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THE INFLUENCE OF KNOWLEDGE, TRAINING, MASTERY OF TECHNOLOGY ON PERFORMANCE IN LECTURERS

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ABSTRACT

The aim of this research is to Knowing the Big Influence Knowledge , Training , Mastery Technology Regarding the Performance of Lecturers. Research methods Study This set approach qualitative . Research result By Partial Knowledge influential positive and significant on Performance. Influence Training on Performance, then training influential positive and significant influence performance and personal selling positive and significant on Performance. Whereas in a way simultaneous Knowledge , Training and Mastery Technology influential positive and significant on Performance.
Keywords : Knowledge , Training , Mastery Technology , Performance

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INTRODUCTION

In General Provisions Article 1 of the Law Republic of Indonesia Number 14 of 2005 concerning Teachers and Lecturers, mentioned that lecturer is educator professionals and scientists with task main transform , develop and disseminate knowledge knowledge , technology and art through education , research , and service to the Community (Wahyudi & Sunarsi, 2021) . Additionally , mentioned that competence is set knowledge , skills , and behaviors that must be owned by one person lecturer For become good educator (Gede & Wijayati, 2016) .

The lecturer plays a very important and strategic role in progress A college tall Because they is educator professionals who can set what 's good for student based on consideration professional (Br Sembiring, Lokita Pramesti Dewi, Max Damara Gugat, & Desty Febrian, 2024) . With That's it , lecturer is one of the decider main in progress college tall . guard continuity and maintenance environment college the height . Lecturers

are very influential quality education and graduates produced from college high , besides in a way whole influence quality college tall That Alone (Setiawan, Liong, & Sani, 2020)

Quality education high , esp in matter innovation and technology , determine Power competitive something nation . Teacher performance in education , research , and publications , as well devotion they to public related with enhancement quality education tall (Purwanto SK, 2017) . Competence and commitment university leadership is needed For increase performance lecturer . Leader college tall must create environment conducive organization that encourages a sense of belonging lecturer as well as improving education and training ability lecturer . Institutional performance college height really depends on how much Good lecturer do duties and responsibilities he answered (Putri & Amalia, 2018) .

The aim of this research is to Knowing the Big Influence Knowledge , Training , Mastery Technology Regarding the Performance of Lecturers

LITERATURE REVIEW

Dimensions performance is component work that shows performance . For measure performance , dimensions performance made become indicator performance , which is then used For make instrument evaluation performance For measure performance a employee . Analysis work used For develop dimensions and indicators performance (Ikhsan, 2016) . Performance shows is hope or objective has achieved (Putri & Amalia, 2018) . Performance can defined as results from function work or activity somebody or group in something organization during period particular , which is influenced by various factor For reach objective organization . Function work or the activity in question here is implementation function work or activity somebody or group to be authority and responsibility he answered in something organization (Siregar, 2019) .

College tall must do planned activities For increase performance lecturer . In addition , schools can compete with college another high and yield qualified graduates , college tall must improve and develop culture quality (Setiawan et al., 2020) .

E-ISSN: 3025-8758
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METHODS

Study This set approach qualitative as base scientific For disclose phenomenon the (Situmorang & Cahyani, 2023) However , reason actually behind decision This is relevance objective research , which is For learn method management knowledge used subject study through interview deep with the selected unit of analysis as informant. Questions asked covers performance lecturer in field education , research , and service based management knowledge (Faris, Sitompul, & Nainggolan, 2023) . a list of questions arranged in a way systematic and actual so that informant can show situation Actually.

RESULTS AND DISCUSSION

Devotion to society , education and teaching , and research is mandatory activities carried out by all teachers. In the field education and teaching , technology information required For compile material For plan learning and assignments , carrying out the material provided , makes PowerPoint presentations , and assessing lesson .

