



## The Influence of Perceived Usefulness and Perceived Ease of Use on Technostress in Court Registrars at Religious Courts

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<http://dx.doi.org/10.18415/ijmmu.v10i7.4879>

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### **Abstract**

Technological developments are increasing rapidly in various sectors to support work activities. The application of new technology in the organization will affect the entire organization, especially in human resources. Religious courts as a public service entity in the field of justice must follow social needs in the midst of advances in information technology. The purpose of this research is to analyze the effect of perceived usefulness and perceived ease of use in the application of information systems to technostress to the Registrar of the Session at the Religious Court. This research is a quantitative study, with a sample of 75 respondents in the Religious Courts of Lombok Island. Data analysis technique uses Structural Equation Model-Partial Least Square (SEM-PLS) with the help of SmartPLS.3.0. The results showed that perceived usefulness has a negative and significant effect on technostress, whereas perceived ease of use has no effect on technostress to court clerks at the Religious Courts of Lombok Island.

**Keywords:** *Perceived Usefulness; Perceived Ease; Technostress; Court Registrars; Religious Courts*

### **Introduction**

In the last decade, the workplace has experienced significant changes as a result of digital transformation and information and communication technology (Matt, Hess, & Benlian, 2015). At the same time, the existence of information and communication technology can pose a threat to the company and its employees resulting in technostress (Gaudioso, Turel, & Galimberti, 2017). Technostress was first conceptualized in the early 1980s as a "modern technology-induced disease" resulting from an employee's inability to cope with new technology in a healthy way (Brod, 1984). Technostress can be divided into five conditions consisting of techno-invasion, techno-overload, techno-complexity, techno-insecurity, and techno-uncertainty (Tarafdar, et.al, 2007).

Technostress that happened in the Religious Courts was a threat to the court Registrars. With the application of information systems as a new technological innovation, Registrars of the Religious Courts tend to be forced to work faster in completing their work. Registrars as users of the information system can feel confused, anxious and exhausted so that they become burdened. In addition, an unstable computer network makes it uncomfortable for Registrars to complete their work. The application of this information system as a technological innovation is expected to help accelerate the completion of the

Registrar's duties, while the information system often experiences developments in the system so that it can cause indications of technostress symptoms for the Registrar.

The application of information systems as a technological innovation within an organization will affect the entire organization, especially its human resources, which are the controlling factors of the organization. The attitude factor of each information system user behavior with two variables, namely the perceived usefulness and perceived ease of use on theory Technology Acceptance Model (TAM) (Davis, 1989).

Empirical data put forward by Zielonka and Rothlauf (2021), perceived usefulness and perceived ease of use have significant positive effects on positive technostress (techno-eustress). While other research shows that technology acceptance has a negative effect on technostress (Yahsi & Hopcan, 2021).

### **Literature Review**

Technostress introduced by a clinical psychologist named Dr. Craig Brod in 1984 (from Suryanto and Sasi, 2018) that technostress is a form of disorder or illness caused by an inability to use new technology in a healthy way. If it is manifested there are two different but interrelated things, namely first in the form of an attempt to accept computer technology and second in the form of excessive identification of computer technology, where the response between one individual and another individual is different and depends on adaptability.

Lazarus and Folkman (1986) developed a cognitive appraisal theory to provide an explanation of stress in a broad scope. According to him, stress includes several factors consisting of stimulus, response, cognitive assessment to threats and coping. Theory cognitive appraisal on technostress states that individual perceptions of the use of information technology can affect technostress level experienced (Salo, et al, 2017).

According to the theory put forward by Davis (1989) states that perceived usefulness is a measure where the use of an information system is believed to bring benefits to the people who use it. Indicators regarding perceived usefulness are as follows: work more quickly, improve job performance, provide effectiveness, increase productivity, make job easier, and useful.

