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PERFORMANCE OPTIMIZATION THROUGH LEARNING MANAGEMENT SYSTEM

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Abstract

This study aims to analyze the effect of Ability and Skills and Motivation on Employee Performance with Learning Management System – My Learning as an intervening variable at PT iForte Solusi Infotek West Region. The population of this study consisted of all employees at PT iForte Solusi Infotek West Region, with a total of 110 respondents selected using a saturated sampling method. Data were collected through questionnaires and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM). The results indicate that Ability and Skills have a positive and significant effect on Employee Performance, and also significantly influence the use of Learning Management System – My Learning. Motivation has a positive and significant effect on the use of the Learning Management System but does not directly affect Employee Performance. Furthermore, Learning Management System – My Learning significantly mediates the relationship between both Ability and Skills and Motivation with Employee Performance. The R^2 value for Employee Performance is 0.769, indicating that 76.9% of the variance in performance can be explained by the variables in the model, while 87.2% of the variance in LMS usage is explained by Ability and Skills and Motivation. This study concludes that developing employees' abilities, skills, and motivation through Learning Management System – My Learning is an effective strategy to improve employee performance. The findings provide important implications for companies in designing training programs and managing digital learning systems.

Keywords: ***Ability and Skills, Motivation, Employee Performance, Learning Management System – My Learning, PLS-SEM***

Background

One of the most important considerations in managing human resources is employee placement. According to Ferine (2021), employees are a company's primary asset because their participation is key to the company's operations. Human resource management is part of organizational management that focuses on the human resource element. The task of HRM is to properly manage the human element to achieve a satisfied workforce. Within an organization, humans are one of the most important elements. Without human involvement, even if various necessary factors are present, the organization will not function. Because humans are the driving force and determiner of an organization's progress. Therefore, organizations should provide positive direction to achieve organizational goals. Abilities and skills, which are part of employee competencies, which include job-relevant abilities and skills, are the main foundation of good performance. Employees with adequate abilities and skills will be better able to complete their tasks effectively and efficiently. Work motivation can be said to be a driving force or encouragement that can trigger enthusiasm and also change individual behavior towards something better. Work motivation includes efforts to encourage or give enthusiasm to employees at work. Work motivation Employee motivation can originate from within a person, often known as internal motivation, and external motivation, which arises due to external influences that encourage a person to do something in accordance with the desired goals. LMS (Learning Management System) is a digital platform that provides various learning and training materials for employees. By using LMS, employees can continuously improve their knowledge and skills. Employee performance is a function of the interaction between ability and motivation. Employee performance indicators include work quality, quantity, timeliness, effectiveness, and independence. Learning Management System (LMS)

can act as an intervening variable in the relationship between ability/skills and motivation with performance. By providing access to relevant training and learning, LMS can help employees improve their abilities and skills, which in turn can increase their motivation to work better. Motivation has a crucial role in employee development, motivated employees tend to be more enthusiastic, productive, and committed to their work. Motivated employees will be more focused, innovative, and work more efficiently to achieve targets, thus investing in employee motivation is an important investment for companies to achieve long-term success.

Formulation of the problem

1. Do Abilities & Skills have a positive and significant influence on the Learning Management System – My Learning on employees at PT Solusi Infotek West Region?
2. Does motivation have a positive and significant effect on the Learning Management System My Learning on employees at PT Solusi Infotek West Region?
3. Does the My Learning Learning Management System have a positive and significant effect on Employee Performance at PT Solusi Infotek West Region?
4. Does motivation have a positive and significant influence on employee performance at PT Solusi Infotek West Region?
5. Does the Learning Management System – My Learning have a positive and significant effect on Employee Performance at PT Solusi Infotek West Region?
6. Do Abilities & Skills have a positive and significant influence on Performance through the Learning Management System – My Learning on employees at PT Solusi Infotek West Region?
7. Does Motivation have a positive and significant effect on Employee Performance through the Learning Management System – My Learning on employees at PT Solusi Infotek West Region?

