Teacher Performance Model: Information Technology, Organizational Culture, Motivation Facilities and Infrastructure

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ABSTRACT
This study aims to find out the models that influence teacher performance, namely: information technology, organizational culture, motivation, as well as facilities and infrastructure . Data collection methods to be used in the study is the collection of data by conducting a review on the company to getthe image n needed by conducting interviews, while the results of this study are teknologi information affects positive and significant on performance; organizational culture has a positive and significant effect on performance; motivation has a positive and significant effect on performance ; Facilities and infrastructure have a positive and significant effect on performance.

Keywords: employee performance, information technology, organizational culture, motivation, and facilities and infrastructure

INTRODUCTION

The covid-19 pandemic (*coronavirus detachment 19*) has affected the work system, the closure of schools, universities and colleges. With the pandemic, the government must take a policy by covering all educational activities, making the government and related institutions have to present an alternative education process for students and students who cannot carry out the educational process in educational institutions(Dewi & Wajdi, 2021).

The success of a business entity or organization in achieving its goals and meeting the needs of the community depends largely on the performance of employees and leaders of business entities in carrying out their responsibility(Studies & 2022, n.d.).

Performance is an illustration of the achievement or target of implementing programs, efforts and policies carried out to realize the vision, mission, and goals in a group or organization (Mahsun, 2006). Very high performance means increased efficiency, effectiveness, and better quality in completing tasks that will be charged

to each individual (Murty & Hudiwinarsih, 2012). The success of individual performance is strongly influenced by information technology factors.

Information technology brings many changes in organizations and business processes. Information technology is a necessity for organizations that can help the performance of organizations and individuals. The information system will help companies to present various types of reports into the form of accurate and reliable information, so that many parties take advantage of information technology to achieve excellence for the company.

Technology will help companies produce more accurate and timely information for effective decision making (Andang Ismail, 2009). The use of Information Technology (IT) can provide administrative service support, as well as to assist decision making (A.A. Anwar Prabu Mangkunegara, 2009). According to (Baig, A. H. & Gururajan, 2011) information technology is one of the means to improve the performance of companies and businesses.

Good performance can be obtained, one of which is through motivation. Providing motivation is a process of providing motivation to employees in such a way that it supports employee performance and is willing to work sincerely. Motivation is a force in a person that will influence the direction, intensity and continuity of voluntary actions intended to realize the goals that have become common goals.

The success of the organization is largely determined by the quality of the people working in it. The low quality of human resources in the organization leads to a decrease in the effectiveness of employee work, which is also indirectly influenced by the organizational culture and motivation received by employees that every business entity must also think about. Culture and motivation that employees receive well can be done optimally if the job satisfaction has been fulfilled. Vice versa, job satisfaction will be obtained when on the one hand the company sees good performance in employees and on the one hand employees also feel involved in decision making and company policies.

(Aliyari et al., 2015) , states there is a significant relationship between management commitment, data quality, and the implementation of accounting information systems. Support from management greatly affects the performance of organizations and individuals. There are many studies that affect the performance between koodination, if coordination is carried out properly from various fields so that it can produce good performance.

Theoretically, humans or human resources cannot do anything in carrying out work if they are not supported by adequate facilities and infrastructure. Where work support facilities and infrastructure can be interpreted as tools used in work both physical and non-physical in the work unit. These physical facilities and infrastructure can be in the form of: Buildings / offices; Office equipment and supplies; Means of transportation; and Communication tools. With the availability

of facilities in the form of complete work support facilities and infrastructure, employees tend to have a high morale in carrying out the work charged to them. The implications of these conditions are that employee performance will be optimal and support smooth work.

This article discusses the influence of information technology, participation, coordination, and facilities and infrastructure on employee performance

LITERATURE REVIEW

Management

Etymologically, the notion of management is the art of organizing and executing. Management can also be defined as the process of managing or managing something.

(Mary Parker Follet, 2005) , states management is an art in getting work done through others. In other words, a manager is in charge of organizing and directing others to achieve the goals of an organization.

Meanwhile, according to Menurut (Appley A, Lawrence, Lee, Oey, 2010), the definition of management is a skill possessed by a person to move others to want to get things done.

So in general, management is the process of organizing or managing something that is done by an individual or a group of people. This management process includes drawing up plans, organizing, implementing, as well as controlling or supervising.

Human Resource Management

Human resources are the most important resource in determining the development of a company or organization. If in a company the human resources are lacking, the work in the company will be hampered. However, if the human resources are fulfilled, the work will run smoothly. But the human resources needed are not human resources that do not have more abilities.