Davis (1989) defines that perceived ease of use is a level where a person believes that the use of an information system provides convenience and does not require hard effort from someone to be able to use it. Some indicators regarding perceived ease of use include being easy to understand or learn (ease to learn), can be easy to control (controllable), clear and understandable, flexible (flexible), easy to become skilled (easy to become skillful) and easy to use (ease to use).

### **Perceived Usefulness and Techno Stress**

Stress associated with the use of information technology is referred to as technostress (Brod, 1982). Arnetz dan Wikholm (1997), states that technostress related to computers is more to the mental and psychological problems that befall people who use technology in their work. Meanwhile, the perceived usefulness is the level of one's belief that the use of technology will improve performance (Venkates and Davis, 2000). Perceived usefulness is defined as the extent to which a person believes that using a technology will improve his job performance. In theory of Self Efficacy, Bandura (1982) distinguished self-efficacy assessment from outcome assessment, the variables of outcome assessment were similar to perceived usefulness.

A negative attitude towards technology will have a negative impact on technological developments because the user's resources will reject technological developments so that it will have a

negative impact on an organization. Conversely, individuals will feel helped by a positive attitude towards technology, and believe that work demands can be handled in a better way (Rosen and Weil, 1997).

H1: Perceived Usefulness has negative and significant effect on Technostress to the Registrars at Religious Court

### Perceived Ease of Use and Technostress

Technostress draws from Lazarus' (1970) theory of stress from organizational psychology to highlight conditions in which exposure to technology is negatively experienced. This emphasizes that stress results from a combination of demanding workplace conditions that cause stress (stress creators or stressors) and individual responses to them (Borle, et al, 2021). By shaping working conditions that frame individual responses, organizational factors can influence whether technology use is perceived negatively.

Davis (1989) defines that perceived ease of use is a level when someone believes that an information system provides convenience and does not require hard effort from someone to be able to use it. Perceived ease of use is a person's level of confidence that using technology makes it easier to complete work (Venkatesh and Davis, 2000).

H2: Perceived Ease of Use has negative and significant effect on Technostress to the Registrars at the Religious Court

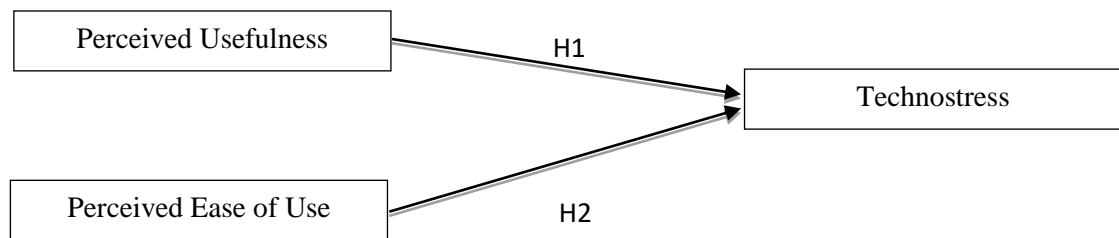


Figure 1. Research Conceptual Framework

## Research Methods

### Survey Procedures and Samples

The independent variables used in this study are perceived usefulness (X1) and perceived ease of use (X2), while the dependent variable is Technostress (Y). The population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiono, 2012). The population used in this study were court Registrars at the Religious Courts throughout Lombok Island, which consisted of 4 districts including the Mataram Religious Court (Mataram City), the Praya Religious Court (Central Lombok), the Selong Religious Court (East Lombok) and the Giri Menang Religious Court (West Lombok) with a total of 75 employees. The method used in this sampling is saturation or census sampling. The definition of saturation or census sampling is a sampling technique where all members of the population are used as samples (Sugiono, 2012).