Research purposes

1. To test and analyze the positive and significant influence of Ability & Skills on Learning Management System – My Learning on employees at PT Solusi Infotek West Region
2. To test and analyze the positive and significant influence of Motivation on Learning Management System – My Learning on employees at PT Solusi Infotek West Region
3. To test and analyze the positive and significant influence of Ability & Skills on Employee Performance in PT Solusi Infotek West Region
4. To test and analyze the positive and significant influence of motivation on employee performance at PT Solusi Infotek West Region.
5. To test and analyze the Learning Management System – My Learning positive and significant influence on Employee Performance at PT Solusi Infotek West Region
6. To test and analyze the positive and significant influence of Abilities & Skills on Employee Performance through the Learning Management System – My Learning on employees at PT Solusi Infotek West Region
7. To test and analyze the positive and significant influence of Motivation on Employee Performance through the Learning Management System – My Learning on employees at PT Solusi Infotek West Region

Literature review

Employee performance

According toCashmere (2019), performance is the work results and behavior achieved in completing tasks and responsibilities given in a certain time period.According toRerung (2019), is the behavior produced in carrying out tasks that can be observed and evaluated, which is an individual's contribution to achieving organizational goals.

Factors that influence employee performance

Several factors that influence employee performance according to Rerung (2019) and Kasmir (2019) are as follows:

1. Abilities & Skills, the skills that employees have to do
   work properly and correctly in accordance with established standards
2. Knowledge, the understanding that employees have about the work they do. The better the employee's knowledge of their work
3. Job Design, This design includes a clear division of tasks, responsibilities and work flow.
4. Personality, individual traits and character, can influence their behavior and performance in the workplace
5. Work motivation, internal motivation that encourages employees to work well and achieve set goals

6. Leadership, Effective leadership can provide direction, support and motivation to employees, thereby improving performance.
7. Management style, applied by superiors can also influence employee performance.
8. Organizational Culture, supporting collaboration, innovation, and employee development, can improve overall performance.
9. Job Satisfaction, High job satisfaction can increase employee motivation and performance
10. Work Climate, A healthy and conducive work climate, characterized by good working relationships, effective communication, and a safe work environment, can improve employee performance.
11. Loyalty, can encourage them to work harder and contribute more to the company

Indicators that influence employee performance

Several indicators that influence employee performance according to Kasmir (2019) are as follows:

1. Quality of Work, how well the work is done according to established standards
2. Quantity, how much work is produced in a given time period
3. Punctuality, How quickly the work is completed according to the specified deadline
4. Effectiveness, how well the work done achieves the desired goals
5. Independence, How able are employees to work independently without close supervision

Abilities and Skills

According to Robbins and Judge (2020), abilities and skills are two important factors that significantly influence individual performance within an organization. Ability refers to a person's capacity to perform various tasks in a job, while skills are the abilities acquired through training and experience to perform a specific task proficiently.

Factors Influencing Abilities and Skills

These abilities and skills refer to an individual's capacity to perform various tasks in a job (Robbins 2020):

1. Intellectual abilities and skills
2. Physical abilities and skills
3. Individual Motivation (Internal)
4. Opportunity (External)

Ability and Skill Indicators

According to Robbins and Coulter (2020) the indicators of Ability and Skills are:

1. Quality and Quantity , Quality of work reflects how well tasks are completed according to established standards . Quantity of work measures the amount of work completed in a given time period .
2. Timeliness and Effectiveness: Timeliness refers to completing tasks within specified deadlines. Effectiveness measures the extent to which goals are achieved with the available resources.
3. Independence, Independence refers to the ability of employees to work independently and take initiative.

Motivation

Motivation According to Robbins & Judge (2017) work motivation It is a process that explains a person's strength, direction, and persistence in achieving goals. Therefore, motivation plays a vital role in influencing employee performance because it encourages them to work hard and achieve organizational goals.

Factors Influencing Motivation

There are factors that influence work motivation according to Afandi (2021).

Several factors that influence work motivation, namely:

a. Life necessities
b. Work Period Requirements
c. Self-Esteem Needs
d. The Need for Recognition of Work Achievement

Motivation Indicators

According to Robbins (2017), indicators of work motivation include recognition, social relationships, basic

necessities, and job success. Furthermore, physiological needs, safety needs, and self-actualization needs are often important indicators, especially when referring to Maslow's hierarchy of needs theory (2017).

1. Rewards: Employees are motivated when they feel appreciated for the work they do. Rewards can take the form of praise, promotions, bonuses, or other forms of recognition.
2. Social connections, a positive work environment, and good relationships with coworkers can increase motivation. Employees who feel supported and accepted tend to be more motivated.
3. Living needs, employees are also motivated by fulfilling their basic needs, such as decent wages, health insurance, and job security.
4. Success in work, feeling capable of completing tasks well and achieving work goals provides a sense of achievement that is motivating.
5. Physiological Needs, (according to Maslow) basic needs such as food, drink, shelter, and adequate rest.
6. Safety needs, (according to Maslow) Feeling safe from physical and emotional threats, and having job stability
7. Self-actualization needs, (according to Maslow) The need to develop one's full potential, achieve personal goals, and contribute to something greater.

