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## **Effect of Using Sianawai Konasara Application on Motivation and Performance for Employees Education and Cultural Office, North Konawe District**

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### **Abstract**

The purpose of this study is to explore and analyze the effect of using Sianawai Konasara application on employee motivation and performance at the Office of Education and Culture of North Konawe Regency, as well as to assess the role of motivation as a mediator in the relationship between application use and employee performance. This study involved a total population of 132 state civil apparatus working at the Education and Culture Office of North Konawe Regency, with a random sample of 57 respondents. The data collection method was carried out through questionnaires and data analysis using Partial Least Square (PLS) version 4.0. The results showed that the use of the Sianawai Konasara application had a positive and significant effect on employee motivation and employee performance. Furthermore, employee motivation is proven to significantly influence employee performance and acts as a positive mediator in the relationship between the use of Sianawai Konasara application and employee performance. These findings provide valuable insights for the development of human resource management strategies in the public sector, particularly in the application of information technology to improve employee motivation and performance.

**Keywords:** Sianawai Konasara Application, Motivation, Employee Performance, Business Management, Economic Development

### **Introduction**

In today's digital era, information technology plays an important role in improving the efficiency and effectiveness of organizational performance, including in the government sector.

The Education and Culture Office of North Konawe Regency, as part of the government structure responsible for the management of education and culture, seeks to improve the performance of its employees through the application of information technology. The use of the Sianawai Konasara application is expected to be an effective tool in motivating and improving employee performance within the Office. However, the real impact of using the application on employee motivation and performance still needs to be studied further to ensure its effectiveness.

The problems that arise are not only limited to the implementation of technology, but also how the technology affects the psychological aspects of employees, such as work motivation. Employee motivation is considered as one of the key factors that can significantly affect work performance (Amellya et al., 2022). Therefore, understanding the relationship between the use of information technology applications and employee work motivation is important. This is especially in the context of the North Konawe Regency Education and Culture Office, where the Sianawai Konasara application is expected to not only simplify the administrative process but also increase employee motivation to achieve better performance.

In addition, improved employee performance is the expected end result of increased motivation and effective use of information technology applications (Gunawan, 2024). Therefore, it is important to further examine how motivation can act as a mediator between the use of Sianawai Konasara application and employee performance. By understanding this relationship, the Education and Culture Office of North Konawe Regency can develop a more targeted strategy to improve employee performance through the use of information technology.

Previous research has shown that the use of information technology in organizations can improve operational efficiency and strengthen communication within teams. These studies provide a strong basis for the importance of information technology in improving organizational performance (Aryusie et al., 2023). However, research on the specific effects of information technology applications, such as Sianawai Konasara, on employee motivation and performance in government, particularly in the education and culture sector, is limited. This indicates a gap in the literature that needs to be bridged through further research.

Furthermore, research on the role of motivation as a mediator in the relationship between information technology use and employee performance is also still rare, especially in the government sector. Most studies focus on the private sector or corporate environment, so there is a need to explore more deeply how these dynamics operate in the local government context (Rahman & Finus, 2023). Thus, this study seeks to fill the void in the literature by examining the effect of using the Sianawai Konasara application on employee motivation and performance, as well as the role of motivation as a mediator in the relationship at the Education and Culture Office of North Konawe Regency. The problem formulations in this study include:

1. Does the use of the Sianawai Konasara application affect employee motivation within the North Konawe Regency Education and Culture Office?
2. Does the use of the Sianawai Konasara application affect the performance of employees within

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the North Konawe Regency Education and Culture Office?

3. Does employee motivation affect employee performance within the North Konawe Regency Education and Culture Office?
4. Does employee motivation mediate the effect of using the Sianawai Konasara application on employee performance within the North Konawe Regency Education and Culture Office?