HR is a work business or service that is indeed provided with the aim of carrying out the production process. In other words, Human Resources is the quality of business made by a person within a certain period of time to produce services or goods (Sumarsono, 2003)

(Hariandja, 2002) argues that Human Resources is one of the most important factors in a company in terms of other factors besides business capital. Therefore, human resources are very necessary to be managed properly so that the effectiveness and efficiency of the company will increase.

According to other experts, namely (Hasibuan, 2016), he argues that Human Resources has the meaning of integrated expertise that comes from the thinking power and physical power possessed by everyone. Those who do and are in the nature of being carried out still have a close relationship such as their heredity and

environment, while for their work achievements, they are motivated by a desire in fulfilling their wishes. (L. Mathis, Robert & H. Jackson, 2011), they explained that HR is a design of various formal systems in an organization with the aim of ensuring the effective and efficient use of human expertise to achieve organizational / company goals as desired.

3K Employee Work

(Edy, 2016) posits that performance is the result of employee work in terms of quality, quantity, working time, and cooperation to achieve the goals that have been set by the organization. (Fahmi, 2012) also describes performance as the result of a process that refers to and is measured over a certain period of time based on predetermined provisions or agreements. (Torang, 2014) states that performance is the quantity or quality of the work of an individual or group within an organization in carrying out the main tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been determined or applicable in the organization

In addition (A.A. Anwar Prabu Mangkunegara, 2009) Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

From some of the explanations above, it can be concluded that performance is a result of a process and is measured over a certain period of time based on predetermined provisions or agreements.

Dimensions according to (A. A. Anwar Prabu Mangkunegara, 2017) consist of:

1) The resulting quality
2) Quantity produced
3) Timeliness
4) Workteam

Information Technology

Information Technology (Hussin et al.,2012) explains that technology reflects the diversity of the number of technologies used. (Cragg, Wesley., Schwartz, Mark S., Weitzner, 2016) defines the sophistication of information technology as a construction that refers to the use of nature, the complexity and interdependence of information technology and management in an organization. (Williams and Sawyer, 2003) the notion of information technology according to Williams and Sawyer is a technology that combines computing (computers) with high-speed communication lines that carry data, voice, and video. Understanding information technology. In addition (Brown, DeHayes, Hoffer, and Perkins , 2005) is a combination of computer technology composed of hardware and software to process and also store information communication technology to carry out the distribution of information.

The definition of information technology according to (Tata Sutabri, 2014) is a technology used to process data, including processing, obtaining, compiling, storing, manipulating data in various ways to produce quality information, namely relevant, accurate and timely information, which is used for personal, business, and government purposes and is strategic information for decision making

The dimensions of measuring the sophistication of information technology (Al Eqab, Mahmod., 2013) are as follows:

1) Sophistication of Technology (Technologycal Sophistication);
2) Informational Sophistication;
3) Functional Sophistication;
4) Managerial Sophistication.

Organizational Culture

According to (N et al., 2018), organizational culture is increasingly developing in line with the increasing dynamics of the climate in organizations. Thus the concept of organizational culture was developed with various versions considering that the term culture was borrowed from the disciplines of tropology and sociology, according to the cultural meaning containing national connotations, added again the implications are so broad that it can be seen a variety of points of view. But in the process of adaptation, most argue that the core of culture is a value system that is embraced jointly.

Employee Motivation

According to Nawawi in Julfa (2013), the word motivation has the word basic motive which means the motivation of the cause or basis of a person to do something.thus motivation means a condition that encourages or becomes the cause of a person doing a deed or activity that takes place consciously.

Furthermore (Wibowo, 2016)motivation is the desire to act. Then (Wibowo, 2016) motivation is an impetus to a series of human behavior processes on the achievement of goals. The elements contained in motivation include the elements of awakening, directing, maintaining, showing intensity, being continuous and the presence of goals

Winardi (2016:6) suggests that motivation is a potential force that exists within a human being, which he can develop himself or develop by a number of outside forces that in essence revolve around monetary rewards and non-monetary rewards, which can affect the results of his performance positively or negatively. According to Rivai (2011:837) Motivation is a series of attitudes and values that influence the individual to achieve a specific thing according to the individual's goals. Everyone who works expects to get satisfaction from where he works.

