implementation below.
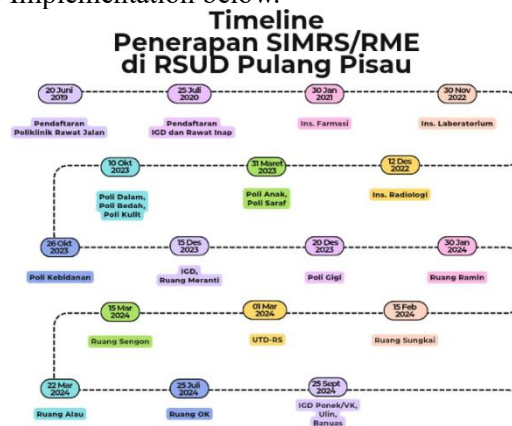

Figure 1. Timeline of SIMRS Implementation

The timeline indicates that SIMRS implementation lacks technical details, stage targets, and supporting plans such as staff training and pilot testing. These shortcomings may reduce implementation effectiveness and overall hospital performance.

Table 1. Impact of SIMRS Implementation Timeline on Performance

Timeline Component	Shortcomings	Impact on Performance
Technical Explanation	Absence of a detailed technical explanation regarding the implementation of SIMRS.	Makes it difficult to understand and execute SIMRS operations accurately, thereby reducing the effectiveness of the system's utilization.
Stage Time Targets (Duration)	No specified time targets or duration for each implementation stage.	Hinders progress monitoring and readiness evaluation, increasing the risk of project execution delays.
Supporting Plan (Training and Trial Runs)	Lack of supporting plans such as staff training and system trials.	Decreases employee preparedness and ability to operate SIMRS optimally, which negatively impacts productivity and service quality.
Starting Point, Monitoring, and Evaluation	No details provided on the starting point of preparation, monitoring mechanisms, or evaluation at each implementation phase.	Prevents stakeholders from assessing implementation success, reducing trust and support for the project, and hindering continuous improvement.
Time Realism and HR Capacity	No clarification on whether the established timeline is realistic and aligns with the hospital's resource capacity.	May lead to improper resource allocation and implementation delays, negatively affecting operational efficiency and overall service quality.

The incomplete timeline has affected employee performance, as reflected in the following table.

Table 2. Employee Performance Levels

Category	Indicator	Impact / Description
Employee Performance at Pulang Pisau Regional Hospital (RSUD Pulang Pisau)	Response Speed	Response speed has declined due to a significant increase in patient volume, making it difficult for employees to respond promptly to requests.
	Coordination Effectiveness	Coordination effectiveness has decreased because of limited resources and suboptimal inter-unit coordination, disrupting the smoothness of hospital services.
	Recording Accuracy	Recording accuracy has declined due to an under-optimized information system, leading to errors or inaccuracies in medical and administrative data entry.
	Performance of Medical and Administrative Staff	Hampered by limited resources and a poorly integrated information system, which reduces the overall effectiveness of healthcare service delivery.

Moreover, work productivity has also declined due to heavier workloads and limited technological integration, as shown in the following table.

Table 3. Employee Work Productivity

Category	Indicator	Impact / Description
Employee Work Productivity at Pulang Pisau Regional Hospital (RSUD Pulang Pisau)	Task Completion Time	Task completion time has declined, leading to delays in completing assignments and consequently causing delays in patient services.
	Number of Services per Employee	The number of services handled per employee has decreased due to increased workload and high patient volume, making it difficult for employees to deliver optimal service.
	Equipment Utilization Efficiency	The efficiency of equipment utilization has decreased because of the lack of technological integration, resulting in suboptimal use of tools and other resources.

The data indicate that the decline in employee performance and productivity is mainly caused by suboptimal SIMRS implementation and low work motivation, both of which hinder efficiency and service quality. Therefore, this study is conducted under the title: *"The Influence of SIMRS Implementation and Work Motivation on Work Productivity Mediated by Employee Performance at Pulang Pisau Regional General Hospital, Central Kalimantan."* This study aims to analyze the effect of SIMRS implementation and work motivation on employee productivity, with employee performance as a mediating variable, in order to provide a scientific basis for improving service quality and system effectiveness at RSUD Pulang Pisau.