Learning Management System – My Learning

A Learning Management System (LMS) is a digital platform specifically designed to support the learning process, provide learning content, and track and assess student performance within an institution or organization (Watson & Watson, 2017). A Learning Management System (LMS) combines technology and teaching methods to create a more interactive, flexible, and efficient learning environment. According to Fitriani (2020), a Learning Management System (LMS) is web-based software used for the management, documentation, monitoring, reporting, administration, and distribution of educational content, training programs, technical manuals, instructional videos, or digital library materials. An LMS facilitates the learning process, both online and offline, by providing various features such as course management, assignments, assessments, and discussion forums. My Learningis a brand name of a digital platform used at PT Iforte Solusi Infotek and Protelindo Group which is used as a Learning Management System media.

Learning Management System indicators

Several indicators that influence the success of a Learning Management System (LMS) include user satisfaction, system quality, information quality, service quality, perceived ease of use, and subjective norms.according to the Gadjah Mada University Journal(Dwi Nila Andriani 2022) :

1. System Quality, LMS system quality includes aspects such as ease of navigation, speed of access, feature availability, and overall system reliability.
2. Information Quality, the information presented in the LMS must be accurate, relevant, and easy for users to understand.
3. Service Quality, service quality includes technical support, user assistance, and responsiveness to problems that may arise.
4. Perceived Ease of Use, user perception regarding the ease of use of the LMS greatly influences the adoption and level of use of the system.
5. User Satisfaction, user satisfaction is an important indicator that reflects how well the LMS meets user needs and expectations.
6. Subjective Norms, subjective norms refer to the user's perception of how other people (such as friends, coworkers, or superiors) view the use of the LMS.

Conceptual Framework

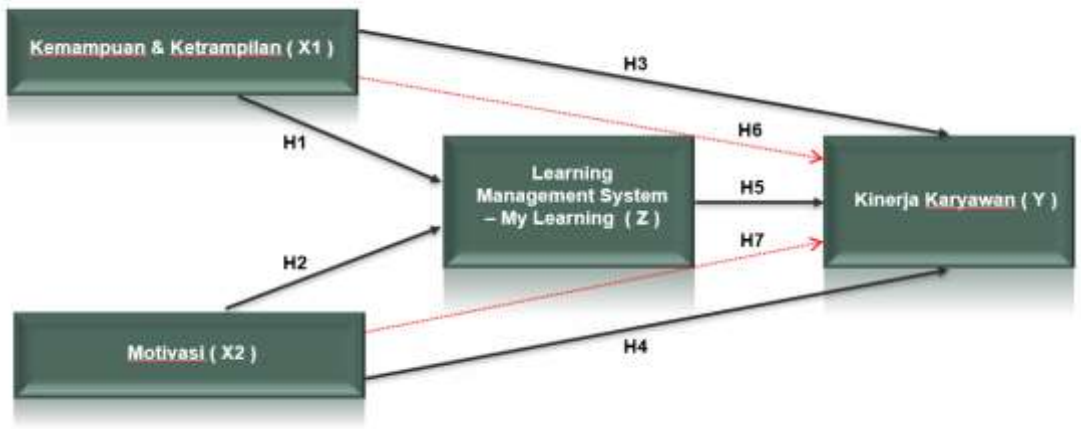

Figure 1: Conceptual Framework
Source: Processed by Researchers (2025)

Hypothesis

1. Ability & Skills have a positive and significant influence on the Learning Management System – My Learning for employees at PT Solusi Infotek West Region
2. Motivation has a positive and significant impact on the Learning Management System – My Learning on employees at PT Solusi Infotek West Region
3. Ability & Skills have a positive and significant influence on Performance at PT Solusi Infotek West Region
4. Motivationhas a positive and significant influence on employee performance at PT Solusi Infotek West Region
5. Learning Management System – My Learninghas a positive and significant influence on employee performance at PT Solusi Infotek West Region
6. Ability & Skills have a positive and significant influence on Performance throughLearning Management System – My Learningto employees at PT Solusi Infotek West Region
7. Motivation has a positive and significant influence on performance throughLearning Management System – My Learningto employees at PT Solusi Infotek West Region

RESEARCH METHODS

Types of research

According to Sugiyono (2019), quantitative research is defined as a research method based on the philosophy of positivism, used to study a specific population or sample, data collection using research instruments, and quantitative/statistical data analysis, with the aim of testing a predetermined hypothesis. The type of research used is quantitative research.

