Research Paper

Influence of Learning Management and Information Technologyon Teacher Performance

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ABSTRACT
This research aims to examine learning management and information technology on the performance of all elementary school teachers in MamujuDistrict, with a sample of 290 teachers and using the correlation analysis method and t test. This research found that there is a positive and significant influence of learning management and information technology on teacher performance.The largest correlation occurs between teacher performance and learning management at 0.796. Overall, all indicators of the learning management and information technology variables have a positive and significant influence on teacher performance,This means that learning management and information technology in schools are very important and influence the learning process provided by teachers on the success of education in schools.
Keywords: Learning Management, Information Technology, Teacher Performance

I.   INTRODUCTION

In carrying out their duties, teachers are required to have high performance. Teacher performance is a series of results from the process of carrying out their work in accordance with their main duties and functions. Teacher performance has certain specifications. Teacher performance can be seen and measured based on specifications or competency criteria that each teacher must have. In relation to teacher performance, the form of behavior in question is the teacher's activities in the learning process.In relation to teacher performance, the form of behavior in question is the teacher's activities in the learning process. With regard to teacher performance standards. Sahertianas quoted by Kusmianto (2007) explains that:"Teacher performance standards relate to the quality of teachers in carrying out their duties such as: (1) working with students individually, (2) preparing and planning learning, (3) utilizing learning media, (4) involving students in various learning experiences, and (5) active leadership from the teacher.

Learning management also has an influence on teacher performance. Learning management includes planning, implementing and evaluating learning. Teachers are implementers of the learning process, and good learning management can help teachers plan and implement learning more effectively, as well as evaluate learning outcomes to improve their performance in the future.Learning management also has an influence on teacher performance. Learning management includes planning, implementing and evaluating learning. Teachers are implementers of the learning process, and good learning management can help teachers plan and implement learning more effectively, as well as evaluate learning outcomes to improve their performance in the future.

Learning management influences teacher performance (Ratnawati (2018); AgoesWindarto (2022)). According to Sedarmayanti (2013) one of the objectives of performance assessment is to determine the skills and abilities of an individual, in this case a teacher.A teacher as a learning management leader functions to make decisions related to planning, implementation and assessment or evaluation activities.

Apart from learning management variables having an influence on teacher performance, information technology variables also influence teacher performance. Information technology can impact teacher performance by increasing teaching effectiveness and providing support for the learning process. The use of information technology in learning can help teachers prepare, organize and deliver lesson material more effectively. The use of information technology in learning can help increase the effectiveness of teaching and provide support for the learning process. This can have an impact on better teacher performance in preparing, implementing and evaluating learning for students.

Information technology affects teacher performance (FaraNabilah (2022); ViraPrihandini (2022); Desfira Amelia, Windayani, TutiSyafrianti (2021)). The relationship between the use of information technology and teacher performance is based on the Theory of Reasoned Action (TRA) which states that someone will use information technology if the technology is useful and can improve performance.Besides that, it is also based on the Technology Acceptance Model (TAM) which also states that the use of information technology can improve performance (Thai, 2003). According to Lucas &Spitler in Thai (2003), information systems and information technology can be utilized effectively, one of which is by contributing to performance, so that a member of the company is able to use and operate the technology well.

The phenomenon that occurs in the field is the result of the author's interview with elementary school supervisors in Mamuju Regency,information was obtained regarding the many factors that become obstacles to optimal teacher performance. The main source of the problems seen in this research is the sub-optimal performance of elementary school teachers in MamujuRegency.This can be seen from the teacher's behavior and attitude while carrying out learning at school. Several things that indicate less than optimal teacher performance are influenced by, among others: 1) Educational infrastructure, especially information technology, is inadequate, 2) Learning management is less supportive, 3) Professionalism and information technology are not yet optimal.So that by managing educational infrastructure, especially information technology, and learning management, the professionalism and innovative attitudes of teachers will change the performance of teachers in elementary schools in MamujuRegency.

II.   LITERATURE REVIEW

Learning Management

An educational institution is an organization in which there are people who work together, and to make this work easier, everyone must support each other and also understand each other's duties, as well as help with learning activities for joint activities.Through management, these activities will be carried out automatically, because the usefulness of management lies in the obedience of all personnel to the leadership and rules that apply in educational institutions.