LITERATURE REVIEW
Hospital Management Information System (SIMRS)
The Hospital Management Information System (SIMRS) is a software application commonly used in Indonesian hospitals, as regulated in Minister of Health Regulation (Permenkes) No. 82 of 2013. SIMRS integrates all service processes through network coordination, reporting, and administrative procedures, thereby generating precise and accurate information as part of the Health Information System (Santoso & Pramono, 2017). Currently, SIMRS serves as a key resource with strategic value in supporting optimal healthcare services. Therefore, the development of SIMRS must consider several critical aspects, as described by Handiwidjojo (2015), to ensure its comprehensive functionality and performance.

The essential aspects of SIMRS according to Handiwidjojo (2015) are as follows:
1. Patient Needs. The system should support fast, convenient, and high-quality healthcare services.
2. Hospital Management Needs. The system must manage transactions accurately, efficiently, and quickly, ensuring timely submission of medical service reports.

3. Developer Capability. A system analyst is required as a liaison between the developers and the hospital to build a system that aligns with the hospital's operational needs.

The use of an information system is influenced by facilitating conditions that enable users to operate it effectively. If an information system lacks the necessary tools and facilities, users will be unable to utilize it efficiently (Sekarini, 2014). Venkatesh et al. (2003) in Jogiyanto (2017) proposed the Unified Theory of Acceptance and Use of Technology (UTAUT), which identifies two key constructs affecting information system usage: Facilitating Conditions and Attitude Toward Using Technology. Facilitating Conditions are defined as the degree to which an individual believes that organizational and technical infrastructure exists to support system use. Indicators include the availability of necessary resources (e.g., computers, software), sufficient knowledge, access to technical experts, and system compatibility. Attitude Toward Using Technology refers to an individual's overall emotional reaction toward using a system. Indicators include cognitive perceptions, intrinsic motivation, feelings during use, usage intensity, frequency of system use, and the number of software applications utilized.

Work Motivation

Work motivation is an essential aspect of any organization as it influences employee attitudes, behaviors, and performance, thereby directly affecting productivity, innovation, and competitive advantage. By enhancing motivation, organizations can create a conducive work environment, reduce turnover rates, and support the achievement of strategic goals and operational sustainability. According to Andika (2019), the dimensions of motivation include key indicators such as compensation, which involves recognition and rewards for work achievements; working conditions, encompassing both physical and non-physical environments that support work activities; and work facilities, referring to the tools and infrastructure that influence comfort and work efficiency.

Muleta (2020) explains that work motivation is divided into intrinsic and extrinsic dimensions. The intrinsic dimension includes personal satisfaction, a sense of achievement, and an internal drive for professional growth, while the extrinsic dimension focuses on incentives, compensation, and rewards provided by the organization. Meanwhile, Affainie et al. (2023) emphasize that work motivation is multidimensional. In addition to intrinsic and extrinsic aspects, there is also a social dimension, which involves coworker support, recognition, and inspirational leadership. Collectively, these elements create a supportive work environment that enhances employee engagement and performance. The dimensions used in this study refer to Setiyani et al. (2020), who define work motivation as comprising extrinsic factors such as salary, transportation allowances, health benefits, bonuses, and awards, as well as intrinsic factors including job security, good relationships with colleagues, participation in activities, and opportunities for self-development. According to Muleta (2020), work motivation is a key factor that influences employee behavior and performance within an organization, driving the achievement of optimal outcomes. Putra and Mujiati (2022) highlight that work motivation significantly enhances employee productivity, especially when supported by fair compensation and a positive work environment. Furthermore, Affainie et al. (2023) assert that implementing motivational strategies such as recognition, effective communication, and development opportunities plays a vital role in improving employee engagement and productivity, thereby strengthening the organization's competitiveness..

