



**THE EFFECT OF WORK STRESS AND READINESS TO USE E-BMD ON
THE PERFORMANCE OF ASSET MANAGEMENT STAFF AT THE
REGIONAL SECRETARIAT OF JOMBANG REGENCY, WITH
ORGANIZATIONAL COMMITMENT AS AN INTERVENING VARIABLE**

Arista Nurul Cahyati¹

Universitas Negeri Surabaya, Surabaya, Indonesia

aristanurul.22028@mhs.ac.id

Choirul Nikmah²

Universitas Negeri Surabaya, Surabaya, Indonesia

choirulnikmah@unesa.ac.id

Abstract

The progress of modernization has influenced various aspects of human life, including the workplace. Through this progress, technological advancements and digitalization have taken shape and made daily activities more convenient. However, in government agencies in Indonesia, the implementation of digitalization remains suboptimal, even though it should be utilized to support the implementation of good governance. The E-BMD application serves as a digital innovation in asset management. This study aims to analyze the influence of work-related stress and readiness to use E-BMD on the performance of asset management staff at the Jombang Regional Secretariat, with organizational commitment as an intervening variable. This study employs a quantitative approach with an explanatory research design. Data were collected through the distribution of questionnaires to 50 asset management staff involved in the use of E-BMD. Data analysis was conducted using Structural Equation Modeling based on Partial Least Squares (SEM-PLS) through outer and inner model testing to assess validity, reliability, and relationships among variables. The results indicate that readiness to use E-BMD has a positive and significant effect on employee performance and organizational commitment. Organizational commitment also has a positive and significant effect on employee performance. Conversely, job stress has a negative and significant effect on both organizational commitment and employee performance. Furthermore, organizational commitment was found to partially mediate the effects of job stress and readiness to use E-BMD on employee performance. These findings indicate that the success of E-BMD system implementation is not solely determined by technological



readiness but is also influenced by employees' levels of work-related stress and organizational commitment. Therefore, improved performance among asset management staff can be achieved by enhancing technological readiness, effectively managing work-related stress, and increasing organizational commitment.

Keywords: Work Stress; Readiness to Use E-BMD; Employee Performance; Organizational Commitment

INTRODUCTION

Advances in information technology in the digital age and Society 5.0 are driving public sector organizations to undertake digital transformation in order to improve the effectiveness, efficiency, transparency, and accountability of government administration. The utilization of information technology in government administration is one of the strategies for achieving good governance (Fauzi et al., 2024). However, the implementation of digitalization in government agencies still faces various challenges, particularly regarding the readiness of human resources to adopt new technologies and the organization's capacity to manage the resulting changes.

According to data from the (Kementerian Komunikasi & Informatika Republik Indonesia, 2024), Jombang Regency is one of the regencies in East Java classified as having a "moderate" level of digitalization implementation, indicating that it still requires full optimization in the application of information technology, including in the management of regional government assets. This situation is compounded by the implementation of the Electronic-Barang Milik Daerah (E-BMD) application at the Jombang Regency Regional Secretariat, which only began to be implemented at the end of 2024 in accordance with the established Minister of Home Affairs Regulation No. 47 of 2021.

One form of digital transformation in the local government sector is the implementation of the Electronic Local Government Assets (E-BMD) system. E-BMD is a web-based system developed by the Ministry of Home Affairs to support the management of local government assets in a more effective, transparent, accountable, and integrated manner (Nur et al., 2024). This system serves as an improvement over the Regional Government Asset Management Information System (SIMDA BMD), which was deemed unable to fully accommodate asset management needs in line with regulatory developments,



particularly following the issuance of Ministry of Home Affairs Regulation No. 47 of 2021 (Averindo et al., 2026). The implementation of E-BMD is expected to improve the quality of local asset management and support data-driven decision-making.

The management of local government assets plays a crucial role in supporting government operations and regional development. Management that is carried out effectively, efficiently, transparently, and accountably not only preserves asset value but also contributes to increased local revenue and the optimization of public services. Conversely, poorly organized asset management can lead to a decline in asset value, low accountability, and an increased risk of asset misuse (Simatupang et al., 2024). Therefore, the successful implementation of E-BMD is a key factor in supporting good governance. Supported by research by (Komara et al., 2022), it is stated that the implementation of E-BMD is expected to bring about significant changes in governance.