Characteristics Respondent

As for characteristics employee based on age , type gender and education last and period of service presented in form table under This :

Table.1 Criteria Age

Age	Amount Consumer	Percentage
18 - 25 Years	69	47
26 - 40 Years	51	35
> 40 Years	26	18
Total	**146**	**100%**

Source : Research , 2023

Majority respondents based on age respondents is 18 to 25 years old as many as 69 respondents or 47%. This matter caused by ages 18 to 25 years .

Statistics Descriptive

Following This is statistics descriptive from minimum, maximum , average and standard answers deviation of the respondents , namely :

E-ISSN: 3025-8758
P-ISSN: 3025-9290

Mount Hope Economic Journal
(MEGA)

Table.2 Statistics Descriptive

	N	Minimum	Maximum	Mean	Std. Deviation
Knowledge	146	11.00	50.00	26.3016	11.67246
Training	146	10.00	50.00	26.5873	11.14224
Mastery Technology	146	10.00	50.00	24.6825	12.11614
Performance	146	10.00	50.00	22.7143	12.96450
Valid N (listwise)	146				

Source : Processed data , 2023

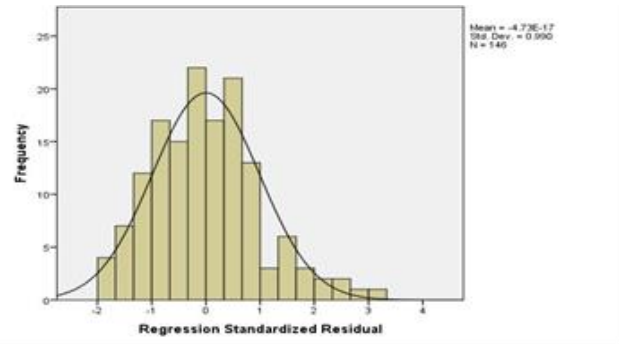
Table. 2 shows that variable minimum value Knowledge is 11 and maximum is 50, the mean value is 26.30 and standard division of 11.67. Variable minimum value Training namely 10 and maximum is 50, the mean value is 26.59 and standard division of 11.14. Variable minimum value Mastery Technology namely 10 and maximum is 50, the mean value is 24.68 and standard division of 12.12. The minimum value for the Performance variable is 10 and the maximum is 50, the mean value is 22.71 and standard division amounted to 12.97.

Test Assumptions Classic

Normality test

There are two ways For detect whether the residuals are normally distributed or not No that is :

Test the graph Hitogram

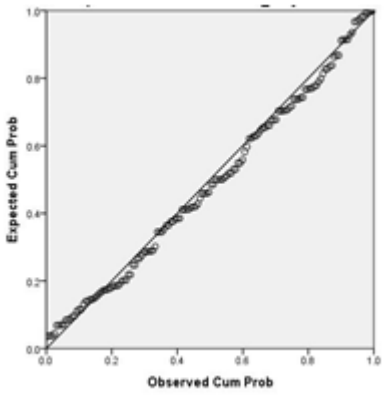


Picture. 1 Histogram Normality Test
Source : Processed data , 2023

graph in Figure.1 shows real data form a curve line tend symmetry (U) does not deviated to left or even to right so can It is said that the data is normally distributed .

E-ISSN: 3025-8758
P-ISSN: 3025-9290

Mount Hope Economic Journal
(MEGA)



Picture. 2 PP Plot Normality Test
Source : Processed data , 2023

Picture. 2 PP Plot Normality Graph shows that the data is spread out around the diagonal line, the distribution part big approaching the diagonal line. This matter means that the data is normally distributed .

Kolmogorov- smirnov (KS) statistical test

Normality test in a way statistics using Kolmogorov Smirnov(KS).