Table 1. Characteristic of Research Respondents

Characteristic	Category	Frequency	Percentage
Gender	Male	37	49.3
	Female	38	50.7
Age	< 35	2	2.7
	35 – 40 years	16	21.3
	41 – 45 years	16	21.3
	46 – 50 years	22	29.3
	51 – 55 years	6	8
Level education	56 – 60 years	13	17.4
	Bachelor	63	84
	Master	12	16
Long of work	Doctoral	0	0
	< 10 years	3	4
	10 – 20 years	25	33.3
	> 20 years	47	62.7

## Instruments

The question items in this study were instruments that had been used in previous similar studies and the responses to each respondent's perception were measured using a five-score Likert Scale. Perceived Usefulness is measured by 4 statement items (Venkatesh & Davis, 2000) and Perceived Ease of Use is measured by 4 statement items (Venkatesh & Davis, 2000). Meanwhile, the Technostress variable is measured by 23 statement items (Tarafdar et al, 2007).

## Data Analysis

The research hypothesis was tested using a Structural Equation Model (SEM) approach based on Partial Least Square (PLS). PLS is a component or variance based structural equation model (SEM). Structural Equation Model (SEM) is a field of statistical study that can test a series of relationships that are relatively difficult to measure simultaneously. According to Santoso (2014) SEM is a multivariate analysis technique which is a combination of factor analysis and regression analysis (correlation), which aims to examine the relationship between variables that exist in a model, both between indicators and their constructs, or relationships between constructs.

According to Ghozali & Latan (2015), PLS is an alternative approach that shifts from a Covariance-based SEM approach to a variant-based approach. Covariance-based SEM generally tests causality or theory, while PLS is more of a predictive model. However, the difference between covariance-based SEM and component-based PLS is in the use of structural equation models to test theories or develop theories for prediction purposes.

## Result

### Evaluation of Measurement Model (Outer Model)

Convergent Validity done by looking at the item's reliability (validity indicator) indicated by the value loading factor. Loading factor is a number that shows the correlation between the score of a

question item and the score of the indicator that measures its construct. Mark loading factor greater than 0.7 is said to be valid. However, according to Chin (1998) using loading factor a minimum of 0.6 is acceptable. In this research limit loading factor used is 0.6. Convergent validity can be evaluated by looking at the AVE value. Mark Average Variance Extracted (AVE) > 0.50 is said to have met the criteria Convergent Validity (Ghozali & Latan, 2015).

Table 2. Value of Average Variance Extracted (AVE)

Latent Variable	AVE	Description
Perceived Usefulness	0,709	Valid
Perceived Ease of Use	0,681	Valid
Technostress	0,531	Valid

From table 1 in this study can be interpreted that the size of the variation in the measurement items contained by the variables perceived usefulness of 70.9%, the size of the variation in the measurement items contained by the variables perceived ease of use of 68.1%, the size of the variation in the measurement items contained by the variable technostress by 53.1%

Table 3. Reliable Test Results of Research Instruments

Latent Variable	Cronbach's Alpha	Composite Reliability	Description
Perceived Usefulness	0.864	0.907	Reliable
Perceived Ease of Use	0.844	0.893	Reliable
Technostress	0.911	0.925	Reliable

Based on Table 3, it is found that the Cronbach's alpha value of all variables is above 0.7. This means that if the three variables are assessed from the criteria of Cronbach's alpha, which is greater than 0.7, then the three variables are reliable. Whereas for the Composite Reliable criteria, the values of all variables are above 0.7. This means that from the Composite Reliable criteria, the three variables also meet the reliable criteria.

### Structural Model Test or Inner Model

The goodness of fit model is measured using the R-square of the dependent latent variable with the same interpretation as the regression; Q-Square predictive relevance for structural models, measure how good value conservation generated by the model as well as the estimated parameters. Q-square value > 0 indicates the model has predictive relevance; conversely if the Q-Square value  $\leq 0$  indicates the model has less predictive relevance. Q-Square calculation is done by the formula:

$$Q2 = 1 - (1 - R12) (1 - R22) \dots (1 - Rp2)$$

where R12 , R22 ... Rp2 is the R-square of the endogenous variables in the equation model. The determination value (Q2) generated as a result of the evaluation of this research model can be seen in the following table:

Table 4. R Square Value

Variable	R Square
Technostress	0.619

The Q-square value  $> 0$  is 0.680 which indicates that the model has predictive relevance very good. This means that the diversity of data that can be explained by this research model is 68%. While the rest is explained by other variables from outside the model that are not included in this research model

Table 5. Result of Path Coefficients

Latent Variable	Original Sample (O)	P Value
Perceived Usefulness > Technostress	-0.430	0.000
Perceived Ease of Use > Technostress	-0.063	0.553

The test results show a coefficient value of  $-0.430$  and a T-statistic of  $3.731 > 1.96$  with a P-value of  $0.000 < 0.05$  which means it is significant. This proves that perceived usefulness has a negative and significant effect on technostress at the Registrar of Religious Courts.

The test results show a coefficient value of  $-0.063$  and a T-statistic of  $0.593 < 1.96$  with a P-value of  $0.553 > 0.05$  which means it has no effect. This proves that perceived ease of use has no effect on technostress at the Registrar of Religious Courts.

## **Discussion**

### **Influence of Perceived Usefulness on Technostress**

In this study it can be stated that perceived usefulness has a negative and significant effect on technostress to the Registrar at the Religious Court. This research is in line with Ayyagari, et al (2011), that individuals who find technology useful, can increase their ability to do things more quickly and productively so that they can deal with stress due to the use of technology (technostress). This study is not in line with the results of (Hartono and Wulandari, 2018) study which shows that there is a significant positive relationship with cooperative employees.

Perceived usefulness is a measure where the use of a technology is believed to bring benefits to people who use it (Davis, 1989). Technology allows individuals to improve performance because it leads to motivation and achievement (Cavanaugh, et al, 2000, Wajcman and Rose, 2011). The easier a technology is to use and benefit individuals, the higher the acceptance and use of the technology (Davis, 1989), so as to reduce the impact of stress resulting from technology.

The results of this study found a strong direct effect of perceived usefulness on technostress in court Registrars at the Religious Courts. This research is in line with Ayyagari, et al (2011), that individuals who find technology useful can increase their ability to do things more quickly and productively so they can deal with stress due to the use of technology.

### **Influence of Perceived Ease of Use on Technostress**

In this study it can be stated that perceived ease of use has no effect on technostress on Registrars at the Religious Courts. This is because the Registrars have not felt the ease of using the information system so that it does not cause the level of stress experienced due to the use of the information system.

Perceived ease of use is a measure where the use of a technology provides convenience and does not require great effort from individuals to be able to use it (Davis, 1989). The easier a technology is to use and benefit individuals, the higher the acceptance and use of the technology (Davis, 1989), so as to reduce the impact of stress resulting from technology. Working pace is a quantitative productivity

measure that measures how much work is done in a given time (Zielonka and Rothlauf, 2021). Time pressure occurs when time constraints induce stress and create the need to cope with limited time (Ordonez and Benson, 1997).

The results of this study found a strong direct effect and showed that perceived ease of use of technostress had a positive and significant effect on court Registrars at the Religious Courts. This research is in line with Ayyagari, et al (2011) and Califf, et al (2020) that Information Systems are information technology innovations that are easy to use, thus presenting system complexity that affects tension and also negatively affects motivation and commitment.

### **Conclusion**

There is a negative and significant effect of Perceived Usefulness on technostress on the Registrars at the Religious Courts. Perceived usefulness that is perceived by the Registrars at the Religious Courts believes that the application of the information system used can be useful and can improve their performance thereby reducing their technostress level. That is to say, the higher the perceived usefulness of the information system used, the lower the perceived technostress level. Perceived ease of use has no influence on the technostress of the Registrars at Religious Court. That is, the level of perceived ease of use on the implementation of the information system used, does not have a significant impact on the level of technostress experienced by the Registrars at the Religious Courts.

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