Jombang Regency is one of the regions that began implementing the E-BMD application in late 2024. As a relatively new system, the implementation of E-BMD requires employees to adapt to using information technology in asset management activities. In the early stages of implementation, organizations often face various challenges, such as limited technological competence, resistance to change, and increased work pressure due to the demands of adjusting to the new system. These conditions have the potential to affect employee performance in carrying out regional asset management tasks.

Mangkunegara (2005), as cited in (Aulia, 2021), states that employee performance is one of the key indicators used to assess an organization's success in achieving its established goals. One factor that organizations must consider to ensure optimal performance is employee work-related stress, as stress at work is closely linked to employee performance. This is supported by the findings of Asih et al. (2018) in (Sundry et al., 2024), who state that work-related stress can affect employee performance. Work-related stress arises when there is an imbalance between job demands and an individual's ability to cope with them. Stress that is not managed properly can reduce concentration, productivity, and the quality of employees' work. Conversely, a controlled level of stress can motivate individuals to work more effectively in completing their tasks.

In addition to work-related stress, technological readiness is also a factor determining the success of information system implementation. Readiness is supported by previous research by (Selviana, 2019), who states that readiness is a condition possessed by an individual to accept and undergo the learning process



effectively. A high level of readiness will facilitate the process of adapting to changes in work systems, thereby improving the effectiveness of task execution. In the context of E-BMD implementation, technological readiness is a critical factor because the system's success depends heavily on users' ability to operate the application optimally. Technology readiness can be measured using the Technology Readiness Index (TRI) method through four variables: optimism, innovation, discomfort, and insecurity (Yusuf et al., 2020).

The relationship between work stress, technological readiness, and employee performance cannot be separated from the role of organizational commitment. Organizational commitment reflects the level of employees' attachment and loyalty to the organization where they work. Employees with high commitment tend to demonstrate greater engagement in performing their duties and strive to make the best possible contributions to the organization. Organizational commitment also has the potential to serve as a mechanism explaining how work-related stress and technological readiness can influence employee performance.

Previous studies generally examined the effects of work-related stress or technological readiness on employee performance in isolation. On the other hand, research findings regarding the mediating role of organizational commitment among these variables have yielded mixed results. According to (Julindrastuti & Karyadi, 2023), organizational commitment does not have a significant effect on employee performance. Conversely, research conducted by (Apriliyanto & Sugiarto, 2025) indicates that organizational commitment significantly influences job satisfaction, suggesting that organizational commitment has a close relationship with employee performance. On the other hand, research by (Iffah et al., 2025) demonstrates that organizational commitment mediates the relationship between variables and significantly influences employee performance.

Given these circumstances, this study offers a novel approach by integrating work stress, readiness to use E-BMD, and organizational commitment as intervening variables in the context of asset management staff performance within the Jombang Regency Regional Secretariat. This study employs a quantitative approach with an explanatory research design, and data analysis is conducted using Structural Equation Modeling-Partial Least Squares (SEM-PLS). The objective of this study is to analyze the influence of work stress and readiness to use E-BMD on the performance of asset management staff at the Jombang Regency Secretariat, with organizational commitment serving as an intervening variable.



LITERATURE REVIEW

1. Technology Acceptance Model (TAM)

This study uses the Technology Acceptance Model (TAM) developed by Davis (1986) to explain users' technology acceptance behavior. TAM states that technology acceptance is influenced by two main constructs: perceived usefulness and perceived ease of use (Huda & Waluyowati, 2023). Perceived usefulness refers to an individual's belief that using a technology can improve job performance. Meanwhile, perceived ease of use is the belief that the technology is easy to use and does not require excessive effort. The higher the perceived benefits and ease of use of the technology, the higher the level of user acceptance of that technology. In this study, the TAM theory with its two main constructs is used to explain how readiness to use E-BMD can influence organizational commitment and the performance of asset management staff at the Jombang Regency Secretariat.

2. Work-Related Stress

Work-related stress is a condition experienced by individuals due to an imbalance between the demands placed on them and their abilities and skills, which can affect employees' emotions, thought processes, and physical condition as they perform their work. Mangkunegara (2017), as cited in (Supriyanto & Nadiyah, 2022), also states that high work pressure—such as an excessive workload and a lack of autonomy—can lead to feelings of discomfort and distress among employees. Work-related stress that persists over a certain period can trigger negative responses in both physical and mental health, as well as reduce performance and productivity. Conversely, a controlled level of work-related stress can help motivate employees to achieve existing work targets. Therefore, stress at work needs to be carefully addressed because it is closely related to employee performance (Lustono dkk, 2024). In the implementation of the E-BMD system, work-related stress can arise due to changes in work procedures from manual to digital, the demands of mastering new technologies, and the need to adapt to a system that is not yet fully understood.