Table. 3 Kolmogorov Smirnov Test(KS)

		Unstandardized Residuals
N		146
Normal Parameters [a, b]	Mean	0E-7
	Std. Deviation	6.90004815
Most Extreme Differences	Absolute	,051
	Positive	,051
	Negative	-.039
Kolmogorov-Smirnov Z		,618
Asymp . Sig. (2-tailed)		,840

a. Test distribution is Normal.
b. Calculated from data.
Source : Processed data , 2020

Table. 3 normality test results with use Kolmogorov Smirnov testing shows mark significant 0.840> 0.05. With thereby concluded normally distributed .

Multicollinearity Test

E-ISSN: 3025-8758
P-ISSN: 3025-9290

Mount Hope Economic Journal
(MEGA)

Test result multicollinearity that is :

Table. 4 Multicollinearity Test

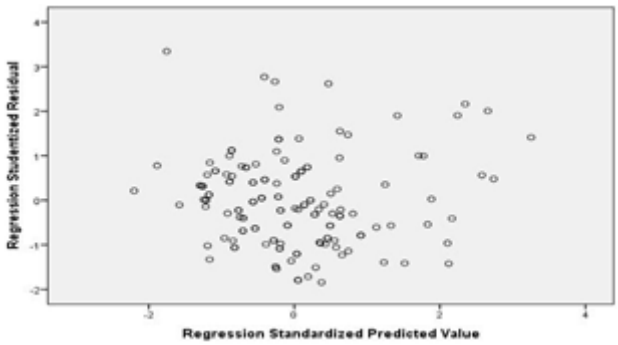
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14,080	2,302		6,117	,000		
	Knowledge	,234	,096	,190	2,434	.016	,920	1,087
	Training	,260	,078	,253	3,312	,001	,964	1,037
	Mastery Technology	,281	,083	,261	3,400	,001	,950	1,053

a. Dependent Variable: Performance
Source : Processed data , 2023

Table. 4 shows that tolerance value for third variable free that is Knowledge of 0.920 > 0.1, Training of 0.964>0.1 and Mastery Technology amounting to 0.950 > 0.1 whereas VIF value for third variable free that is Knowledge of 1.087<10, Training equal to 1.037<10 and Mastery Technology equal to 1.053<10 that No happen correlation .

Heteroscedasticity Test

Scatterplot Graphics



Picture. 3 Heteroscedasticity Test
Source : Processed data , 2023

Dot, dot, dot spread with the pattern is not clear Good on nor under number zero (0) on the Y axis , no gathered in one place , so from scatterplot graph that No happen heteroscedasticity in the regression model .

Glejser Test .

E-ISSN: 3025-8758
P-ISSN: 3025-9290

Mount Hope Economic Journal (MEGA)

Table. 5 Gletjer Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,487	1,379		1,804	.073
	Knowledge	,100	,058	,148	1,740	,084
	Training	,081	,047	.144	1,731	,086
	Mastery Technology	.016	,050	.028	,329	,742

a. Dependent Variable: absut

Source : Processed data , 2020

Table. 5 above show mark significant from variable free Knowledge equal to 0.084 > 0.05, variable free Training equal to 0.086 > 0.05 and variable free Mastery Technology of 0.742 > 0.05 can said No happen problem heteroscedasticity .

Results of Research Data Analysis

Research Model

Analysis multiple linear regression is as following :

Table. 6 Analysis Multiple linear regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14,080	2,302		6,117	,000		
	Knowledge	,234	,096	,190	2,434	.016	,920	1,087
	Training	,260	,078	,253	3,312	,001	,964	1,037
	Mastery Technology	,281	,083	,261	3,400	,001	,950	1,053

a. Dependent Variable: Performance

Source : Processed data , 2020

Y = 14.080 + 0.234 X1 +0.260 X2 + 0.281 X3

Explanation multiple linear regression on is :

E-ISSN: 3025-8758
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Mount Hope Economic Journal
(MEGA)

1. Constant amounting to 14,080 stated that If variable free Knowledge , Training and Mastery Technology No There is or constant so variable Performance bound at 14,080 units.
2. Coefficient regression variable free Knowledge of 0.234 and is valuable positive that if every increase variable free Knowledge 1 unit will increase variable Performance bound is 0.234 units with presumption variable other still .
3. Coefficient regression variable free Training of 0.260 and is valuable positive that if every increase variable free 1 unit training will increase variable Performance bound is 0.260 units with presumption variable other still .
4. Coefficient regression variable free Mastery Technology of 0.281 and is valuable positive that if every increase variable free Mastery Technology 1 unit will increase variable Performance bound is 0.281 units with presumption variable other still .

