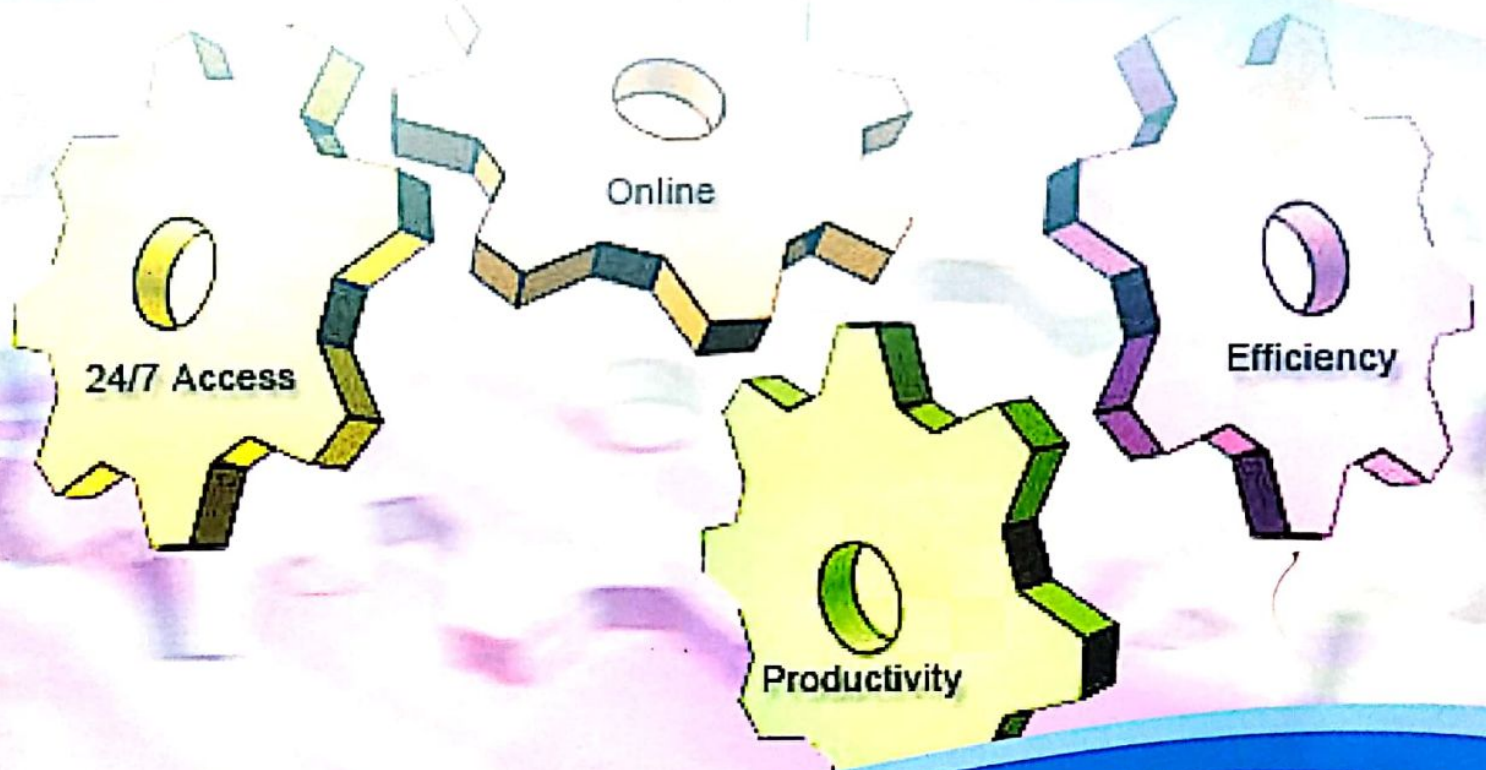


**“The Implementation of
Human Resources Management Information System
(HRMIS) to Enhance Corporate Values”**

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PROCEEDING

Human Resources Management Seminar and Call for Paper
***“The Implementation of Human Resources Management
Information System (HRMIS) to Enhance Corporate Values”***

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KATA PENGANTAR

Puji dan syukur kehadiran Allah Subhanallahu Wa Ta'ala atas limpahan berkah dan rahmat-Nya, Prosiding Human Resources Management Seminar dan Call for Paper "*The Implementation of Human Resources Management Information System (HRMIS) to Enhance Corporate Values*" dapat terselesaikan dengan baik.