3. Readiness for E-BMD Adoption

Readiness for E-BMD adoption refers to a state in which individuals possess the ability, knowledge, and willingness to accept and use new technology to perform their work. Within an organizational or corporate



context, readiness is utilized to implement changes effectively and efficiently, which can yield benefits in addressing certain challenges. When organizational members mutually respect these changes and assess them effectively, readiness can be successfully implemented (Muhamad et al., 2022).

In asset management using E-BMD, this refers to the level of readiness among asset management staff to accept, understand, and utilize the E-BMD application as a digital-based asset management system. According to Parasuraman (2000) as cited in (Yusuf et al., 2020), the level of readiness for new technology can be measured using the Technology Readiness Index (TRI) through four main dimensions: optimism, innovativeness, discomfort, and insecurity. Thus, employees with high technological readiness will find it easier to adapt to the E-BMD system, thereby improving productivity and the quality of asset management.

4. Employee Performance

Employee performance refers to the results achieved by an individual or group in carrying out their assigned duties and responsibilities in accordance with established standards. According to Helfert as cited in (Ambarsari, 2011), performance is the outcome of a company's operational activities in utilizing its resources efficiently and accountably. Performance serves as a key indicator in assessing an organization's success in managing human resources. High-performing employees are able to complete tasks on time, accurately, and in line with organizational/company targets. According to Mangkunegara (2008) in (Ambarsari, 2011), employee performance is influenced by two factors: ability and motivation. This study also utilizes the Performance Theory by Anwar Prabu Mangkunegara (2014) as cited in (Suryaman & Aprilianti, 2020).

5. Organizational Commitment

Organizational commitment is a deep understanding of what is required to perform one's duties optimally. According to Lunthas (2014) as cited in Anggara, Sujana, and Novarini (2022), organizational commitment is a form of an individual's behavior toward an organization, manifested as loyalty to the achievement of the organization's vision, mission, values, and goals. Commitment indicates the extent to which employees accept the organization's goals and have a desire to remain part of the organization. Employees with high organizational commitment tend to demonstrate loyalty, responsibility, and enthusiasm while working,



thereby contributing to the improvement of the organization's performance.

6. Relationships Among Variables

The implementation of E-BMD as a form of digital transformation requires employees to be prepared to operate the new system. A high level of readiness will help employees adapt to changes, thereby improving work effectiveness and organizational performance. Conversely, low readiness can lead to difficulties in using the system, resulting in decreased performance. On the other hand, changes in work systems due to the implementation of new technology also have the potential to cause work-related stress. High stress levels can reduce employee focus and productivity, thereby affecting performance.

However, if employees possess strong organizational commitment, the negative effects of work-related stress can be minimized, and the adaptation process to new technology can proceed more smoothly. Based on existing theories and prior research findings, this study examines the influence of work-related stress and readiness to use E-BMD on employee performance, with organizational commitment serving as an intervening variable. Organizational commitment is positioned as a mechanism that explains how psychological factors and technological readiness influence the improvement of performance among asset management staff at the Jombang Regency Secretariat.

RESEARCH METHOD

This study employs an explanatory research design with a quantitative approach aimed at identifying the causal relationship among variables consisting of work stress, readiness to use E-BMD, organizational commitment, and employee performance. The selection of the research location was based on the fact that the Jombang Regency Regional Secretariat had only just begun implementing the E-BMD application at the end of 2024, meaning it was still in the early stages of implementation and allowed for the emergence of various conditions related to readiness to use the technology, work stress, organizational commitment, and employee performance. The subjects of this study are asset management employees within the Jombang Regency Regional Secretariat who are directly involved in the asset management process using the E-BMD application.



The research was conducted over approximately 5 months, from October 2025 to February 2026. Data collection was conducted by distributing questionnaires to 50 employees who met the criteria, and a Likert scale was used to measure respondents' agreement levels with the provided statements. Additionally, this study was supported by observation and documentation to obtain more in-depth information regarding the implementation conditions of E-BMD at the Jombang Regency Secretariat. The collected data was then analyzed using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS). The analysis involved evaluating the outer model and inner model to assess validity and reliability, as well as to identify relationships among the variables under study.