Research Data Sources

According to Sugiyono (2019), primary data is a data source that directly provides data to data collectors. The research data sources used are primary data sources. Primary data collection techniques are obtained directly through questionnaires.

Population and Sample

Population

According to Sugiyono (2019), a population is a generalization area consisting of objects/subjects that have certain quantities and characteristics determined by the researcher to be studied and then conclusions drawn. The population used in this study was 150 employees.

Sample

According to Sugiyono (2019), a sample is a portion of the number and characteristics of a population. The research sample used is the Slovin formula N = 150 organic employees, where n = N / (1 + N * e^2), so the respondents in this study were 110 employees / respondents.

Place and Time of Research

This research was conducted at the beginning of August and it is estimated that this research will be completed in the next 3 months, this research was conducted at PT Iforte Solusi Infotek West Region - Sumatra Region, Polonia CBD Complex, Block C42 - C43 Medan

Data Processing Method

Data processing in this study used smartPLS SEM (Partial Least Square – Structural Equation Modeling) software. PLS is capable of explaining the relationship between variables and is capable of conducting analyses in a single test. PLS is intended to assist researchers in verifying hypotheses and explaining the existence or absence of relationships between latent variables. According to Ghozali (2017), the PLS approach can directly measure and characterize latent (unmeasured) variables through the use of indicators. Because this study is latent in nature that can be changed and quantified depending on the indicators, the author used partial least squares, which allows for easy and precise analysis calculations.

Statistical Analysis of Data

In statistical analysis of data using the SEM PLS method. The following are the PLS method analysis techniques:

1. Outer Model Analysis

According to Husein (2015), outer model analysis is conducted to ensure that the measurements used are valid and reliable. There are several calculations in this analysis:

a. Convergent validityis the factor loading value on the latent variable with its indicators. The expected value is > 0.7
b. Convergent validityis the factor loading value on the latent variable with its indicators. The expected value is > 0.7.
c. Discriminant validityis the crossloading value of a factor that is useful for determining whether a construct has adequate discriminant power. This is done by comparing the value of the target construct to ensure it is greater than the value of the other construct.
d. Composite reliabilityis a measurement if the reliability value is > 0.7 then the construct value has a high reliability value.
e. Average Variance Extracted(AVE) is the average variance that is at least 0.5.
f. Cronbach's alphais a calculation to prove the results of composite reliability where the minimum value is 0.6

2. Inner Model Analysis

In this model analysis, the purpose is to test the relationship between latent constructs. There are several calculations in this analysis:

g. R Squareis the coefficient of determination in the endogenous construct. According to Sarwono (2015), "the criteria for limiting the R square value are classified into three categories, namely 0.67 as substantial; 0.33 as moderate, and 0.19 as weak."

3. Hypothesis Testing

In Husein's (2015) book, hypothesis testing can be seen from the t-statistic value and probability value. For hypothesis testing, namely using statistical values, for a 5% alpha, the t-statistic value used is 1.96. Therefore, the criteria for accepting or rejecting a hypothesis are Ha accepted and H0 rejected when the t-statistic > 1.96. To reject or accept a hypothesis using probability, Ha is accepted if the p-value < 0.05.

RESULTS AND DISCUSSION

Outer Model Analysis

Outer model analysis is used to evaluate the relationship between latent constructs and their indicators. Outer model testing is conducted in three stages: convergent validity, discriminant validity, and construct reliability.

