Jurnal Teknologi Informasi dan Pendidikan
Volume 16, No. 1, March 2023
https://doi.org/10.24036/jtip.v16i1.720

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

Task Technology Fit Adoption in the Recruitment Process Using Google Form for IPSM Members

Muhamad Sigid Safarudin[1*✉], Yunesman[1], Hermansyah[1]
[1]Study Program Information Systems, STMIK Putera Batam, Batam, Indonesia
***Corresponding Author: muhamadsigidsafarudin@gmail.com**

Article Information

Article history:

No. 720
Rec. Mei 10, 2023
Rev. July 31, 2023
Acc. September 16, 2023
Pub. September 24, 2023
Page. 156 – 173

Keywords:

- *Adoption*
- *Task Technology Fit*
- *Google Form*
- *Recruitment Process*
- *Technology*

ABSTRACT

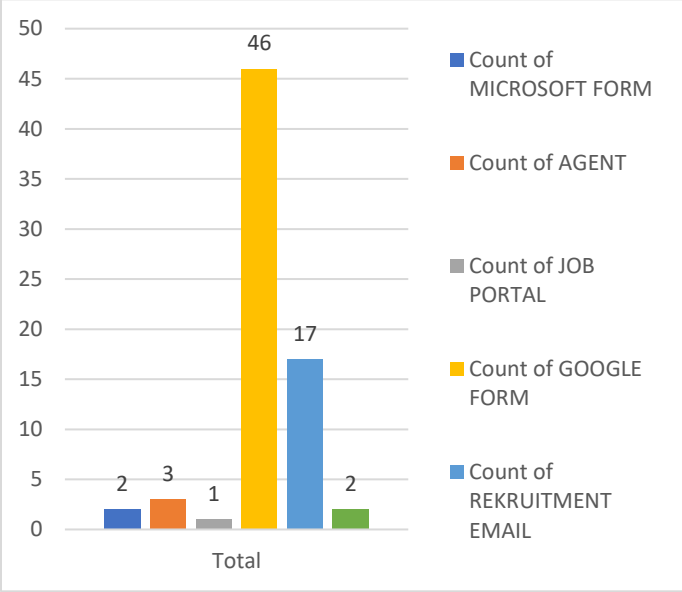
In previous studies, it was found that there were inconsistencies in research results related to the effect of TAC on TTF, TEC on TTF, INC on TTF, TTF on USP, TTF on USS, TTF on BEN, TTF on UTI, TTF on PEU, and TTF on PES. Many companies/organizations use Google Forms for employee recruitment, which requires many candidates. The purpose of this study is to empirically examine the effect of Task Characteristics, Technology Characteristics, and Individual Characteristics on Task Technology Fit and its influence on Individual Performance, User Satisfaction, Benefit, Utilization, Perceived Ease of Use, and Perceived Usefulness in the recruitment process using the google form. This research is quantitative research that will examine the effect of the variables, namely the independent variable and the dependent variable, by testing the hypothesis. The population in this study was 219 members of the Association of Human Resource Practitioners (IPSM/ Ikatan Praktisi Sumber Daya Manusia). The sample used in this study was 71 respondents who processed data using Smart PLS 3.2.9. The results of this study indicate that 8 of the nine hypotheses show a significant and positive effect. This shows that IPSM members have used the Google form to adopt Task Technology Fit in their recruitment process. However, it is necessary to conduct further research with more respondents.

1. INTRODUCTION

Task Characteristics (TAC) has an effect on the Task Technology Fit (TTF) [1]. Other research also shows a significant relationship between Task Characteristics (TAC) and TTF [2]. Whereas in research [3] showed the opposite results, namely that TAC had no effect on TTF. Technology Characteristic (TEC) has a significant relationship to TTF [5]. In other studies also shown that TEC has a positive effect on TTF [1]. Understanding Technology Characteristics is a tool used by individuals to help complete their tasks. However, in its application there is a discrepancy with the Technology Characteristics criteria [6]. Previous studies have shown that Individual Characteristics (INC) always have a positive effect on TTF. However, these results do not support the research of [7] and [8] which states that individual characteristics do not affect TTF. TTF has no effect on User Satisfaction (USS). Whereas in other studies it was explained that TTF had a significant positive effect on user satisfaction [4]. The conclusion of the study [2] also shows that there is a significant relationship between TTF which has an effect on USS. The use of technology should provide many benefits for its users as in research [4]. Where users are free to access the system wherever and whenever. This is in line with [9] which states that TTF has an effect on Benefit (BEN). However, this is contradictory to research [10] where the technology that has offered its users a level of acceptance is not as widespread as expected. It was explained that Utilization of technology is very influential in an organization. TTF has a significant effect on Utilization (UTI) [11]. Likewise in research [12] also showed the same results that there is a positive effect of TTF on UTI. However, this study did not show consistency with research conducted by [13] where the results showed that TTF had no significant positive effect on UTI. Research [14] shows that in the third hypothesis, namely TTF on Perceived Ease of Use (PEOU), it shows a positive and significant effect. This is also in line with the results of research [15] which states that TTF has a positive and significant effect on PEOU. Research [16] shows that a poor TTF is associated with a low ease-of-use score. PEOU is defined as someone's belief that using the system will be free from effort [1]. Inconsistency occurs in research [17] which concludes that PEOU has no effect on acceptance of TTF. And TTF has a significant effect on Perceived Usefulness (PES) turns out to be unproven and states a negative relationship [18]. Whereas in another study [19] in one of the third hypotheses stated that the Ideal TTF would affect PES to produce evidence to the contrary, namely a positive relationship.

Information technology supports the achievement of business objectives in the organization [20]. The use of information technology is very helpful in activities that support administrative processes[21]. Likewise, can be applied in the recruitment process. Many companies use this method as part of administration system for reducing existing problem and help to improve administration system service [22]. Therefore, many companies/organizations use google forms for the recruitment process of employees who

need a large number of candidates. This trend has increased during the Covid19 pandemic from 2019 until now.



Source: Batamindo

Figure 1. Companies in Batamindo Industrial Estate that use Google Forms in the recruitment process

The data above shows that as many as 63% (46 of the total existing companies) widely utilize and adopt the use of Google Forms in the employee recruitment process. So this research was conducted to find and prove the consistency of the influence of previous research, which still found differences in results, and to contribute to the development of the Task Technology fit variable model related to the variable in Fit-Viability Theory (FVT), namely User Performance (USP). Related to Expectation Confirmation Theory (ETC), namely User Performance (USP), also related to Delone And Mclean IS Success Mode (DIMS), namely Benefits (BEN), Utilizations (UTI), and finally, related Technology Acceptance Model (TAM), namely Perceived Ease of Usefulness (PES), and Perceived Ease of Use (PEU) in implementing recruitment using the Google Form.