Through this research, it is hoped that a deeper understanding of the potential of the Sianawai Konasara application in improving employee motivation and performance can be obtained, as well as the development of effective strategies for its implementation within the North Konawe Regency Education and Culture Office. The main objective of this research is to analyze and understand the effect of using the Sianawai Konasara application on employee motivation and performance at the Office of Education and Culture of North Konawe Regency. More specifically, this study aims to identify the direct impact of application use on employee motivation, the effect of application use on employee performance, and test the role of motivation as a mediator that may affect the relationship between application use and employee performance. The benefits of this research are expected to provide valuable insights and recommendations for policy makers at the North Konawe Regency Education and Culture Office to improve employee motivation and performance through the effective use of information technology. In addition, the results of this study can be a valuable reference for other government agencies that want to implement similar technologies to improve their operational efficiency and effectiveness..

The novelty of this research lies in the specific assessment of Sianawai Konasara application, which is a new approach in research related to information technology in the government environment, especially in the education and culture sector. In addition, this study makes a significant contribution by exploring the role of motivation as a mediator in the relationship between the use of information technology applications and employee performance, which has not been widely discussed in previous studies in similar contexts. Thus, this study not only fills a gap in the academic literature but also offers practical insights into how information technology applications can be used to strengthen motivation and improve employee performance in the public sector, providing added value to human resource management practices and organizational development in government settings.

### **Literature Review**

The e-government initiative in Indonesia marks an important step towards better governance and an accelerated democratic process. With Presidential Instruction No. 6/2001 and subsequent policies, including INPRES No.3 of 2003 and MOCI regulation No.28 of 2006, the government set the foundation for the use of information and communication technology (ICT) in public services. e-government aims to make government administration more efficient and transparent, providing satisfactory services to the public. With four levels of e-government defined, ranging from the publication of information to the integration of services across

government offices, e-government in Indonesia seeks to meet public expectations for improved quality of public services.

The use of e-government is also intended to improve the performance and welfare of civil servants, creating efficiency in ASN performance through applications such as Sianawai Konasara. This application, developed for ASN performance evaluation in Konawe Utara, demonstrates how technology can support transparency and accountability in human resource management in the public sector. By facilitating information access, interaction, and transactions between the public and government, e-government contributes to more responsive and people-oriented public services (Ardiyanti & Supriadi, 2018).

On the other hand, employee motivation is of key importance in achieving organizational goals. Motivation theories, including Behavioral, Humanistic, and Cognitive, offer insights into how drive, passion, and desire can direct employee behavior to achieve optimal performance (Arquisola & Ahlisa, 2019). Factors such as job satisfaction, rewards, and opportunities for growth, play an important role in increasing work motivation. By understanding and applying the principles of effective motivation, organizations can generate morale, increase productivity, and strengthen employee loyalty. Employee performance is a key indicator of organizational success. Through a good performance management system, organizations can measure, analyze, and improve performance based on predetermined goals. Effective implementation of performance management requires a continuous, flexible and futuristic process, integrating individual and team goals with organizational goals. This enables continuous improvement through objective performance evaluation, skill development, and effective communication between superiors and subordinates (Amellya et al., 2022).

Ultimately, the implementation of e-government and the management of employee motivation and performance contribute to the achievement of good governance. By leveraging information technology, building strong motivation, and implementing effective performance management, government organizations can improve the quality of public services, respond effectively to people's needs, and ensure efficient resource management. This creates a productive and conducive work environment, strengthens community involvement in the democratic process, and supports sustainable national development (Oktaviani et al., 2023)..

The integration of e-government into public administration systems represents a significant shift towards more open and participatory governance. By expanding access to information and facilitating interaction between government and society, e-government plays a role in strengthening the foundations of democracy. It not only enables people's participation in public policy-making through digital platforms but also increases government transparency and accountability. Thus, e-government becomes an important tool in striving for social justice and ensuring that public policies reflect the needs and aspirations of the society at large.

Furthermore, the application of technology in e-government offers possibilities for continuous innovation of public services. By adopting ICT-based solutions, governments can

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design services that are more adaptive and responsive to changing social and economic conditions (Astuti et al., 2022). This includes the development of mobile applications for public health, education, and security services that can be accessed by the wider community easily. These advancements not only improve people's quality of life but also strengthen the relationship between the government and its citizens, building trust and increasing civic participation.