Employee Performance

According to Sinaga (2020), performance is the result of an individual's job functions or activities within an organization, influenced by various factors to achieve organizational goals within a specific period of time. Furthermore, Muleta (2020) defines performance as the effectiveness and efficiency of employees in completing their tasks, reflecting the extent to which individuals can overcome obstacles and contribute optimally to achieving organizational objectives; therefore, performance is not only measured by the output produced but also by adaptability and potential for future improvement. Additionally, Gary Dessler (2021) states that employee performance is the result of work achieved based on the standards or criteria established by the organization, encompassing productivity, work quality, and effectiveness in achieving overall organizational goals. According to Muleta (2020), employee performance at Fiche General Hospital is measured through indicators such as the speed and accuracy of task completion, the quality of work output, and the effectiveness of resource utilization, which reflect employees' ability to adapt to organizational environmental changes. Moreover, Putra and Mujiati (2022) add that work productivity, as a key dimension of performance, can be observed through the quality, quantity, and efficiency of task completion, thus overall evaluating employees' contributions to achieving organizational goals. Sinaga (2020) explains that employee performance is measured through several indicators: (1) Quality, referring to the standard of work results; (2) Quantity, referring to the amount of work produced; (3) Discipline, meaning

adherence to rules and regulations; (4) Initiative, referring to being proactive in taking actions or completing tasks; and (5) Integrity, referring to honesty in performing duties.

Work Productivity

Bestadrian Prawiro Theng & Robin (2023) define work productivity as the employee's ability to achieve results that significantly exceed company expectations, producing outcomes that surpass organizational goals. Agatha Rinta Suhardi et al. (2023) add that employee work productivity is greatly influenced by training programs and motivation, where improved skills and motivation directly enhance work output. Cut Yeni Tasya et al. (2024) explain that work productivity is a key indicator determining employee performance, reflecting efficiency and effectiveness in utilizing resources to achieve maximum results. Suryani (2023) also emphasizes that productivity results from the combination of resource-use efficiency, employee skills, and adequate workplace support. According to Bestadrian Prawiro Theng & Robin (2023), employee productivity can be measured through task completion timeliness, the quantity of output produced, and employees' responsibility and consistency in completing their work. Furthermore, Agatha Rinta Suhardi et al. (2023) identify that work productivity indicators include time-use efficiency, low error rates, and employee job satisfaction, all of which reflect optimal performance in achieving organizational targets. This approach highlights that productivity assessment should not only focus on the quantity of output but also on the quality and consistency of performance, which are crucial for maintaining sustainability and growth in a competitive market. A comprehensive evaluation of these indicators provides a foundation for strategic decision-making aimed at significantly and sustainably improving organizational operational effectiveness.

METHOD

This research applied a quantitative descriptive and verificative method to examine the effect of SIMRS implementation and work motivation on work productivity, mediated by employee performance at Pulang Pisau Regional Hospital. The study used both primary and secondary data collected through questionnaires, observations, interviews, and documentation. The population consisted of 343 employees, and 185 respondents were selected using the Slovin formula with a non-probability sampling technique. Data were gathered using a Likert-scale questionnaire (1–5) to measure four variables: SIMRS implementation, work motivation, employee performance, and work productivity. The data analysis was conducted using SPSS software. The analysis included several stages, namely validity and reliability testing, measurement model evaluation, structural model testing, and hypothesis testing to determine both direct and indirect effects among the variables.