Hypothesis Determination Test

Adjusted R Square is denoted with R2 being mark coefficient determination corrected which adjusts R2 to method share each sum of squares with degrees each one is free .

Table. 7 Coefficient Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.451 a	.203	,187	6.97256

a. Predictors: (Constant), Knowledge , Training , Mastery Technology

b. Dependent Variable: Performance

Source : Processed data , 2020

Table. 7 The Adjusted R Square value is 0.187 p This means 18.7% of variation variable bound that is Knowledge , Training and Mastery Technology that can explained by variation variable free that is free Knowledge , Training and Mastery Technology whereas the rest amounting to 81.3% (100% - 18.7%) is explained by other variables that are not researched .

F test

E-ISSN: 3025-8758
P-ISSN: 3025-9290

Mount Hope Economic Journal (MEGA)

Table. 8 Simultaneous Tests (F Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1762,536	3	587,512	12,085	,000 [b]
	Residual	6903.546	142	48,617		
	Total	8666.082	145			

a. Predictors: (Constant), Knowledge , Training , Mastery Technology

b. Dependent Variable: Performance

Source : Processed data , 2020

Results obtained calculated F value (12.085) > F table (2.67) and probability significance 0.000 < 0.05, meaning that in a way simultaneous Knowledge , Training and Mastery Technology influential positive and significant on Performance

t test

Table. 9 Partial Test (t Test)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14,080	2,302		6,117	,000		
	Knowledge	,234	,096	,190	2,434	.016	,920	1,087
	Training	,260	,078	,253	3,312	,001	,964	1,037
	Mastery Technology	,281	,083	,261	3,400	,001	,950	1,053

a. Dependent Variable: Performance

Source : Processed data , 2023

The calculation results testing hypothesis in a way Partial obtained mark tcount > ttable or 2.434 > 1.977 and the significance obtained is 0.016 < 0.05, meaning that in a way Partial Knowledge influential positive and significant on Performance. The calculation results testing hypothesis in a way Partial obtained mark tcount > ttable or 3.312 > 1.977 and the significance obtained is 0.001 < 0.05, meaning that in a way Partial Training influential positive and significant on Performance. The calculation results testing hypothesis in a way Partial obtained mark tcount > ttable or 3,400 > 1.977 and the significance obtained is 0.001 < 0.05, meaning that in a way Partial Mastery Technology influential positive and significant on Performance.

Discussion

Influence Knowledge on Performance

The calculation results testing hypothesis in a way Partial obtained mark tcount > ttable or 2.434 > 1.977 and the significance obtained is 0.016 < 0.05, meaning that in a way Partial Knowledge influential positive and significant on Performance.

Influence Training on Performance

The calculation results testing hypothesis in a way Partial obtained mark tcount > ttable or 3.312 > 1.977 and the significance obtained is 0.001 < 0.05, meaning that in a way Partial Training influential positive and significant on Performance.

Influence Mastery Technology on Performance

The calculation results testing hypothesis in a way Partial obtained mark tcount > ttable or 3,400 > 1.977 and the significance obtained is 0.001 < 0.05, meaning that in a way partial personal selling influence positive and significant on Performance.

CONCLUSIONS

By Partial Knowledge influential positive and significant on Performance. Influence Training on Performance, then training influential positive and significant influence performance and personal selling positive and significant on Performance. Whereas in a way simultaneous Knowledge , Training and Mastery Technology influential positive and significant on Performance.

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