In the context of employee motivation, the adoption of e-government principles has a positive impact on the working environment of government employees. By streamlining administrative processes and introducing digitally-based performance management systems, employees feel more empowered and motivated to increase productivity (Tahir et al., 2023). The use of technology enables faster and more accurate feedback on performance, as well as better access to training and professional development opportunities. This creates a more dynamic and innovative work environment, where employees feel their value and contributions are recognized and appreciated.

Finally, employee performance in this digital age requires a new approach to human resource management. The integration of performance management systems that utilize information technology allows for more objective and transparent performance measurement. As such, government organizations can more effectively identify areas for improvement, design development programs that suit individual and team needs, and ensure that resources are allocated efficiently to achieve strategic goals. Through this approach, e-government and effective performance management are key to creating a more efficient, responsive and results-oriented government that has a direct impact on people's welfare..

### **Research method**

This study adopted an associative type quantitative research design to analyze the effect of using the Sianawai Konasara application on employee motivation and performance at the North Konawe Regency Education and Culture Office. The quantitative approach was chosen based on the view that this kind of research makes it possible to measure research variables in the form of numbers which are then analyzed using statistical procedures to test predetermined theories or hypotheses (Priyanda et al., 2022). This approach is in accordance with the research objectives to determine the causal relationship between the independent variable (the use of Sianawai Konasara application) and the dependent variable (employee motivation and performance), and to test the mediating role of motivation in the relationship.

The research location was chosen at the Education and Culture Office of North Konawe Regency, Southeast Sulawesi Province, considering that this location is the researcher's workplace which facilitates access and data collection. The population of this study were all employees of the North Konawe Regency Education and Culture Office, totaling 132 people. Using the Slovin formula, the sample obtained was 57 employees, who were selected through random sampling

techniques to ensure that each individual had the same opportunity to be selected as a respondent. This approach ensures that the research can produce accurate generalizations from the sample to the wider population.

Data were collected through two sources: primary data obtained directly from respondents through questionnaires, and secondary data obtained from documents, books, archives, and records relevant to the research problem. The questionnaire was designed using a Likert scale to measure respondents' perceptions of Sianawai Konasara application usage, motivation, and their performance (Dewi, 2022). Other data collection techniques included observation and documentation, which were conducted at the research site to gain a deeper understanding of the working conditions and application usage. Data analysis was conducted using Partial Least Square (PLS) 4.0, a statistical method that allows research to examine complex relationships between research variables, including mediation effects. Thus, this study not only provides an understanding of the effect of app usage on employee motivation and performance but also enriches the literature by offering empirical evidence regarding the role of motivation as a mediator in that context.

## **Results and Discussion**

Hypothesis testing is carried out based on the results of testing the Inner Model (structural model) which includes the r-square output, parameter coefficients and t-statistics. To see whether a hypothesis can be accepted or rejected, among others, by paying attention to the significance value between constructs, t-statistics, and p-values. Hypothesis testing in this study was carried out with the help of SmartPLS (Partial Least Square) 4.0 software.

To see the results of whether the hypothesis is accepted or rejected, among others, by paying attention to the significance value between constructs t-statistics and p-values. With this value, the measurement estimates and standard errors are no longer calculated with statistical assumptions, but are based on empirical observations. In this study using SmartPLS 4.0 software, the two-tailed rule of thumb value used in this study is  $> 1.96$  with a significance value of 0.05. A hypothesis is said to be accepted if the t-count value is greater ( $>$ ) than 1.96.

The bootstrapping output can be seen in Figure1 and the path table:

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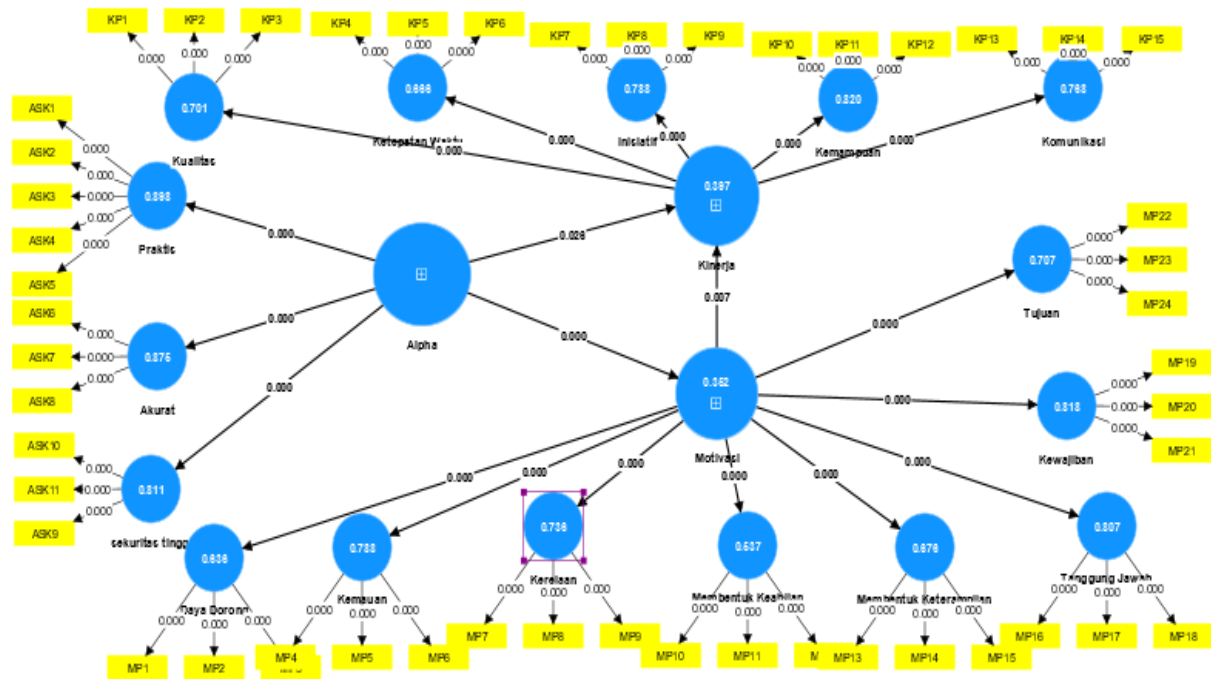


Figure 1. *Output bootstrapping*

**Table 1** *Path Coefficients dan Specific Indirect Effects (Mean, STDEV, T-Values)*

	<i>Original Sample (O)</i>	<i>Sample Mean (M)</i>	<i>Standard Deviation (STDEV)</i>	<i>T Statistics (/O/STERR/)</i>	<i>P Values</i>
Sianawai Konasara Employee Performance ->	0.308	0.321	0.139	2.223	0.026
Sianawai Konasara App -> Employee Motivation	0.594	0.594	0.084	7.093	0.000
Employee Motivation -> Employee Performance	0.396	0.388	0.146	2.719	0.007
Sianawai Konasara Application -> Employee Motivation -> Employee Performance	0.235	0.228	0.090	2.610	0.009

*Source: Results of Research Data Processing Year 2023*

## **The Use of the Sianawai Konasara Application Has a Positive and Significant Effect on Performance**

Based on the results of calculations using Smart PLS 4.0 presented in table 5.24. it can be seen that the original sample estimate value of the Sianawai Konasara Application Use on employee performance is positive at 0.308 and the T-Statistic is 2.223 with a P Value of 0.026. Hypothesis testing shows a t-statistic value of  $2.223 > t\text{-table of } 1.96$  and a p-value of  $0.026 < 0.05$ . From these results it can be concluded that the use of the Sianawai Konasara application has a positive and significant effect on employee performance, so it can be stated that the First Hypothesis (H1) is accepted.

In a study that aims to examine the effect of using the Sianawai Konasara application on employee performance at the North Konawe Regency Education and Culture Office, the results of data analysis show significant empirical evidence. Using the Smart PLS 4.0 analysis tool, it was found that the use of the Sianawai Konasara application has a positive influence on employee performance with an original sample estimate value of 0.308. The T-Statistic value obtained is 2.223, which exceeds the t-table value of 1.96, and the P-Value is 0.026, which is below the 0.05 significance threshold. This finding provides strong support for the proposed hypothesis, that the use of the Sianawai Konasara application improves employee performance within the North Konawe Regency Education and Culture Office.