RESULTS AND DISCUSSION

Data Description

The data for this study were collected via a questionnaire distributed to asset management staff at the Jombang Regency Secretariat through Google Forms. A total of 50 staff members from the Jombang Regency Secretariat completed the questionnaire, all of whom met the criterion of having used E-BMD in asset management. The details of the respondents included in this study are as follows.

Table 1.
Respondent Characteristics

Category	Number of Respondents	Percentage
Umum	9	18%
Protokol dan Komunikasi Pimpinan	5	10%
Kesejahteraan Rakyat	5	10%
Administrasi Pembangunan	5	10%
Tata Pemerintahan	5	10%
Organisasi	5	10%
Pengadaan Barang dan Jasa	5	10%
Perencanaan dan Keuangan	4	8%



Perekonomian	4	8%
Hukum	3	6%
Total	50	100%

Source: Data Processed (2026)

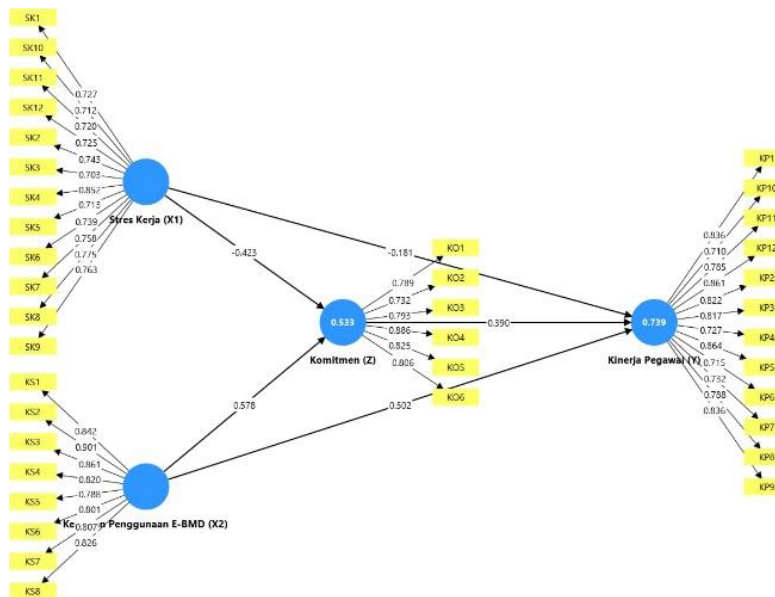
Based on Table 1 above, it can be seen that the number of respondents in this study was 50 people from 10 departments within the Jombang Regency Regional Secretariat. The General Affairs Department had the highest number of respondents, with 9 people, representing approximately 18% of the total number of respondents. Thus, the data obtained from the distribution of each division is expected to represent the actual conditions of asset management staff at the Jombang Regency Regional Secretariat. The staff assigned the responsibility to participate in the E-BMD work program were not selected based on gender, age, or rank.

Results of the Structural Equation Modeling (SEM) Analysis

A. Outer Model Measurements

Figure 1.

SEM-PLS Measurement Model 4



Source: Data Processed (2026)



1) Construct Validity and Reliability

Before testing the hypotheses, an evaluation of the outer model was first conducted to ensure that the research instruments met the criteria for validity and reliability.

Table 2. Construct Validity and Reliability

Variable	AVE	CR	CA	Conclusion
Work-Related Stress	0,555	0,939	0,927	Valid & Reliabel
Readiness for E-BMD Implementation	0,692	0,941	0,936	Valid & Reliabel
Organizational Commitment	0,650	0,899	0,892	Valid & Reliabel
Employee Performance	0,629	0,948	0,946	Valid & Reliabel

Source: Data Processed (2026)

Based on Table 2 above, it can be seen that all constructs used in this study have an AVE > 0.50, Composite Reliability > 0.70, and Cronbach’s Alpha > 0.70; therefore, all indicators are deemed valid and reliable. Consequently, the study is deemed suitable and may proceed to the structural equation modeling (SEM) phase.

B. Measurement of the Structural Model (Inner Model)

Once all constructs have been determined to meet the criteria for validity and reliability, the next step is to evaluate the structural model (inner model).