2. RESEARCH METHOD

The research framework model developed in this study is where the Task Technology Fit (TTF) model is added to the Perceived Usefulness (PES) variable, Perceived Ease of Use (PEU) from the Technology Acceptance Model (TAM) model, User Performance (USP) from the Fit- Viability Theory (FVT), User Satisfaction (USS) from the Expectation Confirmation Theory (ETC) model, as well as Benefits (BEN) and Utilization (UTI) from the Delone And Mclean IS Success Model (DIMS) model as in previous studies [23].

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

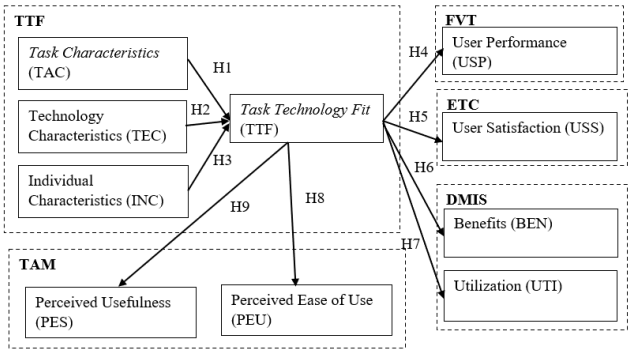


Figure 2. Framework Model

As the hypothesis for this research can be formulated as follow: H1. Task Characteristics (TAC) influences Task Technology Fit (TTF)[1][2], H2. Technology Characteristics (TEC) influences Task Technology Fit (TTF)[1][2], H3. Individual Characteristic (INC) influences Task Technology Fit (TTF), H4. Task Technology Fit (TTF) affects User Performance (USP)[3][24], H5. Task Technology Fit (TTF) has an effect on User Satisfaction (USS)[25][18][4], H6. Task Technology Fit (TTF) affects Benefits (BEN)[9], H7. Task Technology Fit (TTF) affects Utilization (UTI) [7][3], H8. Task Technology Fit (TTF) influences Perceived Ease of Use (PEU)[26][27][28][29] and H9. Task Technology Fit (TTF) has an effect on Perceived Usefulness (PES)[30][26][27]

2.1. Data Collection

The population in this study is members of the Association of Human Resources Practitioners (IPSM/ Ikatan Praktisi Sumber Daya Manusia) registered in the WAG (WhatsApp Group) amounting to 219 people. The smallest part of the population is referred to as a sample. The sampling technique used is probability sampling it allows all members of the population to get an equal chance of being selected for a sample. The sample selected in this study was a member of the IPSM. The formula for determining the sample size used is based on Slovin. Because IPSM members come from different companies and organizations, getting all responses from these respondents will be very difficult. Therefore, an error rate limitation of 10% is used. The data needed in this study is data on the Task Technology Fit model added variables Perceived Usefulness (PES), Perceive Ease of Use (PEU), User Performance (USP), User Satisfaction (USS), Benefits (BEN), and Utilization (UTI). Meanwhile, data collection in this study was carried out in several ways providing questionnaires to related parties, namely IPSM members in the WAG group.

2.2. Data measurement

Data measurement in this study uses the Likert scale [31] [32] where the Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social events or phenomena [33] The Likert scale used uses a range of 1 to 5 where 1 =

Strongly Disagree (STS), 2 = Disagree (TS), 3 = Undecided (RR), 4 = Agree (S), 5 = Strongly Agree (SS). The instrument in this study is in the form of a questionnaire using a Google form that has been arranged in such a way according to the variables to be studied. The Google form link is as follows: https://forms.gle/L3zJ2PCcsTFs9qf37. The link is sent to each IPSM member randomly through WA Broadcast. The software used in this study uses Smart PLS (Partial Least Square) 3.2.9 In previous studies, many also used Smart PLS software with different versions [35][36][37]. The steps of the analysis carried out are:

2.2.1. Designing a measurement model (outer model).

Conducted several tests, namely the first Convergent Validity Test is assessed based on the value of the loading factor, known as outer loading. The convergent validity test consists of Loading Factor / Outer Loading and Average Variance Extracted (AVE). According to [38] the value of the loading factor must be more than 0.7 for confirmatory research and between 0.6 – 0.7 for exploratory research. While the loading factor for reflective model measurements is ≥ 0.708 [39]. The average variance inflation factor (AVE) value must be greater than 0.5. The AVE is defined as the average variation of each measurement item contained by a variable. How far the overall variable is can explain the variation of measurement items where this measure also illustrates how well the convergent validity of the variable [40].According to [39] the value (AVE) ≥ 0.50. Both Discriminant Validity Tests This test is seen from the results of the Fornell-Lacker Criterion, Cross Loadings, and Heterotraiit-Monotrait Ratio (HTMT). Cross Loading to measure indicators of each construct/variable used. While Fornell-Lacker Criterion and HTMT measure variable levels. The Fornell-Lacker Criterion shows a model has good discriminant validity when the AVE root of the variable is greater than the correlation between variables. While HTMT is the ratio of Heterotrait (average correlation between measurement items of different variables) with the root of geometric multiplication Monotrait (correlation between items measuring the same variable). With a recommended value below 0.85 or 0.90 [40]. The third Reliability Test is carried out in two ways, namely with Cronbach's Alpha and Composite Reliability (CR). To assess construct reliability the CR value must be greater than 0.70. However, the use of Cronbach's Alpha to test construct reliability will give a lower value (underestimate) so it is more advisable to use Composite Reliability. Where according to [40] the minimum CR value is 0.70. Fourth, the multicollinearity assumption test. This examination can be seen from the VIF (Variance Inflated Factor). The limits used in this test are usually expressed in VIF values at the indicator level > 5. So if the VIF value of the indicator > 5, then there is a multicollinearity problem. Meanwhile, according to [39], there is a collinearity problem if VIF ≥ 3-5. Therefore, the way to overcome it is one indicator that has a strong correlation or eliminated