RESULTS AND DISCUSSION
Data Quality Test Results

The results of the data quality test provide a statistical overview of the validity and reliability testing for the research variables. The validity test results indicate that all items in the research variables namely, the implementation of SIMRS, employee performance, and work productivity are declared valid, as each item's Pearson correlation coefficient (r-stat) is greater than the critical r-value (0.300) at a significance level of 0.05. For the SIMRS implementation variable, r-stat values range from 0.596 to 0.933, while for employee performance, they range from 0.700 to 0.959, and for work productivity, from 0.809 to 0.949. All items show p-values < 0.05, indicating a significant correlation between each question item and the total construct score. Thus, all items across the three variables consistently represent the intended concepts and can be reliably used for further analysis, as they meet the instrument validity criteria. The results of the reliability test indicate a very high level of internal consistency across all variables examined in this study. The SIMRS Implementation variable, consisting of 24 items, obtained a Cronbach's Alpha value of 0.978, demonstrating excellent reliability and indicating that the items within the instrument are strongly and consistently correlated in measuring the same construct. The Work Motivation variable, with 14 items, achieved a Cronbach's Alpha value of 0.941, which also falls within the category of high reliability, showing that the questions effectively measure work motivation in a stable and accurate manner. These Cronbach's Alpha values far exceed the commonly accepted minimum threshold of 0.70, confirming that the measurement instruments for these variables are trustworthy for further analysis. Additionally, the Employee Performance variable, comprising 24 items, recorded a Cronbach's Alpha value of 0.989, indicating that the performance measurement instrument is highly consistent and homogeneous in capturing the intended aspects. Similarly, the Work Productivity variable, with 16 items, achieved a Cronbach's Alpha value of 0.985, further reinforcing the reliability of this instrument. The high reliability values across all variables suggest that the measurements are free from significant random errors, ensuring the accuracy and consistency of the data used in this study. Overall, the reliability test results

conclude that all measurement instruments for the variables of SIMRS Implementation, Work Motivation, Employee Performance, and Work Productivity are reliable and suitable for data collection in this research.

Model Fit Test

The model fit testing process was conducted using several goodness-of-fit indices to determine how well the research data supports the structural relationships among variables in the model. Fit indices such as Chi-Square, RMSEA, CFI, and GFI were selected because they provide a comprehensive overview of the model's fit quality. Values that meet the established criteria for these indices indicate that the theoretical model is well-tested and suitable for further use.

Table 4. Model Fit Test Results

Fit Index	Value	Fit Criteria	Conclusion
Chi-Square (χ^2)	101,475 (p=0,000)	p > 0,05	Fit
RMSEA	0,000	≤ 0,08	Fit
CFI	1,000	≥ 0,90	Fit
AGFI	0,965	≥ 0,90	Fit

Based on the results of the model fit test, it can be concluded that the research model is appropriate for further analysis. The adequate alignment between the empirical data and the theoretical model demonstrates that the relationships among variables are well-structured. This finding provides confidence that the subsequent results are grounded in valid analytical foundations and can support strategic decision-making at Pulang Pisau Regional General Hospital.

Results of Hypothesis

Table 5. Results of Hypothesis Testing for Structure 1

Path of Influence	Result (%)	t-stat	t-tabel	Sig.	Description
Effect of SIMRS Implementation on Employee Performance	35.9202 %	6.896	1.9731	0.000	Significant

The results of the hypothesis test show that the implementation of SIMRS (X_1) and work motivation (X_2) have a positive and significant effect on work productivity (Z), both directly and indirectly through employee performance (Y) as a mediating variable. The t-value of 6.896, which is greater than the t-table value of 1.9731, indicates that the implementation of SIMRS has a significant effect on employee performance at Pulang Pisau Regional General Hospital. The contribution of SIMRS implementation to employee performance is 35.92%, while the remaining 64.08% is influenced by other variables outside the research model.

Effect of Work Motivation on Employee Performance

Table 6. Results of Hypothesis Testing for Structure 2

Path of Influence	Result (%)	t-stat	t-table	Sig.	Description
Effect of Work Motivation on Employee Performance	33.7127%	6.520	1.9731	0.000	Significant

Based on the hypothesis testing results, work motivation contributes 33.7127% to employee performance at Pulang Pisau Regional General Hospital (RSUD Pulang Pisau). The calculated t-value of 6.520 exceeds the critical t-table value of 1.9731, indicating that the research hypothesis is accepted. A significance value of 0.000 indicates that the effect is statistically significant and highly reliable. This means that the better the employees' work motivation, the higher their performance will be.

The Effect of SIMRS Implementation and Work Motivation on Employee Performance

Table 7. Results of Hypothesis Testing for Structure 4

Path of Influence	Result (%)	F-stat	F-table	Sig.	Description
The effect of SIMRS implementation and work motivation simultaneously on employee performance	69.6329%	208.361	3.06	0.000	Significant

Based on the results of hypothesis testing in structure four, the influence of the Hospital Management Information System (SIMRS) implementation and work motivation on employee performance was found to be 69.6329%. This indicates that an optimally implemented SIMRS and high employee motivation jointly make a substantial contribution to improving employee performance. The F-statistic value of 208.361, which is greater than the F-table value of 3.06, signifies a strong and significant relationship. Moreover, the significance value of 0.000 demonstrates a very high level of confidence, confirming that the results are statistically reliable and can be scientifically accepted.