This finding adds to the existing literature by providing evidence on the effectiveness of information technology, particularly the Sianawai Konasara application, in improving employee performance in the public sector. In contrast to previous studies that generally focus on the effect of information technology in the private sector or on organizational aspects in general, this study specifically highlights the role of applications in the context of local government and the education and culture sector.

Further analysis revealed that the adoption of information technology in daily operations enables employees to work more efficiently and effectively. The Sianawai Konasara application, as a platform designed to ease task management and communication within the Department of Education and Culture, was shown to improve performance by facilitating access to information, improving task coordination and speeding up the decision-making process. Comparison with previous studies shows that the positive effects of information technology on employee performance may vary depending on the context of its implementation. In the context of this study, the Sianawai Konasara application was adapted to the specific needs of the Department of Education and Culture, suggesting that the personalization and relevance of the application to users' needs are key factors influencing its impact on performance.

In addition, this study also highlights the importance of training and technical support in maximizing the benefits of using the application. Adequate information technology infrastructure support and organizational readiness to adopt change were also identified as important factors



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supporting the effectiveness of applications in improving employee performance. Overall, the findings from this study offer valuable contributions to human resource management theory and practice in the context of information technology use in the public sector. By identifying and measuring the positive effects of using the Sianawai Konasara application on employee performance, this study provides empirical evidence that can be used by policy makers and practitioners in the public sector to design and implement effective information technology solutions. Furthermore, this study suggests that the North Konawe Regency Education and Culture Office and other government agencies consider developing and implementing similar applications specifically designed to meet their operational needs. Through a systematic and user-focused approach, information technology applications can become strategic tools that improve organizational performance and advance public services.

Thus, this study not only strengthens the understanding of the relationship between information technology use and employee performance but also offers practical insights on how to optimize technology to support organizational goals in the education and culture sector. These conclusions are expected to encourage the adoption and further development of innovative information technology solutions in the public sector, particularly in improving operational efficiency and effectiveness..

### **Application Use Has a Positive and Significant Effect on Employee Motivation**

Based on the results of calculations using Smart PLS 4.0 presented in table 5.24, it can be seen that the original sample estimate value of Application Usage Against Compensation is positive at 0.594 and the T-Statistic is 7.093 with a P Value of 0.000. Hypothesis testing shows a t-statistic value of  $7.093 > 1.96$  and a p-value of  $0.000 < 0.05$ . From these results it can be concluded that the variable Application use has a positive and significant effect on employee motivation, so it can be stated that the Second Hypothesis (H2) is accepted.

In the context of this study, the analysis conducted using Smart PLS 4.0 has revealed significant results related to the effect of using the Sianawai Konasara application on the performance of employees of the North Konawe Regency Education and Culture Office. Based on the data obtained, the original sample estimate value shows a positive number of 0.594 with a T-Statistic that reaches 7,093, and a P Value value that records 0.000. With a t-statistic value much higher than 1.96 and a p-value far below the 0.05 threshold, this finding provides strong evidence that the use of the Sianawai Konasara application has a positive and significant effect on employee motivation.

This finding makes an important contribution to the existing literature by showing how the implementation of information technology in the form of specialized applications can affect employee performance in the public sector. In contrast to previous studies which may be more general or non-specific regarding the type of application, this research explicitly highlights the Sianawai Konasara application and its effect on employee performance in a very specific context, namely in the Education and Culture Office of North Konawe Regency.

Further analysis shows that the use of Sianawai Konasara application can facilitate more efficient communication, easier access to information, and better time management for employees. This confirms the importance of application design and functionality that suits the specific needs of users to improve work performance. In this context, Sianawai Konasara seems to successfully fulfill these expectations, thus having a positive impact on employees' work motivation.. A comparison with previous research also shows that although many studies have recognized the importance of information technology to improve operational efficiency, there are still few studies that explicitly explore the effect of specific applications on employee motivation and performance in the public sector. Thus, this study fills the gap by providing concrete evidence on the benefits of the Sianawai Konasara app.