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

2.2.2. Designing a measurement model (outer model)

Conducted several tests, namely the first Convergent Validity Test is assessed based on the value of the loading factor, known as outer loading. The convergent validity test consists of Loading Factor / Outer Loading and Average Variance Extracted (AVE). According to [38], the value of the loading factor must be more than 0.7 for confirmatory research and between 0.6 – 0.7 for exploratory research. While the loading factor for reflective model measurements is ≥ 0.708 [39]. The average variance inflation factor (AVE) value must be greater than 0.5. The AVE is defined as the average variation of each measurement item contained by a variable. How far the overall variable is can explain the variation of measurement items where this measure also illustrates how well the convergent validity of the variable [40]. According to [39] the value (AVE) ≥ 0.50. Both Discriminant Validity Tests This test is seen from the results of the Fornell-Lacker Criterion, Cross Loadings, and Heterotraiit-Monotrait Ratio (HTMT). Cross Loading to measure indicators of each construct/variable used. While Fornell-Lacker Criterion and HTMT measure variable levels. The Fornell-Lacker Criterion shows a model has good discriminant validity when the AVE root of the variable is greater than the correlation between variables. While HTMT is the ratio of Heterotrait (average correlation between measurement items of different variables) with the root of geometric multiplication Monotrait (correlation between items measuring the same variable). With a recommended value below 0.85 or 0.90 [40]. The third Reliability Test is carried out in two ways, namely with Cronbach's Alpha and Composite Reliability (CR). To assess construct reliability the CR value must be greater than 0.70. However, the use of Cronbach's Alpha to test construct reliability will give a lower value (underestimate) so it is more advisable to use Composite Reliability. Where according to [40] the minimum CR value is 0.70. Fourth, the multicollinearity assumption test. This examination can be seen from the VIF (Variance Inflated Factor). The limits used in this test are usually expressed in VIF values at the indicator level > 5. So if the VIF value of the indicator > 5, then there is a multicollinearity problem. Meanwhile, according to Hair et al., (2019), there is a collinearity problem if VIF ≥ 3-5. Therefore, the way to overcome it is one indicator that has a strong correlation or eliminated

2.2.3. Designing a structural model (inner model)

Where viewed from several sizes, namely: First R Square. According to Hair et al. (2019), R square values are 0.75 (high), 0.50 (moderate), and 0.25 (low). Second, Q Square. In [27], it is stated that the Q square is 0 (low), 0.25 (moderate), and 0.50 (high). Third F Square. Where the F Square value is 0.02 (low), 0.15 (medium) 0.35 (large) [28]. The fourth goodness of Fit index, where Yamin (2023) explained that the GoF (Goodness of Fit) values are 0.10 (low GoF), 0.25 (medium GoF), and 0.36 (high GoF), and the calculation is done manually

Jurnal Teknologi Informasi dan Pendidikan
Volume 16, No. 1, March 2023
https://doi.org/10.24036/jtip.v16i1.720

2.2.4. Fifth SRMR (Standardized Root Mean Square Residual)

As a reference, an SRMR value below 0.08 indicates a fit model, but another opinion states that an SRMR of less than 0.10 is still acceptable [40]. Sixth PLS Predict, where the parameters used are RMSE (Root Mean Squared Error) or MAE (Mean Absolute Error) and Q square predictive [39]. Seventh, Robustness Check and (Linearity, Endogeneity, and Heterogeneity). For the assessment criterion of the structural model (inner model), the second is significance. The guidelines used (two-tailed) t-values are 1.65 (significance level = 10%), 1.96 (significance level = 5%), and 2.58 (significance level = 1%) [38].

2.2.5. Conduct hypothesis testing and interpretation

The hypothesis is made by looking at the direct influence (path coefficients) and indirect influence (total indirect effect) through the bootstrapping menu.

3. RESULTS AND DISCUSSION

The results of the analysis in this study are generally divided into three, namely the results of demographic characteristics analysis, the results of descriptive analysis of questionnaires, and finally the results of SEM analysis.

3.1 Demographic characteristics

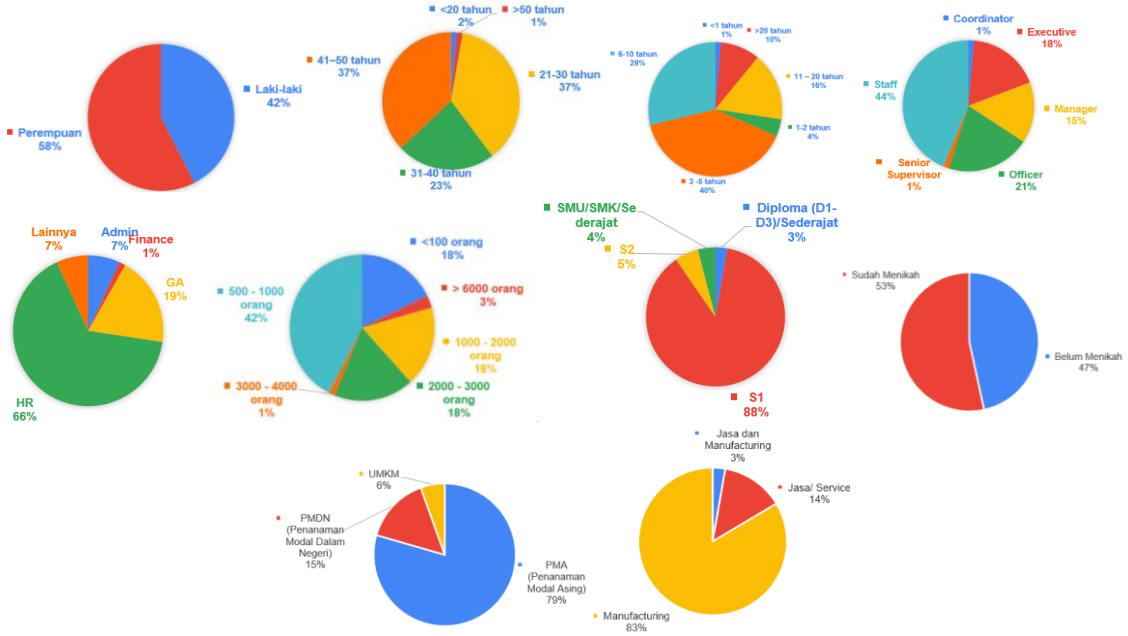


Figure 3. Demographic characteristics result

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

Male respondents were 31 (42%), and female respondents were 42 (58%). With respondents aged <20 years, as much as 2%, >50 years, as much as 1%, 21-30 years, as much as 37%, 31-40 years, as much as 23%, and 41-50 years as much as 37%. The service period of respondents <1 year as much as 1%, >20 years as much as 10%, 11-20 years as much as 16%, 1-2 years as much as 4%, and 3-5 years as much as 40% and 6-10 years as much as 29%. The position of Coordinator is 1%, Executive is 18%, Manager is 15%, Officer is 21%, Senior Supervisor is 1%, and Staff is 44%. Coming from the Admin department as much as 7%, Finance as much as 1%, GA as much as 19%, HR as much as 66%, and Others as much as 7%. With Diploma education levels (D1-D3) as much as 3%, S1 as much as 88%, SMU / SMK / equivalent as much as 4%, and S2 as much as 5%. Based on married status, as much as 53% and as much as 47% are unmarried. Working in foreign investment as much as 79%, domestic investment much as 15%, and MSMEs as much as 6%. Those who work in companies engaged in services and manufacturing 3%, services/services as much as 14%, and manufacturing as much as 83%. Companies with <100 employees, as much as 18%, > 6000 people, as much as 3%; 1000 – 2000 people, as much as 18%; 3000 – 4000 people, as much as 1%; and 500 – 1000 people, as much as 42%.