The explanation is as follows:

Convergent Validity

This test is proven by the factor loading value of 0.7, as well as the Average Variance Extracted (AVE) value limit of 0.5; anything above this value is considered valid. This means that the indicator value is considered valid if it describes the construct variable with a value greater than 0.7. The structural model in this study is shown in the following figure:

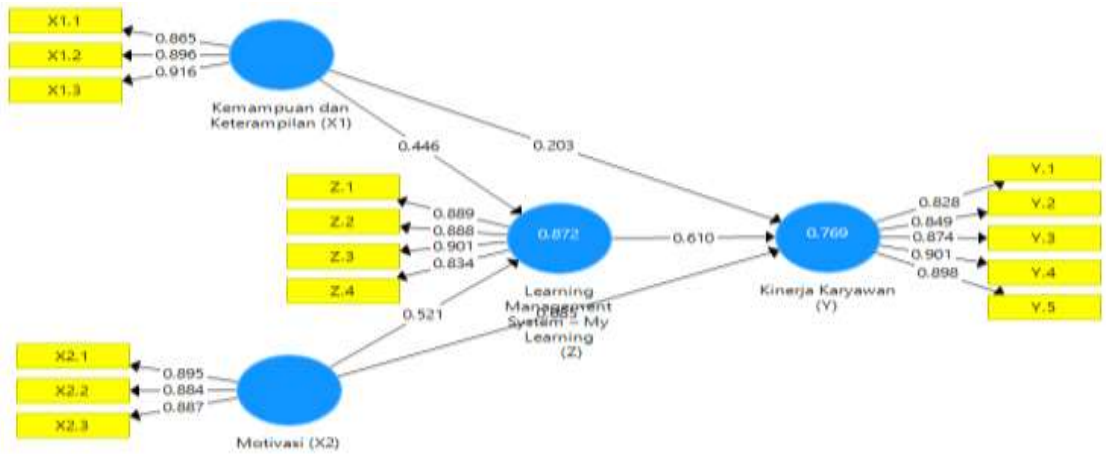

Figure 1. Outer Model

Source: Smart PLS 3.3.3.

Smart PLS output for loading factor gives the results in the following table: Outer Loadings In this study there is an equation and the equation consists of two substructures for substructure 1

Z = b1X1 + b2X2 + e1

Z = 0.446 + 0.521 + e1

For substructure 2

Y = b2X1 + b4X2 + b3Z + e2

Y = 0.203 + 0.085 + 0.610 + e2

Table 1. Outer Loadings

	Ability and Skills (X1)	Employee Performance (Y)	Learning Management System – My Learning_ (Z)_	Motivation (X2)
X1.1	0.865			
X1.2	0.896			
X1.3	0.916			
X2.1				0.895
X2.2				0.884
X2.3				0.887
Y.1		0.828		
Y.2		0.849		
Y.3		0.874		
Y.4		0.901		
Y.5		0.898		
Z.1			0.889	
Z.2			0.888	
Z.3			0.901	
Z.4			0.834	

Based on the results of the convergent validity test through the outer loading value, it can be seen that all indicators used in this study have values above 0.70. This indicates that each indicator has a strong correlation with the construct being measured, thus meeting the convergent validity criteria. In other words, indicators X1.1, X1.2, and X1.3 are proven valid in measuring the Ability and Skills construct (X1). Indicators X2.1, X2.2, and X2.3 are valid in measuring the Motivation construct (X2). Indicators Y.1 to Y.5 are valid in measuring the Employee Performance construct (Y). Likewise, indicators Z.1 to Z.4 are valid in reflecting the Learning Management System – My Learning construct (Z). By fulfilling the convergent validity requirements for each construct, it can be concluded that all indicators are suitable for use in this research model and the analysis can proceed to the next stage, namely the discriminant validity and construct reliability tests.

Discriminant Validity

Further research will determine the validity of the data using Discriminate Validity, with the aim of determining whether the cross-loading value is greater than other latent variables in order to identify indicators that have a strong relationship with the concept. The following table displays the cross-loading findings from the validity test, as follows:

Table 2. Discriminant Validity

	Ability and Skills (X1)	Employee Performance (Y)	Learning Management System – My Learning_ (Z)_	Motivation (X2)
X1.1	**0.865**	0.749	0.775	0.713
X1.2	**0.896**	0.714	0.801	0.791
X1.3	**0.916**	0.746	0.825	0.814
X2.1	0.826	0.767	0.819	**0.895**
X2.2	0.718	0.687	0.802	**0.884**
X2.3	0.762	0.717	0.797	**0.887**
Y.1	0.656	**0.828**	0.773	0.780
Y.2	0.640	**0.849**	0.715	0.643
Y.3	0.695	**0.874**	0.704	0.664
Y.4	0.825	**0.901**	0.812	0.756
Y.5	0.759	**0.898**	0.774	0.695
Z.1	0.853	0.767	**0.889**	0.826
Z.2	0.880	0.764	**0.888**	0.845
Z.3	0.769	0.826	**0.901**	0.812
Z.4	0.630	0.697	**0.834**	0.692

Source: Smart PLS 3.3.3.