1) R-Square (R²)

Next, an R-Square (R²) test was conducted to determine the ability of the exogenous variables to explain the endogenous variables in the research model. The test results are presented in the following table.



Table 3.
R-Square Values

Variable	R-square	R-square adjusted
Employee Performance (Y)	0,739	0,722
Organizational Commitment (Z)	0,533	0,513

Source: Data Processed (2026)

Based on the results of the coefficient of determination (R-Square) test, it was found that the Employee Performance variable had a value of 0.739, indicating that 73.9% of the variation in employee performance can be explained by work stress, readiness to use E-BMD, and organizational commitment, while the remaining 26.1% is influenced by other variables outside the research model. Meanwhile, the Organizational Commitment variable has an R-Square value of 0.533, meaning that 53.3% of the variation in organizational commitment can be explained by work stress and readiness to use E-BMD, while the remaining 46.7% is influenced by other factors not included in the research model. Thus, the research model has a fairly good predictive ability and can be considered adequate for use in the next stage of analysis.

C. Hypothesis Testing

Once the structural model was found to have good predictive power, the next step was to analyze the path coefficients to determine the direction and strength of the relationships between variables in the research model. The test results are presented in the following table.

Table 4.
Path Coefficient Test

Variable	Path Coefficients (β)	Signifikansi (P-Value)	Error (STDEV)
Readiness to Use E-BMD (X2) -> Employee Performance (Y)	0,502	0,000	0,105
Readiness for E-BMD Implementation (X2) ->	0,578	0,000	0,096



Organizational Commitment (Z)			
Organizational Commitment (Z) -> Employee Performance (Y)	0,390	0,000	0,098
Work-Related Stress (X1) -> Employee Performance (Y)	-0,181	0,019	0,077
Work Stress (X1) -> Organizational Commitment (Z)	-0,423	0,000	0,079

Source: Data Processed (2026)

1) Readiness to Use E-BMD → Employee Performance (Coefficient = 0.502)

Based on the results of the path coefficient tests, it was found that the variable “Readiness to Use E-BMD” has a positive influence on Employee Performance, with a coefficient value of 0.502. This indicates that the higher the employees’ readiness to use the E-BMD application, the higher the performance of asset management staff at the Jombang Regency Secretariat. This relationship is significant because it has a P-value of 0.000, which is less than 0.05. The standard deviation (STDEV) of 0.105 still indicates a relatively low level of error.

2) Readiness to Use E-BMD → Commitment (Coefficient = 0.578)

Based on the results of the path coefficient tests, it is known that the variable Readiness to Use E-BMD also has a positive effect on Organizational Commitment with a coefficient value of 0.578. This means that the higher the employees’ readiness to use the E-BMD application, the higher the organizational commitment will be. This effect is significant with a P-value of 0.000, which is less than 0.05. The error value (STDEV) of 0.096 indicates that the estimation results are sufficiently stable and reliable.

3) Organizational Commitment → Employee Performance (Coefficient = 0.390)

Based on the results of the path coefficient test, it was found that the Organizational Commitment variable has a positive influence on Employee Performance, with a coefficient value of 0.390. These results indicate that the higher an employee’s organizational commitment, the better their performance will be. This effect is significant because the P-



value is 0.000, which is less than 0.05. The standard deviation (STDEV) of 0.098 indicates that the estimation results have a good level of precision.

4) Job Stress → Employee Performance (Coefficient = -0.181)

Based on the path coefficient test results, it is found that the Work Stress variable has a negative influence on Employee Performance with a coefficient value of -0.181. This indicates that an increase in work stress tends to lead to a decrease in employee performance. This effect is significant because the P-value is 0.019, which is less than 0.05. The standard deviation (STDEV) of 0.077 indicates that the estimation results have a low level of error.

5) Job Stress → Organizational Commitment (Coefficient = -0.423)

Based on the results of the path coefficient tests, it was found that the Job Stress variable has a negative effect on Organizational Commitment, with a coefficient value of -0.423. This means that the higher the level of job stress experienced by employees, the more organizational commitment tends to decrease. This relationship is statistically significant, as it has a P-value of 0.000, which is less than 0.05. Additionally, the standard deviation (STDEV) of 0.079 indicates a relatively small margin of error, suggesting that the estimation results are reasonably reliable.