3.2 Descriptive Analysis of Questionnaires

The results of this questionnaire description analysis include Descriptive Variable TAC, TEC, INC, TTF, PES, PEU, USP, USS, BEN, and UTI. On average, respondents gave answers with a score of 4 (agree), namely with a percentage of 41%, and a score of 5 (strongly agree) with a percentage of 30%. Because it is still below 50%, the TAC of respondents is at the middle level. On average, respondents gave answers with a score of 4 (agree), namely with a percentage of 45% and a score of 5 with a percentage of 49%. Because it is still below 50%, it can be said that the TEC of respondents is at the middle level. On average, respondents gave answers with a score of 4, namely with a percentage of 47% and a score of 5 with a percentage of 48%. Because it is still below 50%, the respondents' INC is at the middle level. On average, respondents gave answers with a score of 4, namely with a percentage of 40% and a score of 5 with a percentage of 55%. The respondent's TTF is very high because it is still above 50%. On average, respondents gave answers with a score of 4, namely with a percentage of 40% and a score of 5 with a percentage of 56%. Because it is still above 50%, the respondent's PES is at a high level. On average, respondents gave answers with a score of 4, namely with a percentage of 46% and a score of 5 with a percentage of 51%. Because it is still above 50%, the respondent's PEU is at a high level. On average, respondents gave answers with a score of 4, namely with a percentage of 47% and a score of 5 with a percentage of 49%. Because it is still below 50%, the respondent's USP is at the middle level. On average, respondents gave answers with a score of 4, namely with a percentage of 39% and a score of 5 with a percentage of 55%. Because it is still above 50%, the respondent's USS is at a high level. On average, respondents gave answers with a score of 4, namely with a percentage of 43% and a score of 5 with a percentage of 52%. The

Jurnal Teknologi Informasi dan Pendidikan
Volume 16, No. 1, March 2023
https://doi.org/10.24036/jtip.v16i1.720

respondent's BEN are high because it is still above 50%. On average, respondents gave answers with a score of 4, namely with a percentage of 35% and a score of 5 with a percentage of 58%. The respondent's BEN are high because it is still above 50%.

3.3 SEM Analysis

3.3.1 Measurement Model Analysis (Outer Model)

Convergent Validity Test in the third testing stage, outer loadings between 0.40 and 0.70 were no longer found. The results of this evaluation conclude that the evaluation of the measurement model from the aspect of convergent validity is fulfilled. So, all indicators and constructs in the model have met the criteria of the Convergent Validity test. Discriminant Validity Fornell-Larcker Criterion shows valid results because the value of the root AVE (Fornell-Larcker Criteria) is greater than the correlation between latent variables. At the same time, the results of Cross Loadings all aspects of discriminant validity at the measurement item level have been met. The result for the HTMT value of variable pairs is less than 0.90. This means that the variable has good discriminant validity. Next, Test Reliability / Construct Reliability / Unidimensionality Model Composite Reliability (CR).

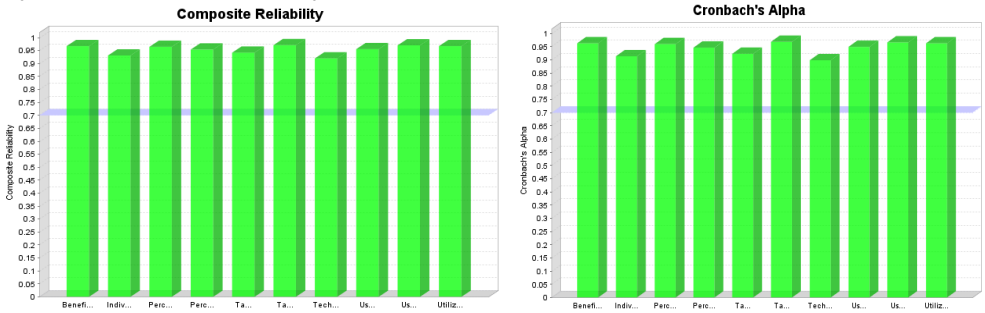


Figure 4. Results of Composite Reliability & Cronbach's Alpha Third Stage

Composite Reliability and Cronbach's Alpha all variables have been above 0.7. Thus, it can be concluded that the four variables have reliable reliability because they meet the criteria of the Composite Reliability test. Next, Test the Multicollinearity Assumption where because of the discovery of the multicollinearity problem, the fourth stage of testing is carried out again. This test is carried out by eliminating indicators that have a value of VIF>5, namely: BEN10(5.832), BEN3(5.128), BEN4(5.601), BEN6(5.411), BEN7(6.009), BEN9(5.601), INC6(5.817), PES1(6.684), PES2(5.361), PES3(8.113), PES8(5.362), PEU4(5.554), PEU6(6.194), PEU8(5.230), TTF10(5.265), TTF14(6.663), TTF16(8.212), TTF17(6.801), TTF5 (6.131), TTF8(6.270), USP4(5.926), USP6(5.078), USS2(5,102), USS3(5,701), USS4(6,359), USS5(6,791), USS6(7,986), USS7(8,085), USS9(5,158), UTI1(5,675), UTI2(6,529), UTI3 (7,325), UTI4(5,985), UTI5(5,337), UTI6(5,101), UTI8(7,199), UTI9(7,404).

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

3.3.2 Structural Model Instrument Data Analysis (Inner Model)

To determine the significance of the path coefficient of the t-test (critical ratio) obtained from the bootstrapping process (sampling method), the signs of the path coefficient must correspond to the theory of research hypothesis.

