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## INFLUENCE ENVIRONMENT WORK AND TECHNOLOGY INFORMATION TO LECTURER COMPETENCY AND PERFORMANCE

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### Abstract

Literature Review Articles on the Influence of the Work Environment, and Information Technology towards Competency and Performance Lecturer is a scientific article that aims to build research hypotheses on the influence between variables that will be used in further research, within the scope of Human Resource Management. The method for writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are: 1) The work environment influences competence; 2) Information Technology influences Competency; 3) The work environment influences lecturer performance; 4) Information Technology influences Lecturer Performance; and 5) Competency influences Lecturer Performance. Apart from these 2 exogenous variables which influence the endogenous variables Lecturer Competence and Performance there are many other factors including variables x3, x4 and x5.

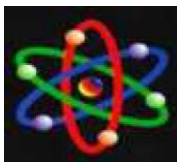
**Keywords:** Competence, Lecturer Performance, Work Environment and Information Technology

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## INTRODUCTION

Every student, whether Strata 1, Strata 2 and Strata 3, is required to carry out research in the form of a thesis, thesis and dissertation. Likewise for lecturers, researchers and other functional staff actively conducting research and writing scientific articles for publication in scientific journals.

Based on the empirical experience of many students and young lecturers as well as other researchers, it is difficult to find supporting articles in research as previous research or as relevant research. Articles as relevant researchers are needed to strengthen the theory being researched, to see the relationships between variables and build hypotheses, they are also very necessary in the discussion section of research results. This article discusses the influence of the work environment and Information Technology on Competency and its impact on Lecturer Performance, (A Study of Human Resource Management Literature.

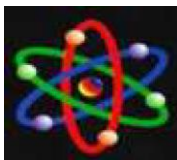
Competence is a basic characteristic of personnel which is a determining factor in whether a person is successful or not in carrying out a job or in a particular situation. (Moeheriono, 2012). Competency is an indicator that refers to actions that can be observed and is a concept that includes aspects of knowledge, skills, values and attitudes as well as stages of their implementation as a whole (Eryana, 2016a). Competency is the ability to carry out work and tasks based on skills and knowledge that are driven by the necessary work attitudes (Ririsma Sihombing et al., 2022).

Competency can be understood as a combination of skills, personal attributes and knowledge which are reflected through job behavior which can be observed, measured and evaluated (Josiah, 2021).

The competencies that lecturers need to have to obtain an educator certificate are at least Pedagogical Competency, Professional Competency, Social Competency and Personality Competency (Aththaariq et al., 2014). Competent lecturers are individuals who have knowledge and skills, attitudes and behavior containing self-concept, character, and motives that are in accordance with job requirements so that they can participate actively in the workplace or campus environment (Rahayu, 2013).

Competency is divided into two types, namely, soft competency or a type of competency that is closely related to the ability to manage work processes, relationships between people and build interactions with other people and hard competency or a type of competency that is related to the functional or technical abilities of a job (Josiah, 2021). Competency dimensions and indicators include: Task skills, Task management skills, Contingency management skills, Job role environment skills, and Transfer skills (Moeheriono, 2012). This competency has been studied by many previous researchers, including (Rahayu, 2013), (Wachida Evi Zepiliana, 2011) and (Setia Tjahyanti et al., 2020).





Performance is the implementation of plans that have been prepared. Performance implementation is carried out by the human resources who own it ability, competence, motivation and interests (Nafi'ah et al., 2017). Performance is a record of outcomes resulting from the function of a particular job or activity over a certain period of time. Performance is basically what employees do or don't do. Performance has different dimensions for each different type of job, because each job has specific job criteria (Hutasuhut et al., 2021). Individual performance in an institution is a factor that determines the performance of the institution itself. Because institutional performance is a reflection of the performance of its individuals (Herawati et al., 2019).

Lecturer performance is an important factor in efforts to ensure the quality of higher education. Because lecturer performance is a benchmark for the ability and skills of personnel in carrying out their duties and responsibilities (Zahraini, 2014). Low lecturer performance will have an impact on achieving the vision and mission of the institution and in this case efforts are needed so that improvements in lecturer performance can continue to be achieved (Eryana, 2016a). Lecturer performance is one of the determining factors for the success of the teaching and learning process in higher education (Adiawaty, 2020). Lecturer performance is the ability to carry out their duties in the context of the Tridharma of Higher Education, namely

education and teaching, research and service. Lecturer performance can also be said to be the behavior required of lecturers which includes ability, skills, initiative, punctuality, quality/quantity of work results and communication (Hutasuhut et al., 2021)

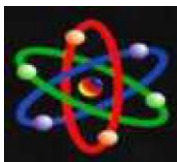
### METHOD

The method for writing this Literature Review article is the descriptive qualitative method and library research, sourced from the online application Google Scholar, Mendeley and other online applications. This Literature Review article is in the field of Human Resource Management. In qualitative research, literature reviews must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions asked by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory in nature (Ali & Limakrisna, 2013).