The Effect of Employee Performance on Work Productivity

Table 8. Results of Hypothesis Testing for Structure 5

Path of Influence	Result (%)	t-stat	t-table	Sig.	Description
The effect of employee performance on work productivity	39.0625%	8.330	1.9731	0.000	Significant

The results of the hypothesis test indicate that employee performance contributes 39.0625% to work productivity at Pulang Pisau Regional Hospital, Central Kalimantan. The obtained t-statistic value of 8.330, which is far greater than the t-table value of 1.9731, demonstrates that the relationship between the two variables is statistically significant. Furthermore, the significance level of 0.000, which is below the 0.05 threshold, confirms that this relationship is very strong and highly reliable.

Direct Effect of SIMRS Implementation on Work Productivity

Table 9. Results of Hypothesis Testing for Structure 6

Path of Influence	Result (%)	t-stat	t-table	Sig.	Description
Direct Effect of SIMRS Implementation on Work Productivity	2.89%	2.257	1.9731	0.024	Significant

The results of the hypothesis test indicate that the implementation of the Hospital Management Information System (SIMRS) has a direct effect of 2.89% on work productivity. The t-statistic value of 2.257, which exceeds the t-table value of 1.9731, confirms that the relationship between these two variables is statistically significant at the chosen confidence level. Additionally, the significance value of 0.024, which is below 0.05, further supports the finding that SIMRS implementation contributes meaningfully to improving work productivity. This suggests that a well-integrated and effectively functioning information system can facilitate workflow efficiency, accelerate service processes, and reduce obstacles that may hinder employee performance in the hospital.

Direct Effect of Work Motivation on Work Productivity

Table 10. Results of Hypothesis Testing for Structure 7

Path of Influence	Result (%)	t-stat	t-table	Sig.	Description
Direct Effect of Work Motivation on Work Productivity	0.5476%	0.991	1.9731	0.322	Not Significant

The hypothesis test for the direct effect of work motivation on work productivity shows that the obtained coefficient of influence is 0.5476%. The t-statistic value of 0.991 is lower than the t-table value of 1.9731 at a 5% significance level. These results indicate that work motivation does not have a strong direct influence on the level of employee productivity at RSUD Pulang Pisau, Central Kalimantan. This implies that while motivation may play a role in other aspects of performance, its direct impact on productivity is minimal and statistically insignificant in this context.

Indirect Effect of SIMRS Implementation on Work Productivity Mediated by Employee Performance

Table 11. Bootstrap Analysis Results

Effect (indirect)	Estimate	Std. Error	Bias (Estimate - MeanBoot)	BCa 95% CI Lower	BCa 95% CI Upper	Percentile 95% CI Lower	Percentile 95% CI Upper	Two-tailed p
SIMRS → PERF → PROD	0.284	0.036	0.003	0.150	0.420	0.152	0.416	0.001

Conclusion: Significant

The analysis results indicate that the indirect effect of SIMRS implementation on work productivity through employee performance has a value of 0.284 or 28.4%, with a standard error of 0.036. The obtained significance value of 0.001 shows that this effect is statistically significant since it falls below the 0.05 threshold. This finding reinforces that the contribution of SIMRS implementation to work productivity occurs through the improvement of employee performance, rather than by chance.

Indirect Effect of Work Motivation on Work Productivity Mediated by Employee Performance

Table 1.11. Bootstrap Analysis Results 2

Effect (indirect)	Estimate	Std. Error	Bias (Estimate - MeanBoot)	BCa 95% CI Lower	BCa 95% CI Upper	Percentile 95% CI Lower	Percentile 95% CI Upper	Two-tailed p
MOT → PERF → PROD	0.268	0.039	0.002	0.130	0.395	0.135	0.392	0.002

Conclusion: Significant

The results show that work motivation exerts an indirect effect on work productivity through the mediating role of employee performance. The indirect effect value of 0.268 (26.8%) reflects the strength of this pathway in explaining the relationship among the variables. The small standard error (0.039) indicates a high level of estimation precision. The BCa 95% confidence interval ranges from 0.130 to 0.395 and does not include zero, confirming that the relationship is statistically consistent and reliable. These findings suggest that an increase in directed work motivation enhances employee performance, which in turn leads to sustained improvements in overall work productivity.