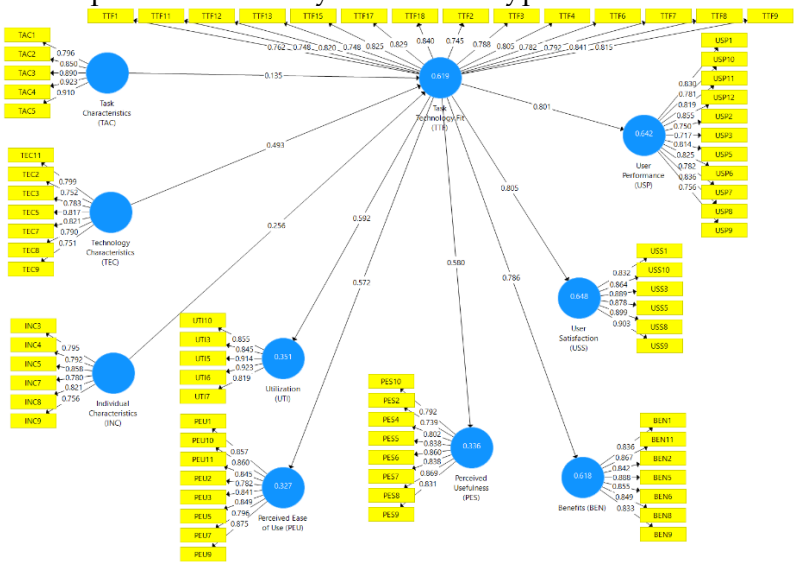


Figure 5. Inner Model Diagram of the Bootstrapping Process

Evaluating R Square, it can be explained that the magnitude of the variation in the BEN described by TAC, TEC, INC and TTF is 61.8% (moderate effect). The magnitude variation in the PEU variable described by TAC, TEC, INC and TTF is 32.7% (low effect). The amount of PES variable variation described by TA, TEC, INC and TTF is 33.6% (low effect). The magnitude of the variation in the TTF variable described by TAC, TEC, INC and TTF is 61.9% (moderate effect). The magnitude of the USP variable variation described by TAC, TEC, INC and TTF is 64.2% (moderate effect). The magnitude of the USS variable variation described by TAC, TEC, INC and TTF is 64.8% (moderate effect). The magnitude of the variation in the UTI variable described by TAC, TEC, INC and TTF is 35.1% (moderate effect). As for effect Size F Square for INC on TTF is 0.087 (low category). F Square for TAC on TTF is 0.023 (low category). F Square for TEC on TTF is 0.314 (moderate category). F Square for TTF to BEN is 1.619 (large category). F Square for TTF on PEU is 0.487 (large category). F Square for TTF on PES is 0.507 (large category). F Square for TTF on USP is 1.794 (large category). F Square for TTF on USS is 1.840 (large category). F Square for TTTF to UTI is 0.540 (large category). The results of the SRMR of this research model are 0.082 < 0.10, so it can be interpreted that the model-built matches empirical data. As for Q Square, they were searched by blank folding. Q square redundancy for BEN 0.436> 0 and above (0.25) (medium predictive reliability). The TTF variable can predict the BEN variable. Q square redundancy for PEU 0.224 > 0 and below (0.25) (low predictive reliability). The TTF variable can predict

the PEU variable. Q square redundancy for PES 0.220> 0 and below (0.25) (low predictive reliability). The TTF variable can predict the PES variable. Q square redundancy for TTF 0.376> 0 and above (0.25) (medium predictive reliability). INC, TAC and TEC variables can predict the TTF variable. Q square redundancy for USP 0.393> 0 and above (0.25) (medium predictive reliability). The TTF variable can predict the USP variable. Q square redundancy for USS 0.478> 0 and above (0.25) (medium predictive reliability). The TTF variable can predict the USS variable. Q square redundancy for UTI 0.230> 0 and above (0.25) (low predictive reliability). The TTF variable can predict the variable UTI. Based on the calculation results, GoF (0.539) is included in the high GoF category. This can be explained based on GoF criteria with values of 0.10 (low GoF), 0.25 (medium GoF) and 0.36 (high GoF), thus indicating that empirical data can explain measurement models with a high degree of fit. For the overall PLS Predict results based on data processing, most (there are 234 measurements out of 256 and only 22 are high-value), RMSE and MAE values, PLS models are lower than LM models (Linear Regression Models); hence the model has medium predictive power.

3.4 Direct Influence (Path Coefficients)

Hypothesis 1 TAC affects TTF in the recruitment process using google forms. The effect of TACon TTF is 0.135. With a P value of 0.168 >0.05. So the effect is not significant. At the same time, T Statistics TAC to TTF is 1,379 < T table 2,000. So this hypo research is accepted and accepted. Hypothesis 2 TEC affects TTF in the recruitment process using Google Forms. The effect of TEC on TTF is 0.493. With a P value is 0.000<0.05. At the same time, T Statistics The TEC of TTF is 3,941>T table 2,000. So this hypo research is accepted. Hypothesis 3 INC affects TTF in the recruitment process using google forms. The effect of INC on TTF is 0.255. With a P value is 0.023 <0.05. At the same time, T Statistics INC of TTF is 2,281 < T table 2,000. So this hypothesis is accepted. Hypothesis 4 TTF affects USP in the recruitment process using google forms. The effect of TTF on USP is 0.801. With a P value is 0.000 <0.05. While T Statistics TTF against USP is 12,706> T table 2,000. So this hypothesis is accepted. Hypothesis 5 TTF affects USS in the recruitment process using google forms. The effect of TTF on USS is 0.805. With a P value is 0.000 <0.05. While T Statistics TTF to USS is 11,502>T table 2,000. So this hypothesis is accepted. Hypothesis 6 TTF affects BEN in the recruitment process using google forms. The effect of TTF on BEN is 0.786. With a P value is 0.000 <0.05. While T Statistics TTF to BEN is 12,403 > T table 2,000. So this hypothesis is accepted. Hypothesis 7 TTF affects UTI in the recruitment process using google forms. The effect of TTF on UTI is 0.592. With a P value is 0.000 <0.05. While T Statistics TTF to UTI is 8,557 > T table 2,000. So this hypothesis is accepted. Hypothesis 8 TTF affects PES in the recruitment process using google forms. The effect of TTF on PEU is 0.572. With a P value is 0.000 <0.05. While T Statistics TTF against PEU is 6,792 > T table 2,000. So this hypothesis is accepted. Hypothesis 9 TTF affects PES in the recruitment process using google forms.

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

The effect of TTF on PES is 0.580. With a P value is 0.000 <0.05. While T Statistics TAC to TTF is 7,439 > T table 2,000. So this hypothesis is accepted.

3.5 Confident Interval Path Coefficient

The magnitude of the influence of INC on TTF in a 95% confidence interval is between 0.103 to 0.460. This means that if there is a treatment or effort to increase INC, the effect of increasing TTF can increase to 0.460. The effect of TAC on TTF in a 95% confidence interval is between -0.027 to 0.296. This means that if there is a treatment or effort to increase TAC, the effect of increasing TTF can increase to 0.296. The effect of TTF on BEN in a 95% confidence interval is between 0.672 to 0.881. This means that if there is a treatment or effort to increase TTF, the effect of increasing BEN can increase to 0.881. The magnitude of the effect of TTF on PEU in a 95% confidence interval is between 0.579 to 0.435. This means that if there is a treatment or effort to increase TTF, the effect of increasing PEU can increase to 0.435. The effect of TTF on PES in a 95% confidence interval is between 0.459 to 0.712. This means that if there is a treatment or effort to increase TTF, the effect of increasing PES can increase to 0.712. The effect of TTF on USP in a 95% confidence interval is between 0.682 to 0.887. This means that if there is a treatment or effort to increase TTF, the effect of increasing USP can increase to 0.887. The magnitude of the effect of TTF on USS in a 95% confidence interval is between 0.662 to 0.892. This means that if there is a treatment or effort to increase TTF, the effect of increasing USS can increase to 0.892. The effect of TTF on UTI in a 95% confidence interval is between 0.499 to 0.736. This means that if there is a treatment or effort to increase UTI, the effect of increasing USS can increase to 0.736. The magnitude of the influence of TEC on TTF in a 95% confidence interval is between 0.264 to 0.684. This means that if there is a treatment or effort to improve TEC, the effect of increasing TTF can increase to 0.684.