### CONCLUSION

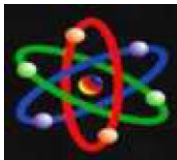
No	Author (Year)	Results Research Previous	Equality With Article This	Difference With Article This
1	(Rahayu, 2013)	Influence Motivation and Competence To Performance Lecturer No Fixed / Outside Common in College Tall Sukabumi City Private	Competency Variables and Lecturer Performance Variables	Motivational Variables
2	(Wachida Evie)	Analysis Influence Utilization	Lecturer Competence	Utilization of Information Technology,





	Zepiliana, 2011)	Technology Information, Culture Academics and Competency Lecturer To Performance Department / Study Program at the University Diponegoro	Academic Culture and Performance of Departments/Study Programs		Environment Work To Performance Lecturer School Tall Economy Sharia ( Stes ) Tunas Palapa Central Lampung ( Study Based on Perception STES Tunas Palapa Central Lampung Student )	Lecturer Performance		
3	( Faithful Tjahyanti et al., 2020)	Competence, Leadership, Discipline Work To Performance Human Resources employees and Facility Management Directorate	Competence Leadership, Work Discipline, and Employee Performance		7 ( Nafi'ah et al., 2017)	Factors that Influence the Performance of Permanent Lecturers at Insuri Ponorogo	Lecturer Performance	Analysis of Factors that Influence Lecturer Performance
4	( Comeon Marliza, 2015)	The Influence of Leadership, Motivation, and Competence, as well as the Work Environment on Lecturer Performance at Musi Rawas University	Competence, Work Environment, and Lecturer Performance Leadership And Motivation		8 ( Aththaariq et al., 2014)	Influence Competence Lecturer On the Performance of Lecturers at Universities Trunojoyo Madura	Lecturer Competence, Lecturer Performance	Only analyze 2 variables
5	( Ririsma Sihombing et al., 2022)	Influence Competence Lecturers and Environment Work On Performance Lecturer With motivation As Variable Mediation in Time Pandemic	Lecturer Competence, Work Environment, and Lecturer Performance Motivation As Variable Mediator		9 ( Zulkifli, 2016)	Influence Burden Work, Environment Employment And Compensation To Performance Lecturer University Mountain Ghafur	Work Environment and Lecturer Performance	Workload and Compensation
6	( Josiah, 2021)	Influence Competence, Motivation, and	Competence, Work Environment, and Motivation		10 ( Fiqoh Afriliani, 2020)	Influence Burden Work and Environment Work To	Work Environment and Lecturer Performance	Workload





		Performance	e	
		Lecturer		
		Still Faculty		
		Teaching		
		and Science		
		Education		
		University		
		Pamulang		
		2017 _		
11	( Eryana , 2016a)	Influence	Competenc	Subject Study
		Competence	e, Work	And Method
		Professional	Environme	Analysis used _
		And	nt, and	
		Environmen	Lecturer	
		tal Work To	Performanc	
		Lecturer	e	
		Performance		
12	( Hutasuh ut et al., 2021)	Influence	Utilization	Only Analyzing
		Utilization	of	2 Research
		Technology	Informatio	Variables
		Information	n	
		To	Technolog	
		Performance	y and	
		Lecturer In	Lecturer	
		the New	Performanc	
		Normal Era	e	
13	( Sugiyanto et al., 2018)	Analysis	Competenc	Job Satisfaction
		Influence	e ,	as an
		Competence	Technolog	Intervening
		, Means	y	Variable, and
		Supporter	Informatio	HR
		Technology	n	Performance
		Information		
		And		
		Satisfaction		
		Work As		
		Intervening		
		Variables		
		Against		
		Performance		
		HR		
14	( Hilardi et al., 2022b)	Influence	Mastery of	Motivation,
		Mastery	Informatio	Work
		Technology	n	Discipline, and
		Information	Technolog	Job Satisfaction
		, Motivation	y, Staff	
		, Discipline	Performanc	
		Work , And	e	
		Satisfaction		
		Work To		
		School Staff		
		Performance		
		Tall		
		Knowledge		
		Health		
		homeland		
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15	( Salamah et al., 2018)	Analysis	Utilization	Only analyze 1
		Influencing	Technolog	variables that
		Factors _	y	influence factors
		Utilization	Informatio	_ Utilization
		Technology	n Lecturer	Technology
		Information		Information
		Lecturer		Lecturer
		Polytechnic		
		Country		
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Table 1: Relevant Previous Research

Based on the problem formulation, theoretical studies and relevant previous research, the discussion of this literature review article is:

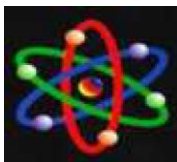
### 1. The Influence of the Work Environment on Competence.

The work environment has an influence on the development and improvement of a person's competence, where the dimensions or indicators of the work environment (ZULKIFLI, 2016) influence the dimensions or indicators of competence (Indriyani & Dewi, 2020) , (Eryana, 2016) , (Sugiyanto et al., 2018) .

To increase competency by paying attention to the work environment, what management must do is provide training related to self-management, self-development, potential and regular evaluation to provide a good understanding of the work tasks carried out (Indriyani & Dewi, 2020) .