Discussion

The hypothesis testing results in this study indicate that the implementation of SIMRS (X_1) and work motivation (X_2) have a significant influence on employee performance (Y) and work productivity (Z), both directly and indirectly through the mediating role of employee performance. Based on the statistical analysis, the implementation of SIMRS has a positive and significant effect on employee performance, with a contribution value of 35.92% and a t-statistic of 6.896, which is greater than the t-table value of 1.9731. This finding implies that the better the implementation of the hospital management information system, the higher the level of employee performance. An effective and integrated information system improves service efficiency, enhances work accuracy, and optimizes coordination across departments, which in turn boosts employee performance. Work motivation also shows a positive and significant effect on employee performance, with a contribution value of 33.71% and a t-statistic of 6.520, which exceeds the t-table value of 1.9731. The significance value of 0.000 indicates that this effect is statistically strong. This finding highlights that motivation is a key factor in improving employees' enthusiasm, responsibility, and commitment to their tasks. Highly motivated employees tend to perform better, focus on achieving results, and demonstrate persistence in handling workloads. When tested simultaneously, the implementation of SIMRS and work motivation jointly have a significant effect on employee performance, with a combined contribution of 69.63% and an F-statistic of 208.361, exceeding the F-table value of 3.06. This result suggests that the synergy between effective system implementation and high work motivation can optimally enhance employee performance. A strong information system alone will not be effective without motivated employees, and high motivation requires an efficient system to translate into tangible performance improvements.

Furthermore, employee performance significantly affects work productivity, contributing 39.06% with a t-statistic of 8.330, which is much higher than the t-table value of 1.9731. This indicates that improvements in individual performance directly enhance organizational productivity. Employees with high performance levels tend to work more efficiently, reduce errors, and produce better overall outcomes. The direct effect of SIMRS implementation on work productivity is 2.89%, with a t-statistic of 2.257, which exceeds the t-table value of 1.9731, indicating a statistically significant relationship. This suggests that a well-functioning information system facilitates smoother workflows, accelerates administrative processes, and reduces barriers that might hinder hospital service operations, thereby improving productivity. However, the direct effect of work motivation on work productivity is not significant, with an effect value of 0.55% and a t-statistic of 0.991, which is lower than the t-table value of 1.9731. This means that work motivation does not directly enhance productivity; instead, its effect operates indirectly through improved employee performance.

The mediation analysis using the bootstrap method reveals that both SIMRS implementation and work motivation have significant indirect effects on work productivity through employee performance. The indirect effect of SIMRS on productivity via employee performance has an estimated value of 0.284 (28.4%) with a significance level of 0.001, while the indirect effect of work motivation through employee performance is 0.268 (26.8%) with a significance level of 0.002. These results confirm that employee performance serves as a crucial mediating variable linking SIMRS implementation and work motivation to work productivity. In conclusion, the improvement of work productivity at RSUD Pulang Pisau depends not only on direct factors such as system implementation and motivation but primarily on enhancing employee performance, which acts as the key intermediary driving sustainable productivity growth.

CONCLUSION

The results of the hypothesis testing indicate that the implementation of the Hospital Management Information System (SIMRS) and work motivation significantly influence employee performance and work productivity at RSUD Pulang Pisau, both directly and indirectly. SIMRS implementation and motivation each have a strong and positive impact on employee performance, while employee performance itself has a significant effect on work productivity. Although work motivation does not directly influence productivity, it contributes indirectly through improved employee performance. Overall, the findings emphasize that enhancing work productivity in the hospital requires strengthening both technological systems and motivational factors, with employee performance serving as the key mediating link that transforms these factors into measurable productivity outcomes.

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