D. Mediation Test

A mediation analysis was conducted to determine the extent to which organizational commitment acts as an intervening variable in the relationship between work stress and readiness to use the E-BMD application on employee performance. The results of the mediation analysis are presented in the following table.

Table 5. Indirect Effect Test

Variabel	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics	P-values
Readiness to Use E-BMD (X2) - > Employee Performance (Y)	0,225	0,220	0,064	3,509	0,000
Work-Related Stress (X1) -> Employee Performance (Y)	-0,165	-0,168	0,053	3,107	0,002

Source: Data Processed (2026)



Based on the results of the tests conducted, it appears that Organizational Commitment mediates the effect of Readiness to Use E-BMD on the performance of asset management staff at the Jombang Regency Secretariat. This is evidenced by a coefficient value of 0.225, a t-statistic value of 3.509 (> 1.96), and a p-value of 0.000 (< 0.05), which means that hypothesis (H6) is accepted. These results indicate that the indirect effect of E-BMD usage readiness on employee performance through organizational commitment is positive and significant. This means that the higher the employees' readiness to use the E-BMD application, the greater their organizational commitment becomes, thereby leading to improved employee performance.

Furthermore, the test results also indicate that Organizational Commitment mediates the effect of Work Stress on the performance of asset management staff at the Jombang Regency Secretariat. This is evidenced by a coefficient value of -0.165, a t-statistic value of 3.107 (> 1.96), and a p-value of 0.002 (< 0.05), meaning hypothesis (H7) is accepted. These results indicate that the indirect effect of work stress on employee performance through organizational commitment is negative and significant. In other words, the higher the level of work-related stress among employees, the more their organizational commitment tends to decline, thereby leading to a decrease in employee performance.

CONCLUSION

The results of the study indicate that work-related stress has a negative effect on organizational commitment and the performance of asset management staff, whereas readiness to use E-BMD has a positive effect on organizational commitment and employee performance. Furthermore, organizational commitment was found to mediate the effects of work-related stress and readiness to use E-BMD on employee performance. Based on these findings, the recommended policy for the Jombang Regency Secretariat is to strengthen employees' digital readiness through continuous E-BMD training programs, increased technical support, and the development of information technology competencies relevant to regional asset management. On the other hand, the organization needs to implement work-related stress management strategies through workload management, the provision of organizational support, and the creation of a conducive work environment to enhance organizational commitment and employee performance.

The policy implications of this study are the need for tangible support from regional leaders and human resources managers in providing resources, training budgets, and mechanisms for periodic evaluation of E-BMD



implementation and employee working conditions. Strengthening organizational commitment also needs to be part of human resource management policy through the provision of rewards, increased employee participation in decision-making, and the development of a work culture that supports the achievement of organizational goals. Thus, optimizing the management of local government assets depends not only on the implementation of technology, but also on the organization's ability to create a work environment that can continuously improve technological readiness, organizational commitment, and employee performance.

REFERENCES

- Ambarsari, R. (2011). Sumber-sumber stres kerja yang mempengaruhi kinerja salesman PT.Enseval Putera Megatrading Tbk Cabang Jakarta II. In *Universitas Islam Negeri Syarif Hidayatullah* (Vol. 1, Issue 1).
- Apriliyanto, Y. A., & Sugiarto, A. (2025). Komitmen Organisasi Sebagai Pemediiasi Pengaruh Budaya Organisasi dan Kepuasan Kerja Terhadap Organizational Citizenship Behavior. *Jurnal Nusantara Aplikasi Manajemen Bisnis*, 10(1), 18–31.
- Aulia, M. (2021). Pengaruh Stres Kerja Terhadap Kinerja Karyawan PT . PLN (PERSERO) Area Jambi Rayon Telanaipura. *Jurnal Manajemen Terapan Dan Keuangan (Mankeu)*, 10(02), 261–268.
- Averindo, J., Situmorang, D. M., Situmorang, F., Djong, A. M. R., & Mulyaningtyas, B. (2026). Sistem Penatausahaan Barang Milik Daerah (BMD) Berdasarkan Permendagri Nomor 47 Tahun 2021 Pada BPKADP. *Jurnal Minfo Polgan*, 14(2), 3457–3466.
- Fauzi, A. R., Hakim, A., Pendayagunaan, K., Negara, A., Pendayagunaan, K., & Negara, A. (2024). Digitalisasi terhadap Pelayanan Publik (Implementasi Digitalisasi Terhadap Pelayanan Publik di Pemerintah Kota Kediri dan Kabupaten Jember) Digitalization of Public Services (Implementation of Digitalization of Public Services in the Kediri City Govern. *Jurnal Kolaboratif Sains*, 7(10), 3727–3734.
- Huda, M., & Waluyowati, N. P. (2023). Pengaruh Perceived Ease Of Use Dan Perceived Usefulness Terhadap Actual Use Ticket Vending Machine. *Jurnal Kewirausahaan Dan Inovasi*, 2(4), 982–993.
- Iffah, R., Afifah, N., & Mustaruddin. (2025). Peran Mediasi Job Satisfaction dan Organizational Commitment dalam Hubungan antara Organizational Justice dan Employee Performance di Rumah Sakit Pemerintah di Ketapang