Motivational dimensions (Rivai 2013): Power, Work Environment, Compensation, Reward, Punishment

Facilities and Infrastructure

Sri Mulyani (2008) stated that means are everything that can be used as a tool in achieving goals and objectives. More means are shown for moving objects such as computers and machines. Infrastructure is everything that is the main support for the implementation of a process (business, development, project). More infrastructure is shown for immovable objects such as buildings, spaces, soil. The completeness of work facilities and facilities will encourage the emergence of effective, efficient work results and encourage quality improvement, which is in line with existing work standards. The work facilities provided by the company must be adjusted to the needs of the company, so that the work provided by employees can run effectively (Hasibuan, 2016). According to (Hasibuan, 2016) the facilities provided to employees are in the form of:

a. Health and safety (personal protective equipment) in the form of: helmets, masks, earplugs/earmuffs, gloves, and aprons.
b. Mushala/mosque
c. Cafeteria
d. Sports
e. Art
f. Education/seminars
g. Maternity leave and leave
h. Cooperatives and shops
i. Consent

METHOD

According to (Reza Nurul Ichsan, Eddi Surianta, 2018) Population is the totality of all possible values as a result of calculating or quantitative measurements regarding certain characteristics of all members of the complete and clear group that they want to study in nature. So the population in this study was 85 teachers. Field research

In this study, researchers used the likert scale, using the likert scale, the variables to be measured were described into dimensions, the dimensions were described into subvariables described again into indicators that could be measured. Finally, the indicators are in the form of questions or statements that need to be answered by the respondent. Each answer is connected with a form of statement or support attitude expressed in words.

This study used the analysis of various statistical techniques. Data analysis is used with the SPSS program for testing as follows:

Validity Test

Validity or error comes from the word *validity* which means the extent of the

accuracy and accuracy of a measuring instrument in performing a measure function in performing its size function. According to **(Sugiyono, 2019)** Validity is a concept related to the extent to which the test has measured what should be measured.

Reability Test

Reability derived from *reliability* means the extent to which the results of a measurement can be trusted. A measurement result can only be trusted if in several times the implementation of measurements against the same group of subjects, relatively the same measurement results are obtained, as long as the aspects measured in the subject have not changed **(Sugiyono, 2019)**.

The analysis method used is descriptive analysis. According to **(Sugiyono, 2019)** description statistics are statistics used to analyze data by describing or describing the data that has been collected as it is without intending to make generally applicable conclusions or generalizations. Next continued with the classical assumption test, normality test, Heterocadasticity Test, Multicholinearity Test

Hypothesis test
Initial Test (T Test)

According to **(Sugiyono, 2019)** This *transferability* is an external validity in quantitative research. External validity indicates the degree of accuracy or applicability of the results of the study to the population in which the sample was taken. The value of this tansphere is related to the question, so that which research results can be applied or used in other situations. For naturalistic researchers, the transfer value depends on the user, so that the results of the study can be used in other contexts and social situations.

Simultaneous Test (F Test)

According to **(Sugiyono, 2019)**, the f-test basically shows whether all the Independents entered into the model have a joint influence on dependents.

Conceptual Framework

Based on the formulation of the problem of writing this article and the study of literature review studies both from relevant books and articles, the process of writing this article is as below.
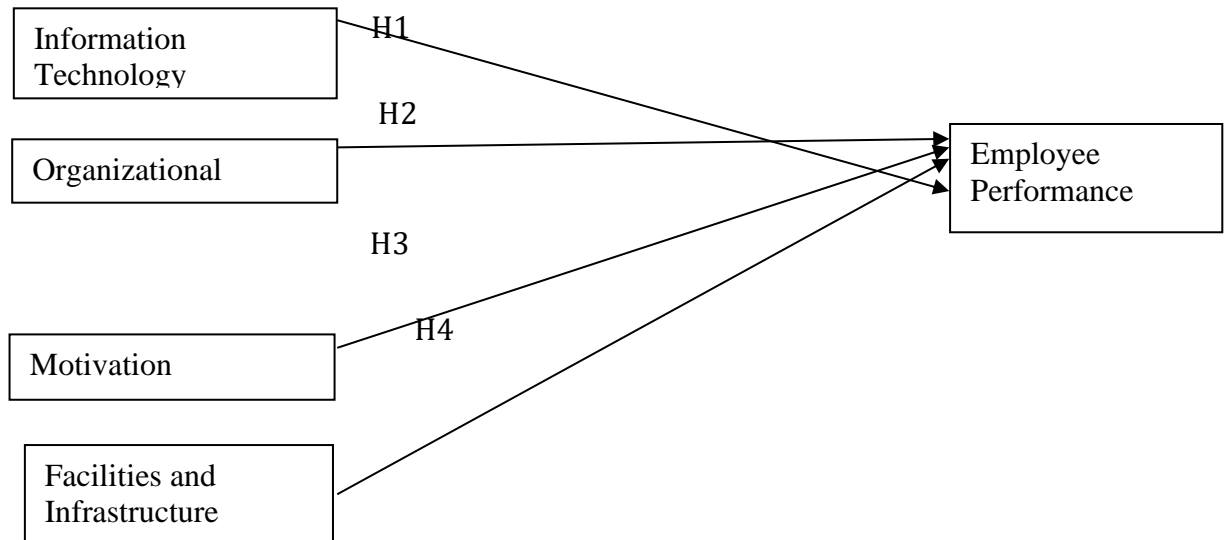

Figure 1: Conceptual Framework

Based on theoretical studies and reviews of the results of relevant articles and images from the conceptual framework, information technology, organizational culture, motivation, and facilities and infrastructure have a positive and significant effect on performance.