3.6 Total Indirect Effects / Mediation

TTF mediates the effect of INC on BEN with a mediation path coefficient of 0.201 and significant with T-count / T Statistics where t statistic (2.142 > 2.000) where P Values is 0.033<0.05. Task TTF mediates the effect of TAC on BEN with a mediation path coefficient of 0.106 with no significance where T is calculated with t statistic (1.341 < 2.000) and P Values is 0.180>0.05. TTF mediates the effect of TEC on BEN with a mediation path coefficient of 0.388 and significant with T-count / T Statistics with t statistic (3.924> 2.000) where P Values are 0.000<0.05. TTF mediates the effect of INC on PEU with a mediation path coefficient of 0.146 and significant with T Statistics with t statistic (2.042 > 2.000) where P Values are 0.042<0.05. TTF mediates the effect of TAC on PEU with a mediation path coefficient of 0.077 with no significance where T is calculated / T Statistics with t statistic (1.351< 2.000) and P Values is 0.177>0.05. TTF mediates the effect of TEC on PEU with a mediation path coefficient of 0.282 and significant with T Statistics with t statistic (3.363 > 2.000) where P Values are 0.001<0.05. TTF mediates the effect of INC on PES with a mediation path

coefficient of 0.148 and significant with T Statistics with t statistic (2.038 > 2.000) where P Values are 0.042<0.05. mediates the effect of TAC on PES with a mediation path coefficient of 0.078 with no significance where T Statistics (1.333< 2.000) and P Values are 0.183>0.05. TTF mediates the effect of TEC on PES with a mediation path coefficient of 0.286 with significance where T Statistics (3.395>2.000) and P Values are 0.001<0.05. TTF mediates the effect of INC on USP with a mediation path coefficient of 0.205 with significance where T Statistics (2.097>2.000) and P Values are 0.036<0.05. TTF mediates the effect of TAC on USP with a mediation path coefficient of 0.108 with no significance where T Statistics 1.342<2.000) and P Values 0.180>0.05. TTF mediates the effect of TEC on USP with a mediation path coefficient of 0.395 with significance where T Statistics (4.003>2.000) and P Values are 0.000<0.05. TTF mediates the effect of INC on USS with a mediation path coefficient of 0.206 with significance where T Statistics (2.248>2.000) and P Values are 0.025<0.05. TTF mediates the effect of TAC on USS with a mediation path coefficient of 0.108 with no significance where T Statistics (1.339<2.000) and P Values are 0.181>0.05. TTF mediates the effect of TEC on USS with a mediation path coefficient of 0.397 with significance where T Statistics (3.711>2.000) and P Values are 0.000<0.05. TTF mediates the effect of INC on UTI with a mediation path coefficient of 0.151 with significance where T Statistics (2.023>2.000) and P Values are 0.044<0.05. TTF mediates the effect of TAC on UTI with a mediation path coefficient of 0.080 with no significance where T Statistics (1.367<2.000) and P Values are 0.172>0.05. TTF mediates the effect of TEC on UTI with a mediation path coefficient of 0.292 with significance where T Statistics (3.356>2.000) and P Values are 0.001<0.05.

3.7 Confident Interval Specific Indirect Effects

Within a 95% confidence interval, TTF mediated the effect of INC on BEN between 0.077 and 0.372. Within a 95% confidence interval, TAC mediated the effect of TTF on BEN between -0.020 to 0.240. Within a 95% confidence interval, TTF mediates the effect of TEC on BEN between 0.215 to 0.530. Within a 95% confidence interval, TTF mediated the effect of INC on PEU between 0.057 to 0.287. Within a 95% confidence interval, TTF mediated the effect of TAC on PEU between -0.016 to 0.167. Within a 95% confidence interval, TTF mediated the effect of TEC on PEU between 0.144 and 0.411. Within a 95% confidence interval, TTF mediated the effect of INC on PES between 0.055 to 0.297. Within a 95% confidence interval, TTF mediates the effect of TAC on PES between -0.015 to 0.176. Within a 95% confidence interval, TTF mediates the effect of TEC on PES between 0.158 to 0.419. Within a 95% confidence interval, TTF mediates the effect of INC on USP between 0.076 to 0.389. Within a 95% confidence interval, TTF mediates the effect of TAC on USP between -0.021s.d. 0.243. Within a 95% confidence interval, TTF mediates the effect of TEC on USP between 0.218 to 0.530. Within a 95% confidence interval, TTF mediates the effect of INC on USS between 0.083 and 0.365. Within a 95% confidence interval, TTF mediates the effect of TAC on USS between -0.021 to 0.248. Within a 95% confidence interval, TTF mediates the effect of TEC on USS between 0.205 and 0.558. Within a 95% confidence interval, TTF

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

mediates the effect of INC on UTI between 0.060 - 0.311. Within a 95% confidence interval, TTF mediates the effect of TAC on UTI between -0.016 to 0.179. Within a 95% confidence interval, TTF mediates the effect of TEC on UTI between 0.156 and 0.434

4. CONCLUSION

It can be concluded that the direct influence (path coefficients) of TAC, TEC and INC on TTF has a positive influence. While TTF on USP, USS, BEN, UTI, PEU, and PES also has a positive influence. Nevertheless, not all hypotheses are accepted. Of the nine hypotheses, one hypothesis was rejected, namely the effect of TAC on TTF, which had an original sample value of 0.135. The influence of the two variables is considered insignificant because the statistic T value is smaller than the table T (1.379 < 2.000). Based on indirect effects (total indirect effects) shows that TTF mediates the influence between other variables significantly except to mediate the effect of TAC on BEN, mediate the effect of TAC on PEU, mediate the influence of TAC on PES, mediate the influence of TAC on USP, mediating the effect of TAC on USS and mediating the effect of TAC on UTI produces insignificant results. The results of this study show that IPSM member organizations or companies have adopted Task Technology Fit in their recruitment process using google forms. This is shown by the results of the significant direct influence of all variables used on Task Technology Fit. Only one variable is TAC, although it has a positive influence but not significant. It is recommended that further research related to TTF related to the use of google forms by involving a larger number of respondents. And also, research related to TAC that has an insignificant influence is needed to be investigated further, as well as TAC with TTF mediation on variable BEN, PEU, PES, USP, USS, and UTI is not significant. It is also necessary to conduct further research involving other mediating variables to obtain consistent results.