- , Kalimantan Barat. *Jurnal Manajemen Pendidikan Dan Ilmu Sosial*, 6(5), 3893–3904.
- Julindrastuti, D., & Karyadi, I. (2023). Komitmen Organisasi Sebagai Variabel Pemediasi Pengaruh Kepuasan Kerja Terhadap Kinerja Karyawan. *Jurnal Ekonomi-Manajemen-Akuntansi*, 19(1), 50–58.
- Kementerian Komunikasi dan Informatika Republik Indonesia. (2024). Indeks Masyarakat Digital Indonesia 2024. In *Imdi.Sdmdigital.Id*. https://imdi.sdmdigital.id/home_2023
- Komara, S. R., Muhafidin, D., & Susanti, E. (2022). The Ministry Of Home Affairs Strategy Towards Reliable Administration Of Local Owned Asset (S) In Indonesia. *Aliansi: Jurnal Politik, Keamanan Dan Hubungan Internasional*, 366–371.
- Lustono dkk. (2024). Manajemen Konflik & Stres Kerja. In D. Luhglatno (Ed.), *Angewandte Chemie International Edition*, 6(11), 951–952. Eureka Media Aksara.
- Muhamad, F., Dwiharyadi, A., & Yuhefizar. (2022). Analisis Faktor-Faktor Kesiapan Pemerintah Daerah Dalam Menerapkan Permendagri Nomor 47 Tahun 2021 Perihal Pemanfaatan Aplikasi e-BMD Dalam Pengelolaan Barang Milik Daerah Kota Bukittinggi. *Akuntansi Dan Manajemen*, 17(2), 41–57.
- Nur, M. J., Mattalitti, M. I., & Ahmad, R. G. (2024). Tata Kelola Aset Barang Milik Daerah Berbasis E-BMD Pada Dinas Pertanian Kota Kendari. *Journal Publicuho*, 7(3), 1752–1766.
- Selviana. (2019). *Pengaruh Kesiapan Belajar Terhadap Hasil Belajar Siswa Pada Mata Pelajaran Akuntansi Kelas XI Program Keahlian Akuntansi SMK Negeri 1 Makassar*. 1–5.
- Simatupang, J., Mustafa, B., & Widodo, A. (2024). Optimalisasi Pemanfaatan Barang Milik Daerah untuk Meningkatkan Pendapatan Asli Daerah Provinsi Kalimantan Barat Tahun 2019-2021. *Jack: Journal of ...*, 1(1), 87–110.
- Sunday, A., Herman, & Suganda, E. I. (2024). Pengaruh Stres Kerja Terhadap Kinerja Karyawan Pada PT Pertamina EP Cepu Regional 4 Supply Chain Management (SCM). *Jurnal Manajemen Pratama*, 1(3), 21.
- Supriyanto, A., & Nadiyah. (2022). Pengaruh Stres Kerja Terhadap Kinerja Pegawai di Balai Perlindungan Tanaman Pangan dan Hortikultura. *Jurnal Manajemen Informatika Komputer*, 6(3), 10.
- Suryaman, & Aprilianti, N. (2020). Pengaruh Seleksi Pegawai. *Jurnal Manajemen*, 10, 1–14.
- Yusuf, F., Syamfithriani, T. S., & Mirantika, N. (2020). Analisis Tingkat Kesiapan



Pengguna E-Learning Universitas Kuningan Dengan Menggunakan Model
Technology Readiness Index (Tri). *Jurnal Nuansa Informatika*, 14(2), 39.