Moreover, the findings show that it is not only the technical aspects of the app that contribute to improved performance, but also how the app affects the psychological aspects of employees, namely their motivation to perform better. This confirms the theory that proposes that information technology can have a wide-ranging impact, not only on work processes, but also on employee well-being and motivation. In terms of practical application, the findings provide insights for policy makers and managers in the public sector on the importance of selecting and implementing information technology applications that are not only technically efficient but also supportive and motivating for employees. It suggests that the evaluation of information technology applications should involve consideration of how the technology will be received and used by employees, as well as its potential impact on their motivation and work performance. Finally, the findings reinforce the argument that investments in information technology, particularly the development and implementation of applications designed to meet an organization's specific needs, can provide significant returns in the form of improved employee performance. In the context of the North Konawe District Education and Culture Office, the use of the Sianawai Konasara application has proven to be an effective tool to achieve this goal..

Thus, this study not only confirms the proposed hypotheses but also offers guidance for the further development of information technology strategies in the public sector, particularly in an effort to improve employee motivation and performance. This conclusion is expected to encourage more research in the future that will explore other potential applications of information technology in various organizational and sectoral contexts.

### **Employee Motivation Has a Positive and Significant Effect on Employee Performance.**

Based on the results of calculations using Smart PLS 4.0 presented in table 5.24, it can be seen that the original sample estimate value of employee work motivation on compensation is positive at 0.396 and the T-Statistic is 2.719 with a P Value of 0.007. Hypothesis testing shows a t-statistic value of  $2.719 > 1.96$  and a p-value of  $0.007 < 0.05$ . From these results it can be concluded that the employee motivation variable has a positive and significant effect on employee performance, so it can be stated that the Third Hypothesis (H3) is accepted.

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In research conducted at the North Konawe Regency Education and Culture Office, analysis using Smart PLS 4.0 shows that employee work motivation has a significant effect on employee performance. With an original sample estimate value of 0.396 and a T-Statistic of 2.719, and a P Value of 0.007, this result confirms a positive relationship between employee motivation and improving their performance. This finding strengthens the proposed hypothesis, that there is a significant correlation between the level of employee work motivation and their work performance within the Education and Culture Office of North Konawe Regency.

This finding makes a significant contribution to the existing literature on the effect of work motivation on employee performance, particularly in the context of the public sector. In contrast to previous studies that may have focused more on the private sector or more general contexts, this study specifically reveals how motivation can play a role in improving employee performance in the education and culture sector at the regional level. Further analysis shows that various factors that influence work motivation, such as job satisfaction, recognition, personal development opportunities and work environment support, contribute to improved employee performance. The findings confirm the importance of effective human resource management in creating a supportive work environment and encouraging employees to reach their full potential.

Comparison with previous studies indicates that, although the relationship between motivation and performance has been extensively researched, this study offers a new perspective by highlighting the importance of motivation within the context of the public sector in Indonesia. This marks a significant contribution of this research in understanding the dynamics of employee work motivation in the local government environment. Furthermore, this study suggests that to improve employee performance, government institutions need to pay attention to work motivation aspects by implementing strategies and policies designed to enhance job satisfaction and employee motivation. This includes, but is not limited to, the implementation of a fair reward system, opportunities for professional development, and the creation of a positive and supportive work environment.

In terms of practical application, these findings offer valuable insights for policymakers and managers in the public sector on the importance of managing employee motivation as a key strategy to enhance organizational performance. It demonstrates that investments in initiatives that boost employee motivation not only improve employee well-being but also contribute to achieving overall organizational goals.

Finally, this study reaffirms that employee work motivation is an important variable that affects job performance in the public sector. Therefore, this study not only confirms the relationship between motivation and performance identified in previous literature but also adds empirical evidence from the public sector context in Indonesia, specifically within the scope of the North Konawe Regency's Department of Education and Culture. This research provides significant empirical evidence about the positive impact of employee work motivation on their performance in the educational and cultural sector of local government, offering important insights for the

development of effective human resource management strategies in enhancing organizational performance...