REFERENCES

[1] Muhammad Faisaal Syahlan, "Penerimaan Pengguna Aplikasi Trafi Menggunakan Model Unified Theory Of Acceptance And Use Of Technology (UTAUT) Dan Task Technology Fit (TTF)," vol. 3, no. March, p. 6, 2021, [Online]. Available: https://repository.uinjkt.ac.id/dspace/handle/123456789/57641

[2] Q. Al-Maatouk, M. S. Othman, A. Aldraiweesh, U. Alturki, W. M. Al-Rahmi, and A. A. Aljeraiwi, "Task-technology fit and technology acceptance model application to structure and evaluate the adoption of social media in academia," *IEEE Access*, vol. 8, pp. 78427–78440, 2020, doi: 10.1109/ACCESS.2020.2990420.

[3] N. J. Al-Khafaji, R. M. Abdullah, and M. A. Kashmoola, "Evaluating the tracking e-files prototype project based on the task technology fit model," *Indones. J. Electr. Eng. Comput. Sci.*, vol. 17, no. 2, pp. 728–738, 2019, doi: 10.11591/ijeecs.v17.i2.pp728-738.

[4] L. Wan, S. Xie, and A. Shu, "Toward an Understanding of University Students' Continued Intention to Use MOOCs: When UTAUT Model Meets TTF Model," *SAGE*

Open, vol. 10, no. 3, 2020, doi: 10.1177/2158244020941858.

[5] R. Bisma and G. S. Palupi, "Analisis Kesesuaian Tugas Teknologi Pembelajaran Daring Terhadap Lingkungan Sosial pada Masa Pandemi Covid-19," *J. Emerg. Inf. Syst. …*, vol. 02, no. 02, pp. 10–16, 2021, [Online]. Available: https://ejournal.unesa.ac.id/index.php/JEISBI/article/view/38979%0Ahttps://ejournal.unesa.ac.id/index.php/JEISBI/article/download/38979/38744

[6] I. De Crystal, S. Farlinda, N. Nuraini, and A. P. Wicaksono, "Evaluasi Implementasi Aplikasi Primary Care (P-Care) dengan Menggunakan Metode Task Technology Fit di Puskesmas Patrang Kabupaten Jember Tahun 2019," *J-REMI J. Rekam Med. dan Inf. Kesehat.*, vol. 1, no. 4, pp. 502–510, 2020, doi: 10.25047/j-remi.v1i4.2127.

[7] Mariana Anselia Gama, S. Bambang, and Fidiana, "Pengaruh Task-Technology Fit Terhadap Prestasi Belajar Mahasiswa Akuntansi Dimediasi Oleh Pemanfaatan Smartphone Suwardi Bambang Fidiana Sekolah Tinggi Ilmu Ekonomi Indonesia (STIESIA) Surabaya," 1995.

[8] K. Childa Maulina, Endang Siti Astuti, "Pengaruh Karakteristik Tugas , Teknologi Informasi Dan Individu Terhadap TTF, Utilisasi Dan Kinerja," *JISIP Univ. Tribuwana Tunggadewi*, vol. 4, no. 1, pp. 108–119, 2015.

[9] E. R. Bravo and H. A. Bayona, "Explaining multidimensional Facebook benefits: A task-technology fit approach," in *Proceedings of the Annual Hawaii International Conference on System Sciences*, 2020, vol. 2020-Janua, pp. 4474–4482. doi: 10.24251/hicss.2020.547.

[10] S. Naz, A. Akbar, P. Poulova, J. M. Martins, S. A. Haider, and M. Nuno, "Extending the Role of Technology Continuance Theory and Task Technology Fit with Pre-Technology Adoption and Post-Technology Adoption Behaviors," no. September, pp. 1–23, 2021, doi: 10.20944/preprints202109.0219.v1.

[11] D. Wahyuningsih, I. Noor, M. R. K. Muluk, F. I. Administrasi, and U. Brawijaya, "Pengaruh Task-Technology Fit Dan Utilization Siakad Dan Ub-Feeder Terhadap Dampak Kinerja Individu Di," no. 2, pp. 30–48, 2019.

[12] S. A. Kurniabudi, "Jurnal Nasional Teknologi dan Sistem Informasi Model Persepsi Penggunaan Media Sosial pada Perkuliahan dengan Modifikasi Task Technology Fit dan Expectation Confirmation Theory," *J. Nas. Teknol. dan Sist. Inf.*, vol. 03, no. 25 Desember 2018, pp. 107–114, 2018, [Online]. Available: http://teknosi.fti.unand.ac.id/%0AJurnal

[13] Z. Firdausi, R. Umilasari, and D. Arifianto, "Analisis Kesesuian Utilisasi Dan Kinerja E-Learning Menggunakan Metode Task Technology Fit (Ttf) Terhadap Dosen Universitas Muhammadiyah Jember," no. 1510651137, 2019, [Online]. Available: http://repository.unmuhjember.ac.id/id/eprint/3628

[14] I. Sulistyaningsih and J. Nugraha, "Analisis Penerimaan Pengguna Platform Pembelajaran Virtual Learning Unesa (Vinesa) Menggunakan Task Technology Fit (TTF) Dan Technology Acceptance Model (TAM) Di Masa Pandemi COVID-19," *J. Pendidik. Adm. Perkantoran*, vol. 10, no. 1, pp. 107–123, 2022, doi:

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

10.26740/jpap.v10n1.p107-123.

[15] F. S. Pratiwi, *Evaluasi teknologi pembelajaran digital dan pengaruhnya terhadap niat mahasiswa untuk menggunakan course pada zedemy*, vol. X. 2021. [Online]. Available: https://repository.its.ac.id/89020/

[16] O. Isaac, Z. Abdullah, A. H. Aldholay, and A. Abdulbaqi Ameen, "Antecedents and outcomes of internet usage within organisations in Yemen: An extension of the Unified Theory of Acceptance and Use of Technology (UTAUT) model," *Asia Pacific Manag. Rev.*, vol. 24, no. 4, pp. 335–354, 2019, doi: 10.1016/j.apmrv.2018.12.003.

[17] C. Tesavrita and D. R. Dharsono, "Analisis Model TAM / TTF sebagai Dasar Usulan Perbaikan untuk Pelaku Bisnis E-Commerce," *Semin. Appl. Res. Ind. Technol. SMART Yogyakarta*, 2009.

[18] K. B. Al-Gharbawi, "Task-Technology Fit of MIS and its Impact on MIS User Acceptance and Satisfaction at UNRWA Relief and Social Services Area Offices - Gaza," Gaza, 2016.