According to Mulyasa (2004), the uses of management studies for educational institutions are as follows:

a. Planning, emphasizes determining overall goals and the best way to achieve them.

b. Organizing, emphasized to make it easier for managers to supervise and determine someone's tasks through the division of work.

c. Direction, emphasized on moving members to work sincerely and with full awareness in carrying out their duties.

d. Evaluation emphasizes the results of all performance that has occurred, and is used as further material so that weaknesses in all aspects can be overcome.

According to DidinKurniawan and Imam Machali (2013), the goals and benefits of management in education include:

a.   Creating an active, innovative, creative, effective and enjoyable learning atmosphere and learning process.

b. The creation of students who actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble morals, and skills needed by themselves, society, nation and state.

c.   Fulfillment of one of the four teaching and education staff competitions.

d.   Achieving educational goals effectively and efficiently.

e.   Equipping educational staff with theories about the processes and tasks of educational administration.

f.   Resolving the problem of education quality.

Information Technology

According to Abdul Kadir (2003), information technology in general is as follows: information technology can be grouped into 2 (two) parts: software and hardware. Hardware concerns physical equipment, such as memory, printers and keyboards. The software is related to instructions to regulate the hardware so that it works according to the objectives of these instructions. Still according to Abdul Kadir (2003), information technology can generally be said that information technology replaces the role of humans. In this case, information technology automates a task or process, technology strengthens the human role, namely by providing information on a task or process and information technology plays a role in restructuring the human role. In this case, technology plays a role in making changes to a set of tasks or processes.

According to Martin in Abdul Khadir and Terra Ch. Triwahyuni(2013) stated that the definition of Information Technology or information technology is that information technology is not only limited to computer technology (hardware and software) used to process and store information, but also includes communication technology to transmit information.Meanwhile, Haag and Keen in Budityanto (2013) state that

information technology is as follows, information technology is a set of tools that help you work with information and carry out tasks related to information processing.

Teacher Performance

Instructor or teacher performance is behavior or responses that produce results that refer to what they do when they face a task. The performance of teaching staff or teachers concerns all activities or behavior experienced by teaching staff, the answers they make, to provide results or goals (Martinis &Maisah, 2010). Teacher performance is a manifestation of the competence possessed by the teacher, namely the ability as a teacher to carry out his duties and obligations appropriately and responsibly.

According to Nana Sudjana (2006), teacher performance can be seen from their success in improving learning processes and outcomes, which include:
a. Planning teaching and learning programs.
b. Implement and manage the teaching and learning process.
c. Assessing the progress of the teaching and learning process.
d. Mastering the lesson material.

III. RESEARCH METHODS

The population in this study were all elementary school teachers in MamujuDistrict, with a sample of 290 teachers.The research variables are learning management with indicators of learning planning, learning organizing, learning mobilization and learning supervision. Next Information technology variables with indicators of social factors, task suitability, long-term consequences and facilitating conditions. Performance variables with indicators of planning learning activities, implementing learning activities, classroom management, use of media and learning resources, use of methods. The analytical method used in this research is correlation analysis and t test

IV. RESULTS ANALYSIS AND DISCUSSION

Results

Table 1. Correlations

		X1. Learning Management	X2 Information Technology	Y Performance
X1 Learning Management	Pearson Correlation	1	,508**	,796**
	Sig. (2-tailed)		,000	,000
	N	290	290	290
X2 Information Technology	Pearson Correlation	,508**	1	,617**
	Sig. (2-tailed)	,000		,000
	N	290	290	290
Y Performance	Pearson Correlation	,796**	,617**	1
	Sig. (2-tailed)	,000	,000	
	N	290	290	290

**. Correlation is significant at the 0.01 level (2-tailed).

Based on Table 1, a correlation relationship can be seen between performance and the Learning Management variable and the Information Technology variable. The largest correlation occurs between learning management and performance of 0.796 and , then the correlation between information technology and performance is 0.617. Overall, all independent variables in this study have a positive influence on teacher performance.

Table 2. ANOVAª

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	288,731	2	144,365	326,615	,000ᵇ
	Residual	126,855	287	,442		

| | Total | 415,586 | 289 | | | |

a. Dependent Variable: Y Performance

b. Predictors: (Constant), X2 Information Technology, X1. Learning Management

Table 3. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,096	,153		,630	,529
	X1. Learning Management	,679	,040	,651	17,192	,000
	X2 Information Technology	,294	,039	,286	7,549	,000

a. Dependent Variable: Y Performance

From the Anova test seen in table 2, it is proven that Learning Management and information technology simultaneously influence teacher performance with an F count of 326.615 > 2.68. Next, based on table 3, the formulation is obtained

Y = 0.096 + 0.679X1 + 0.294X21.