The work environment influences competence, if the work environment is perceived well by customers/consumers then this will increase competence (Ismail & Maulida, 2020)





The work environment influences Work Competence, this is in line with research conducted by: (Yani & Indrawati, 2016) and (Abidin et al., 2015) .

## **2. Influence of Information Technology towards Competency.**

Information Technology influences Competency, where the dimensions or indicators of the work environment (Zulkifli, 2016) influence the dimensions or indicators of Competency (Athtariq, 2014), (Nafiah, 2017).

To increase competency by paying attention to the work environment, what management must do is create a comfortable environment where employees will feel calm when working with bright lighting (Cahaya, 2019).

Information Technology influences Competence, if Information Technology is perceived well by customers/consumers then this will be able to increase Competence (Mauludin Insana, 2022) .

Information Technology influences Competence, this is in line with research conducted by: (Nafiah, 2017), (Salamah, 2018), and (Hutasuhut, 2020).

## **3. The Influence of the Work Environment on Lecturer Performance.**

The work environment influences lecturer performance, where the dimensions or indicators of the work environment (Ririsma Sihombing, 2022,

Josiah, 2021, Zulkifli, 2016, Fiqoh Afriliani, 2020, Eryana, 2016b) influence the dimensions or indicators of lecturer performance (Nela, 2014), ( Kartika, 2020) and (Nafiah, 2017).

To improve lecturer performance by paying attention to the work environment, what management must do is the physical and non-physical work environment, where these two environments provide comfort in working (Nela, 2014).

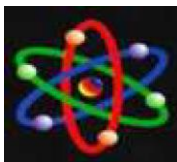
The work environment influences lecturer performance, if the work environment is perceived well by customers/consumers, this will improve lecturer performance ( Ronal, 2019).

The work environment influences lecturer performance, this is in line with research conducted by: (Josiah, 202021), (Zulkifli, 2016), and (Fiqoh, 2020), (Eryana, 2016a), (Nela, 2014) and (Kartika, 2020 ). The research results are not in line with research (Yayuk, 2015) and (Cahaya, 2019).

## **4. The Influence of Information Technology on Lecturer Performance.**

Information Technology influences Lecturer Performance, where the dimensions or indicators of Information Technology (Hutasuhut, 2021), (Hilardi, 2022b) influence the dimensions or indicators of Lecturer Performance (Wachida, 2011), (Nafiah, 2017).





To improve lecturer performance by paying attention to the work environment, what management must do is facilitate conditions and long-term consequences, where these factors are determining factors in the use of information technology so that it can improve lecturer performance (Salamah, 2018).

Information Technology influences Lecturer Performance, if Information Technology is perceived well by customers/consumers then this will be able to improve Lecturer Performance (Herawati, 2019).

Information Technology influences Lecturer Performance, this is in line with research conducted by (Salamah, 2018), and (Hilardi, 2022b), (Anggraini, 2022). However, this is different from the results of research conducted by (Wachida, 2011) and (Sugiyanto, 2018).

##### **5. The Influence of Competency on Lecturer Performance.**

Competency influences Lecturer Performance, where dimensions or indicators of Competency (Rahayu, 2013, Wachida, 2011, Setia Tjahyanti, 2020, Yayuk Marliza, 2015, Ririsma Sihombing, 2022, Josiah, 2021, Athrthariq, 2014, Zulkifli, 2014, Eryana, 2016, has a significant effect on the dimensions or indicators of Lecturer Performance (Nafiah, 2017).

To increase competency by paying attention to information technology, what management must do is provide development training in the fields of education, teaching and research (Darwis et al., 2018). Lecturer competence as the spirit of a lecturer has an important role in implementing the Tri Dharma of Higher Education. A performance definitely begins with the abilities and skills possessed, this is one of the driving forces for a lecturer to carry out teaching, research and community service activities (Lilawati & Mashari, 2017).

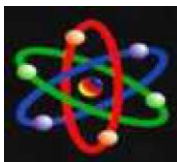
Competency influences lecturer performance, this is in line with research conducted by (Darwis et al., 2018), (Hutasuhut & Palahi, 2021), (Nafi'ah & Diyan Putri Ayu, 2017) and (Arif et al., 2021).

##### **CONCLUSION**

Based on theory, relevant articles and discussion, a hypothesis can be formulated for further research:

1. The work environment influences competence .
2. Information Technology influences Competency .
3. The work environment influences lecturer performance.
4. Information Technology influences Lecturer Performance .





5. Competency influences lecturer performance.

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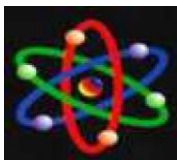
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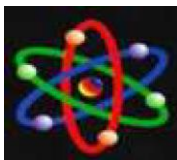






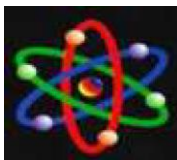
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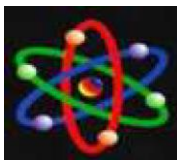
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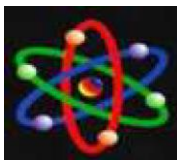
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