

ABSTRACT

Workforce Transformation Workforce transformation is human resources that are able to compete with the changes of this era with investment-based economic industrialization strategy and production improving the economy, with the support of Dynamic Capabilities can be understood as the ability of companies to update their competencies so that Information Technology adoption can be a strength of strategy and tools for organizations that provide advantages on the promotional aspects and the strength of competitiveness. This study was conducted to determine the influence of Workforce Transformation and information technology adoption on Dynamic Capabilities on UMKM in Jawa Tengah.

Type of quantitative research, primary data type. The population of all MSMEs in Central Java 2020, a sample of 200 respondents using quota sampling techniques. Descriptive statistical data analysis method, data quality test (validity and reliability test) classic assumption test (normality test, multicollinearity test, heteroskedasticity test) and multiple linear regression, t test, F test and R² test.

Data processing results, valid and reliable data quality tests, classic assumption tests of normal distributed data, no multicollinearity, and no heteroskedasticity occur. T test shows workforce transformation and Information technology adoption variables affect dynamic capabilities The application of workforce transformation and Information technology adoption in Test F was accepted to show simultaneously variable workforce transformation and information technology adoption affect dynamic capabilities. The coefficient of determination test (R²) had an influence of 45.9%

Keywords: *Workforce Transformation, Information technology adoption, dynamic capabilities, Accounting Information Systems (SIA)*

ABSTRAK

Transformasi Tenaga Kerja (Workforce transformation) adalah SDM yang mampu bersaing dengan perubahan era ini dengan strategi industrilisasi ekonomi berbasis investasi dan produksi meningkatkan ekonomi, dengan dukungan Dynamic Capibilities dapat dipahami sebagai kemampuan perusahaan untuk memperbarui kompetensinya sehingga Teknologi Informasi dapat menjadi kekuatan strategi dan alat bagi organisasi yang memberikan keuntungan pada aspek promosi dan kekuatan daya saing. Penelitian ini dilakukan untuk mengetahui pengaruh Workforce Transformation dan information technology adoption terhadap Dynamic Capibilities terhadap UMKM di Jawa Tengah

Jenis penelitian kuantitatif, jenis data primer. Populasi semua pelaku UMKM yang ada di Jawa Tengah 2020, sampel sebanyak 200 responden dengan menggunakan teknik quota sampling. Metode analisis data statistik deskriptif, uji kualitas data (uji validitas dan reliabilitas) uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedasitas) dan regresi linier berganda, uji t, uji F dan uji R².

Hasil pengolahan data, uji kualitas data valid dan reliabel, uji asumsi klasik data berdistribusi normal, tidak terjadi multikolinearitas, dan tidak terjadi heteroskedasitas. Uji t menunjukkan variabel workforce transformation dan Information technology adoption berpengaruh terhadap dynamic capabilities. Penerapan workforce transformation dan Information technology adoption pada Uji F diterima menunjukkan secara simultan variable workforce transformation dan information technology adoption berpengaruh terhadap dynamic capabilities. Uji koefisien determinasi (R²) memiliki pengaruh sebesar 45,9% .

Kata Kunci : Workforce Transformation, Information technology adoption, dynamic capabilities, Sistem informasi Akuntansi (SIA)