Seminar dan Call for Paper HRMIS ini diselenggarakan oleh Jurusan Manajemen, FE Unnes sebagai perwujudan komitmen Jurusan Manajemen untuk berpartisipasi dalam penyaluran pengetahuan dan hasil riset di bidang Manajemen, khususnya Sistem Informasi MSDM. Semakin berkembangnya sistem teknologi informasi maka semakin banyak pihak-pihak yang menggunakannya terutama untuk meningkatkan produktivitas dan membentuk *corporate values*.

Bidang MSDM dengan banyaknya pekerjaan yang terkait pengelolaan karyawan semakin ditantang untuk bisa melakukan semua praktik-praktik MSDM dengan lebih efektif dan efisien. Perkembangan sistem teknologi informasi pada kenyataannya mampu memberikan dukungan pada kegiatan-kegiatan manajer fungsi sumber daya manusia. Sehingga, HRMIS merupakan kombinasi praktik-praktik MSDM dan sistem teknologi informasi, yang mulai banyak digunakan untuk mendukung basis data karyawan, menyimpan catatan pekerjaan karyawan, sistem penilaian kinerja, perencanaan kompensasi dan pengembangan karir karyawan.

Paper yang terkumpul sejumlah 32 paper berasal dari para akademisi dan praktisi dari berbagai daerah, diantaranya Semarang, Salatiga, Kudus, Jepara, Pekalongan, Yogyakarta, Jakarta, Padang, Riau, Manado. Kami mengucapkan terima kasih dan penghargaan setinggi-tingginya pada Rektor Unnes dan seluruh jajarannya, Dekan FE dan seluruh jajarannya, peserta seminar dan pemakalah, PT. Bank BNI, PT. Hambaran Cipta, Penerbit Erlangga dan Penerbit Salemba Empat, serta panitia yang turut membantu terselenggaranya acara ini. Kritik dan saran yang membangun akan kami jadikan sarana pencapaian yang lebih baik di masa depan.

Semarang, 29 Oktober 2013
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MANAJEMEN APARATUR PEMERINTAH DESA DI KECAMATAN SONDER KABUPATEN MINAHASA

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Abstrak

This research aimed to find out how high the level of leadership apparatus, apparatus job satisfaction, and to see if there is a positive associativerelationship between leadership with job satisfaction village government officials on environmental and functional analyzes positive relationship between leadership and job satisfaction of apparatus on village goverment environment at Sonderdistrict.

The method that used in this research is a partial correlation. Techniques of data analysis to test the normality of data using Kolgomorov-Smirnov test, and to test the hypothesis that used to analysis techniques z test. To calculate the significance of Correlation is used by the t test.

Results of this research showed that the perception of leadership in village government environment at Sonderdistrict have adequate the set of criteria. Employee perceptions, about the village government's leadership on environmental of Sonder district that the organizational climatehave been adequate. Leadership that used by the leader of the apparatus is situational leadership, autocratic and democratic depends on the nature of work and led a subordinate group that has adequate employee satisfaction according the thoughts, feelings and attitudes toward employment as a result of an emotional response and the values and benefits that are owned individually as reward but not yet Optimal. Have a positive associative relationship between leadership and job satisfaction in line with the above hypothesis testing results, can be explained that good leadership will create a conducive workingenvironment, so that every employee will feel the atmosphere of the work that is able to provide satisfaction in doing his job. There is also a functional and positive relationship between job satisfaction and leadership in village goverment at Sonder district.

Based on the results of the research analysis above, it appears the leadership is a process that affects a person (a group of people to achieve organizational goals). For the achievement of organizational goals determined, among other things by the work of members of the organization. Members of the organization who do a good job feel any job satisfaction. Employee satisfaction is a pleasure and a sense of pride in his work, so the feeling is born if the sacrifices which he gave for the betterment of the organization will be rewarded by the institution.

Keywords: *Leadership and Job satisfaction of the government apparatus.*