Based on the results of the convergent validity test through the outer loading value, it can be seen that all indicators used in this study have values above 0.70. This indicates that each indicator has a strong correlation with the construct being measured, thus meeting the criteria for convergent validity. In other words, indicators X1.1, X1.2, and X1.3 are proven valid in measuring the construct of Ability and Skills (X1). Indicators X2.1, X2.2, and X2.3 are valid in measuring the construct of Motivation (X2). Indicators Y.1 to Y.5 are valid in measuring the construct of Employee Performance (Y). Likewise, indicators Z.1 to Z.4 are valid in reflecting the construct of Learning Management System - My Learning (Z). With If the convergent validity requirements for each construct are met, it can be concluded that all indicators are suitable for use in this research model and the analysis can proceed to the next stage, namely the discriminant validity and construct reliability tests.

Composite reliability

In composite reliability research, each variable is evaluated using its reliability value. If the variable value is greater than 0.60, the research is considered reliable; if it is between 0.60 and 0.7, it is unreliable. The table

below shows the Coranbach's alpha, composite reliability, and AVE values, which are used to determine whether the research is reliable and valid.

Table 3. Construct Reliability and Validity

	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Ability and Skills (X1)	**0.872**	**0.922**	**0.797**
Employee Performance (Y)	**0.920**	**0.940**	**0.757**
Learning Management System – My Learning_ (Z)_	**0.901**	**0.931**	**0.772**
Motivation (X2)	**0.867**	**0.918**	**0.789**

Source: Smart PLS 3.3.3.

Based on the results of the reliability and convergent validity tests, all research constructs have Cronbach's Alpha and Composite Reliability values above 0.70, which indicates that each construct has excellent internal consistency. In addition, the AVE value for all constructs is greater than 0.50, which means that more than 50% of the indicator variance can be explained by the latent construct. Thus, it can be concluded that the constructs of Ability and Skills (X1), Motivation (X2), Employee Performance (Y), and Learning Management System – My Learning (Z) are declared valid and reliable, so they can be used for the next analysis stage, namely testing the inner model (structural model).

Inner Model Analysis

The structural model (inner model) is evaluated to ensure the resulting base model is robust and correct. Several markers that can be used to identify the stages of the main model assessment include:

Coefficient of Determination (R2)

Based on the data processing that has been carried out using the SmartPLS 3.0 program, the R Square value is obtained as follows:

Table 4. R Square Results

	R Square	Adjusted R Square
Employee Performance (Y)	0.769	0.762
Learning Management System – My Learning_ (Z)_	0.872	0.870

Source: Smart PLS 3.3.3.

Based on the test results, the R-Square value for the Employee Performance variable (Y) was 0.769 and for the Learning Management System – My Learning variable (Z) was 0.872. Both values are in the strong to very strong category, so it can be concluded that the model
The research has excellent ability to explain the influence of independent variables on the dependent variable. In other words, the variables Ability and Skills (X1) and Motivation (X2) are proven to be able to significantly explain the variations that occur in the Learning Management System - My Learning (Z), which in turn makes a significant contribution to improving Employee Performance (Y).

Hypothesis Testing

After assessing the inner model, the next step is to assess the relationship between idle builds, as hypothesized in this review. Speculative testing in this review is conducted by examining T-statistics and P-values. Speculation is announced if the T-influence value is >1.96 and P-values <0.05. The following is the direct impact of the Path Coefficient:

Table 5. Path Coefficients (Direct Effect)

	Original Sample (O)	T Statistics (| O/STDEV |)	P Values	Results
Ability and Skills (X1) -> Employee Performance (Y)	0.203	1,804	**0.036**	**Accepted**
Abilities and Skills (X1) -> Learning Management System – My Learning_ (Z)_	0.446	5,908	**0,000**	**Accepted**
Learning Management System – My Learning_ (Z)_ -> Employee Performance (Y)	0.610	4,507	**0,000**	**Accepted**
Motivation (X2) -> Employee Performance (Y)	0.085	0.796	**0.213**	**Rejected**
Motivation (X2) -> Learning Management System – My Learning_ (Z)_	0.521	7,028	**0,000**	**Accepted**

Source: Smart PLS 3.3.3.