1. A constant of 0.096 means that if learning management and information technology is 0 then teacher performance (Y) is 0.096

2. If learning management experiences an increase of 1 unit, then teacher performance will increase by 0.679 units assuming the other independent variables are constant.

3. If information technology increases by 1 unit, then teacher performance will increase by 0.294 units assuming the other independent variables are constant.

V.   Discussion

1.   Learning Management influences teacher performance

From the research results, it was found that the learning management variable had a significant positive effect on performance with a calculated t value > T table, or 17.192 > 1.69. Education units or schools are required to continue to improve the quality of learning. Quality learning is the main entry point so that students or students can develop optimally and achieve educational goals as expected..Through quality learning, schools are expected to be able to prepare students or educators, able to face the changes and developments that occur. In order for the quality of learning to continue to improve, the learning process must be managed well. In other words, management is needed to improve the quality of learning.Through learning management, methods, ways or strategies are sought to improve the quality of learning. Certain efforts and conditions are needed to improve the quality of learning. Without ignoring other factors, it can be said that quality learning is to realize learning objectives through the implementation or implementation of quality improvement management, the quality of the learning process is created and continues to improve, the quality of learning further increases the activity and creativity of students, the more disciplined students become, and increasing student motivation to learn.

From the research results it was found that elementary school teachers in Mamuju Regency has made efforts to continue to innovate in learning management because with learning innovation the process of teaching and learning activities can run smoothly, conducively and creatively so that it can foster students' enthusiasm for learning. And also achieving learning goals and ultimately improving student learning achievement.

Rahardja, U., et al (2021), Anggreni, N. L. P. Y., Murniasih, N. N., &Sudana, I. K. (2023), Lian, B., &Amiruddin, A. (2021) and Muhali, M. (2019) have research results the same as this research. In general, they argue that learning management has a very important role in supporting and encouraging learning innovation in the educational environment. Innovation in this context can refer to the development of new teaching methods, the application of educational technology, or significant changes in the curriculum.

2.   Information technology influences teacher performance

From the research results, it was found that information technology had a significant positive effect on teacher performance, with a calculated T value > T table or 7.549 > 1.69. Educational technology is a systematic and organized process of applying modern technology to improve the quality of education (efficiency, optimal, correct, etc.). It is a systematic way to conceptualize the implementation and evaluation of the learning process and helps in the application of modern educational teaching techniques. According to teachers, intelligent and

planned use of information technology can help teachers increase learning effectiveness, provide better support to students, and carry out administrative tasks more efficiently.

The use of Information Technology by teachers has a significant social impact in the educational context. Some teacher social factors related to the use of information technology involve interactions with students, fellow teachers, and changes in teaching methods. The use of information technology can change the traditional role of teachers from class leaders to learning facilitators. Teachers can be guides who support students in understanding and exploring information independently.

Information technology enables learning accessibility from anywhere and at any time. Online learning platforms, recorded lessons, and digital resources allow students to study according to their own schedule and comfort level. The use of multimedia, simulations, and interactive applications helps make learning materials more engaging and easy to understand. This helps increase students' absorption of information. Information technology provides a platform for experimentation with innovative learning methods, such as game-based learning, project-based learning, and the use of augmented reality (AR) or virtual reality (VR). Integrating information technology in learning helps students understand and master the digital skills needed in the world modern, and much more. In general, elementary school teachers in Mamuju Regency are ready to accept changes with advances in information technology.

Manongga, A. (2022) in his research entitled The Importance of Information Technology in Supporting the Teaching and Learning Process in Elementary Schools, found that technology in the world of education is a system that is used to support learning so that desired results are achieved. . In line with the research results of Ali Fahroni (2022) which states that learning through information technology is currently also a characteristic of innovative learning, which means that the application of ICT in the learning process involves students continuing to actively use and utilize information and communication technology with the term e-learning. or blended learning, and others

VI.   CONCLUSION

1. Learning management has a significant positive effect on teacher performance
2. Information technology has a significant positive effect on teacher performance.

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