[19] M. C. Hung, P. C. Talley, K. M. Kuo, and M. L. Chiu, "Exploring cloud-based bookstore continuance from a deconstructed task–technology fit perspective," *J. Theor. Appl. Electron. Commer. Res.*, vol. 16, no. 3, pp. 356–376, 2021, doi: 10.3390/jtaer16030023.

[20] A. Subhan, "Teknologi Informasi Dan Pendidikan Islam," *ADDABANA J. Pendidik. Agama Islam*, vol. 2, no. 2, pp. 1–12, 2019, doi: 10.47732/adb.v2i2.117.

[21] T. Rahayu, N. Matondang, and B. Hananto, "Audit Sistem Informasi Akademik Menggunakan Metode Cobit 5," *J. Teknol. Inf. dan Pendidik.*, vol. 13, no. 1, pp. 117–123, 2020, doi: 10.24036/tip.v13i1.305.

[22] R. Marta, "Design and Build a Web-Based Public Service Administration System Using the CodeIgniter Framework," vol. 15, no. 2, 2023, doi: https://doi.org/10.24036/tip.v15i2.

[23] A. Gormantara, "Evaluation of the Success of the Academic Information System (SIAMIK) with the DeLone and McLean Model," vol. 15, no. 2, 2023, doi: https://doi.org/10.24036/tip.v15i2.

[24] J. R. Jardina, B. S. Chaparro, and S. Abdinnour, "Extending the Task-Technology Fit (TTF) model to e-textbook usage by students and instructors," *Int. J. Inf. Commun. Technol. Educ.*, vol. 17, no. 1, pp. 120–137, 2021, doi: 10.4018/IJICTE.2021010108.

[25] O. Isaac, Z. Abdullah, T. Ramayah, and A. M. Mutahar, "Factors determining user satisfaction of internet usage among public sector employees in Yemen," *Int. J. Technol. Learn. Innov. Dev.*, vol. 10, no. 1, pp. 37–68, 2018, doi: 10.1504/IJTLID.2018.091800.

[26] A. Y. Yaakop, Y. P. Shi, B. Foster, and J. Saputra, "Investigating e-wallet adoption of COVID19 intra-period among Malaysian youths': Integrated task-technology fit and technology acceptance model framework," *Int. J. Data Netw. Sci.*, vol. 5, no. 3, pp. 295–302, 2021, doi: 10.5267/j.ijdns.2021.6.004.

[27] F. Aligarh and Wijianto, "Analisis Sistem Informasi Debitur Dengan Technological Acceptance Model Dan Task-Technology Fit," *Semin. Nas. dan Call Pap. Fak. Ekon. Univ. Muhammadiyah Ponorogo*, pp. 156–166, 2018.

[28] R. S. Rai and F. Selnes, "Conceptualizing task-technology fit and the effect on adoption – A case study of a digital textbook service," *Inf. Manag.*, vol. 56, no. 8, p. 103161, 2019, doi: 10.1016/j.im.2019.04.004.
[29] I. B. G. A. Permana and D. P. Setianto, "The Impact of Task Technology Fit, System Quality and Information Quality To User Performance: Perceived Ease Usefullness and Perceived Ease of Use As Mediation," *Int. J. Organ. Innov.*, vol. 12, no. 2, pp. 335–340, 2018, [Online]. Available: http://www.ijoi-online.orghttp//www.ijoi-online.org
[30] G. B. Akrong, Y. Shao, and E. Owusu, "Evaluation of organizational climate factors on tax administration enterprise resource planning (ERP) system," *Heliyon*, vol. 8, no. 6, p. e09642, 2022, doi: 10.1016/j.heliyon.2022.e09642.
[31] E. F. Effendi and E. Besra, "Analisis Keterkaitan Store Image, Customer Satisfaction Dan Repurchase Intention (Survei Pada Pelanggan Sjs Plaza)," *J. Ilm. Mhs. Ekon. Manaj.*, vol. 4, no. No.1, pp. 372–384, 2019.
[32] D. Rosa Indah, A. Permata Putra, and M. Afriyan Firdaus, "Analysis of User Acceptance Using UTAUT2 Model in KAI Access Application," *J. Teknol. Inf. dan Pendidik.*, vol. 15, no. 2, 2022, [Online]. Available: https://doi.org/10.24036/tip.v15i2
[33] A. Andini and D. Surya, "Analisis Pengaruh Kualitas Produk Dan Citra Merek Terhadap Keputusan Pembelian Dengan Word Of Mouth Sebagai Variabel Intervening," *Sekol. Tinggi Ilmu Ekon. Indones.*, pp. 1–21, 2020, [Online]. Available: http://repository.stei.ac.id/id/eprint/2420
[34] W. W. Winarno and A. MAFIS, "Faktor-faktor yang Mempengaruhi Penerimaan Layanan E-Government di Kabupaten Gunungkidul," 2020.
[35] A. Frida, "The Effect Of Pre Project Selling Strategy, Location And Quality Of Service On Purchase Decisions And Trust As Intervening Variables On Housing Business In The Satellite City Region Of Surabaya (Gresik And Sidoarjo)," Universitas 17 Agustus Surabaya, 2020. [Online]. Available: http://repository.untag-sby.ac.id/12519/
[36] R. Setyadi and M. H. Baqi, "Analysis of the Use of the Bebunge Application Using End User Computing Satisfaction Model," *J. Teknol. Inf. dan Pendidik.*, vol. 14, no. 1, pp. 83–87, 2021, doi: 10.24036/tip.v14i2.423.
[37] R. Darni, L. Mursyida, and A. D. Samala, "Career Exploration System (C-EXSYS) in Era Society 5.0 Based on Expert System," *J. Teknol. Inf. dan Pendidik.*, vol. 14, no. 2, pp. 131–143, 2021, doi: 10.24036/tip.v14i2.491.
[38] M. . Rahmad Solling Hamid, S.E., M.M dan Dr. Suhardi M Anwar, Drs., *Structural Equation Modeling (SEM) Berbasis Varian : Konsep Dasar dan Aplikasi dengan Program SmrtPLS 3.2.8 dalam Riset Bisnis*, 1st ed. Jakarta Pusat: PT Inkubator Penulis Indonesia, 2019. [Online]. Available: https://www.ptonline.com/articles/how-to-get-better-mfi-results
[39] J. F. Hair, J. J. Risher, M. Sarstedt, and C. M. Ringle, "When to use and how to report the results of PLS-SEM," *Eur. Bus. Rev.*, vol. 31, no. 1, pp. 2–24, 2019, doi: 10.1108/EBR-11-2018-0203.

P.ISSN: 2086 – 4981
E.ISSN: 2620 – 6390
tip.ppj.unp.ac.id

[40] S. Yamin, *Olah Data Statistik: Smartpls 3 Smartpls 4 Amos & Stata*, Ketiga. Bekasi: PT Dewangga Energi Internasional, 2023.