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

1. The analysis in this study is multiple regression analysis. This analysis is used to find out the Influence of Organizational Culture, Decision-Making Leadership Behavior and Work Professionalism on Employee Performance.

$$Y = a+b_1X1+b_2X2+b_3X3+ b_4X4+e$$

Based on the results of SPSS processing, the regression equation can be seen, namely:

$$Y = 0.026 + 0.289X1 + 0.148X2 + 0.210X3 + 0.374X4 + e$$

Coefficient of Determination (R²)

The analysis of the coefficient of determination in multiple linear regression is used to find out the percentage of contribution of the influence of independent variables consisting of information technology, Organizational Culture, motivation and facilities and infrastructure together on Performance .

Based on the determination test above, an Adjusted R Square figure of 0.815 was obtained, this shows that the contribution of variables of information technology, Organizational Culture, motivation and facilities and infrastructure of 0.815 or 81.5% while the remaining 18.5% is influenced by other variables.

Simultaneous Test (F)

The regression coefficient test is jointly performed with the F Test (ANOVA). This test is used to determine whether independent variables together have a significant effect on dependent variables. Or to find out whether or not a regression model can be used to predict dependent variables. Significant means that the relationships that occur can apply to the population (can be generalized). The test was performed by F test (ANOVA). The F test uses a significant level of 0.05 (2-sided test) with a degree of freedom of 95%, alpha = 5%, df 1 (number of variables-1) or 5-1 = 4, and df 2 (n-k-1) or 85-4-1 = 80, then the result obtained for F is 2.54. $_{tabel}$

The F test is intended to test hypotheses from research that states variables of information technology, Organizational Culture, motivation and facilities and infrastructure have a significant influence on Employee Performance

Partial Test (T test)

The t-test is intended to test the significant influence of free and partially bound variables. Where this test compares between a significant probability with an alpha of 0.05. From the results of this test, if the significant probability is smaller than alpha 0.05, it is obtained that H_0 is rejected and H_a is accepted, meaning that there is a relationship and if the significant probability is greater than alpha 0.05 then H_0 is accepted and H_a is rejected, meaning there is no relationship. D꘡Ꙥ

The Influence of Organizational Culture on Employee Performance.

1. The influence of information technology on Performance .
   Evidently a t-count of 2,936 and a t-table of 1,673 where the t-count is greater than the t-table (2.936 > 1.673) or a significant degree equal to alpha (0.005 < 0.05) then it can be obtained H_0 rejected Ha accepted.
2. The influence of organizational culture on Performance.
   It is evident that the t-count is 2.042 and the t-table is 1.673 where the t-count is greater than the t-table (2.042 > 1.673) or a significant degree smaller than alpha (0.046 < 0.05) then it can be obtained H_0 rejected Ha accepted.
3. The effect of motivation on Performance.
   It is evident that the t-count is 2.443 and the t-table is 1.673 where the t-count is greater than the t-table (2.443 > 1.673) or a significant degree smaller than alpha (0.018 < 0.05) then it can be obtained H_0 rejected Ha accepted.
4. The effect of work facilities and infrastructure on performance.

From table 4.21 above it can be seen t-count 3,773 and t-table 1,673 where the t-count is greater than the t-table (3,773 > 1,673) or a significant degree smaller than alpha (0.000 < 0.05) then it can be obtained H_0 rejected Ha accepted.

CONCLUSION
Conclusion
Based on the formulation of the article and discussion, a hypothesis can be formulated for further research:
1. There is a positive and significant influence between teacher performance information technology. With a significant rate (0.005<0.05).
2. There is a positive and significant influence between organizational culture on teacher performance. With a significant rate (0.046<0.05).
3. There is a positive and significant influence between motivation on teacher performance. With a significant rate (0.018<0.05).
4. There is a positive and significant influence between facilities and infrastructure on teacher performance. With a significant rate (0.000<0.05).
5. There is a significant simultaneous influence between information technology, Organizational Culture, motivation and infrastructure and infrastructure on teacher performance. With a significant rate (0.000<0.05).

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