As can be seen in the direct influence table, the explanation of the data is as follows:

1. The Influence of Ability and Skills (X1) on Employee Performance (Y)The path coefficient is 0.203, with a t-statistic of 1.804 and a p-value of 0.036 (<0.05). These results indicate that abilities and skills have a positive and significant effect on employee performance. This means that the better an employee's abilities and skills, the higher their performance will be.
2. The Influence of Ability and Skills (X1) on Learning Management System – My Learning (Z)The path coefficient value is 0.446 with a T-statistic of 5.908 and a P-value of 0.000 (<0.05). These results indicate that Ability and Skills have a positive and significant effect on the utilization of the Learning Management System – My Learning. The higher the employee's abilities and skills, the more optimal the use of digital-based learning systems in the workplace.
3. The Influence of Learning Management System – My Learning (Z) on Employee Performance (Y) The path coefficient value is 0.610 with a T-statistic of 4.507 and a P-value of 0.000 (<0.05). Thus, it can be concluded that the Learning Management System – My Learning has a positive and significant effect on employee performance. This indicates that the effective use of digital learning systems can improve employee performance.
4. The Influence of Motivation (X2) on Employee Performance (Y)The path coefficient value is 0.085 with a t-statistic of 0.796 and a p-value of 0.213 (>0.05). These results indicate that motivation does not significantly influence employee performance. This means that, in the context of this study, employee motivation levels are not strong enough to directly improve employee performance.
5. The Influence of Motivation (X2) on the Learning Management System – My Learning (Z) The path coefficient value is 0.521 with a T-statistic of 7.028 and a P-value of 0.000 (<0.05). This indicates that motivation has a positive and significant effect on the Learning Management System – My Learning. This means that the higher the employee's motivation, the higher the utilization of digital learning systems to support their work.

Table 6. Path Coefficients (Indirect Effect)

	Original Sample (O)	T Statistics (| O/STDEV |)	P Values	Results
Ability and Skills (X1) -> Learning Management System – My Learning_ (Z)_ -> Employee Performance (Y)	0.272	3,231	**0.001**	**Accepted**
Motivation (X2) -> Learning Management System – My Learning_ (Z)_ -> Employee Performance (Y)	0.318	4,063	**0,000**	**Accepted**

Source: Smart PLS 3.3.3.

6. The Influence of Abilities and Skills (X1) on Employee Performance (Y) through the Learning Management System – My Learning (Z)The path coefficient value is 0.272 with a T-statistic of 3.231 and a P-value of 0.001

(<0.05). These results indicate that the Learning Management System – My Learning significantly mediates the relationship between Abilities and Skills with Employee Performance. This means that the higher the employee's abilities and skills, the better the utilization of the LMS – My Learning, which ultimately has a positive impact on improving employee performance.

7. The Influence of Motivation (X2) on Employee Performance (Y) through the Learning Management System – My Learning (Z)The path coefficient value is 0.318 with a T-statistic of 4.063 and a P-value of 0.000 (<0.05). This indicates that the Learning Management System – My Learning also significantly mediates the relationship between Motivation and Employee Performance. In other words, although motivation does not directly affect performance, high motivation encourages the use of LMS – My Learning, which in turn improves employee performance.

Conclusion

1. Ability and Skills have a positive and significant influence on Employee Performance.
2. Ability and Skills have a positive and significant influence on the Learning Management System – My Learning.
3. Learning Management System – My Learning has a positive and significant impact on Employee Performance.
4. Motivation does not have a significant effect on employee performance.
5. Motivation has a positive and significant influence on the Learning Management System – My Learning.
6. Learning Management System – My Learning significantly mediates the relationship between Ability and Skills with Employee Performance.
7. Learning Management System – My Learning significantly mediates the relationship between Motivation and Employee Performance.

Suggestion

After drawing conclusions from the research results, the suggestions for this research are as follows:

1. Companies should improve training programs and develop employee abilities and skills to improve performance.
2. Optimizing the use of the Learning Management System – My Learning needs to be done, for example by providing interactive modules and monitoring employee participation.
3. Employee motivation must be continuously encouraged through rewards, recognition of achievements, and a work environment that supports digital learning.
4. Further research could add other variables such as leadership, organizational culture, or workload to gain a more comprehensive understanding of the factors that influence employee performance.
5. It is recommended to conduct research in companies with different characteristics to increase the generalizability of the findings and strengthen the theoretical validity of the model.

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