**Employee Motivation Mediates the Effect of Sianawai Konasara Application Usage on Employee Performance.**

Based on the calculation results using Smart PLS 4.0 presented in Table 5.24, it is observed that the original sample estimate value for employee work motivation mediating the effect of application usage on employee compensation is positive, at 0.235, and the T-Statistic is 2.610 with a P Value of 0.009. Hypothesis testing shows a t-statistic value of  $2.610 > 1.96$  and a p-value of  $0.009 < 0.05$ . From these results, it can be concluded that the employee motivation variable mediates the effect of application usage on employee performance, thus Hypothesis Four (H4) is accepted.

In this study, the analysis using Smart PLS 4.0 reveals that employee motivation acts as a significant mediator in the relationship between the use of the Sianawai Konasara application and employee performance at the Department of Education and Culture of North Konawe Regency. With an original sample estimate of 0.235, a T-Statistic of 2.610, and a P Value of 0.009, these results strengthen the hypothesis that employee motivation mediates the effect of application usage on employee performance. This finding provides empirical evidence about the crucial role of motivation in maximizing the positive effects of information technology usage on employee performance. This finding makes a significant contribution to the literature on information technology and human resource management, especially in the context of local government. Unlike previous studies that may explore the direct relationship between information technology usage and performance, this study specifically highlights the mediating role of employee work motivation, revealing the mechanism through which information technology can enhance employee performance.

Further analysis indicates that the use of the Sianawai Konasara application enhances operational efficiency and effectiveness, which, in turn, influences employees' perceptions of their work, thereby increasing their motivation to perform better. This suggests that it is not only the technical factors of the application that matter, but also how the application affects the psychological aspects of employees. Comparison with previous research shows that although many studies have acknowledged the impact of information technology on organizational performance, few have explored in depth the role of motivation as a mediator in this relationship, particularly in the context of local government in Indonesia. Thus, this study provides new insights and fills an existing knowledge gap.

Furthermore, these findings suggest that the implementation of information technology applications in the public sector should be accompanied by strategies to enhance employee motivation, such as recognition for effective application use, adequate training, and support for the application's use in daily activities. This underscores the importance of a holistic approach in managing information technology and human resources. In terms of practical application, these

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findings offer guidance for policymakers and managers in the public sector on how information technology can be strategically used not only to improve operational efficiency but also to enhance motivation and, ultimately, employee performance. This indicates that the success of information technology implementation depends on the ability to understand and manage its impact on the human aspects of the organization.

Finally, this study reaffirms the importance of understanding the factors that mediate the effect of information technology on organizational performance, especially in the public sector. Thus, this research not only confirms the relationship between the use of information technology and employee performance but also adds understanding of the crucial role of motivation as a mediator in this relationship. This research makes a significant contribution to the literature on human resource management and information technology by identifying employee work motivation as a key mediator influencing how the use of information technology applications can enhance employee performance. These findings provide practical insights for the development and implementation of information technology in the public sector, highlighting the importance of considering motivational factors in designing and deploying information technology solutions.

### **Conclusion**

This study has revealed that the Sianawai Konasara application has a positive and significant impact on improving performance and motivation among employees at the Department of Education and Culture of North Konawe Regency. The application has proven to be an effective tool in measuring and enhancing employee performance, demonstrating the importance of technology application in performance management. Furthermore, the application has also succeeded in boosting employee work motivation, meaning that the use of the Sianawai Konasara application is not only beneficial in the aspect of performance measurement but also as a significant motivational stimulus for employees. This affirms that technology can play a key role in facilitating a more productive work environment and higher work motivation.

The link between employee motivation and performance improvement is also confirmed in this study, where motivation acts as a crucial factor influencing employee performance. With high motivation, employees become more enthusiastic in improving their performance. Additionally, this study shows that the use of the Sianawai Konasara application, when mediated by employee motivation, has a greater impact on enhancing employee performance. Thus, the findings of this study provide strong evidence regarding the importance of integrating technology and motivation management in creating an efficient and productive workforce at the Department of Education and Culture of North Konawe Regency.

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