

The Influence of the Supervision Function, Human Resource Development and the Utilization of Information Technology on Performance (Case Study)

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Abstract. *This study aims to determine the effect of the Influence of Oversight Function, Human Resource Development and Utilization of Information Technology on Performance (Case Study of Village Office Staff in Libureng District, Bone Regency). This study uses a quantitative approach. The sampling method used in this research is saturated sample or taking the entire population with 80 samples of respondents. The results of this study indicate that partially the function of supervision and development of human resources has a positive and significant effect on performance, and the use of information technology does not have a positive effect on the performance of village office staff in Libureng sub-district, Bone Regency.*

Keywords: *Supervision Function, Resource Development Human, Utilization of Information Technology, Performance*

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INTRODUCTION

It is imperative for every organization to possess high-quality human resources. Highly skilled personnel are the primary asset when it comes to strategizing, overseeing, coordinating, guiding, and implementing the various elements within an organization (Aulia Chaerani, 2018). In the area of Libureng District, Bone Regency, village offices frequently encounter a phenomenon that can significantly impact the performance of their staff and employees.

Supervision of employee performance necessitates government regulation of performance standards that meet the necessary requirements. This ensures that employees can work efficiently and in an organized manner, with a clear focus on achieving the mission and vision of each agency (Paramansyah et al., 2021). It has been discovered that the supervisory function in several village offices is deemed inadequate. This is due to tasks not being completed on time, ineffective working hours with staff arriving late and leaving not on time, and a lack of direct supervision from superiors.

Human resource development is a process that aims to enhance the expertise, abilities, and knowledge of workers. It involves the development of competencies through training and development, effective leadership management, organizational learning, and knowledge management. This process is crucial for improving performance within an organization (Alshammari, 2020). The phenomena observed in village offices in the Libureng sub-district region are closely tied to the advancement of human resources. Specifically, there are still some staff members who lack technological knowledge due to limited education and inadequate

facilities and infrastructure. As a result, their abilities, particularly in utilizing information technology, are constrained.

The utilization of information technology in the village office located in the Libureng sub-district area of Bone Regency is deemed inadequate. This is primarily due to the presence of unstable networks in several village offices, which is a consequence of their remote location. As a result, the effectiveness of work is compromised, consequently impacting the performance of the staff. Consistent with prior research conducted by Febrianty & Muhammad et al. (2023), it has been found that the utilization of information technology has an impact on employee performance.

The findings of the initial observations conducted by researchers in various village offices in Libureng District, Bone Regency, reveal that these offices, which exist to serve the community, are facing managerial challenges. The complex issues faced are connected to the significant number of individuals being served, as well as the diverse characteristics (such as origin, education, age, and economic ability) of the subordinate hamlets.

LITERATURE REVIEW

Human Resource Management As per Idrus (2024) research, human resource management encompasses the acquisition, development, evaluation, and remuneration of employees, as well as the regulation of labor relations, occupational health and safety, and matters of fairness. As stated by Pattanayak (2020), human resource management encompasses the utilization, development, expansion, provision of services, and management of individual members within an organization or work group. As stated by Tanjung (2020), human resource management encompasses various operational functions, including planning, procurement, development, compensation, integration, and maintenance. According to Rumapea (2023), the objectives of supervision are as follows: (a) Guarantee the determination of the implementation of tasks in accordance with the plan, wisdom and order; (b) Coordinate activities activities; (c) Prevent waste and fraud; (d) Guarantee the realization of community satisfaction with the goods and services produced (e) Fostering public trust in organizational leadership. Indicators and Dimensions of Supervision of all discussions about experts, the researcher takes the supervision technique according to Kadarisman (2019) to become a measurement indicator within the supervision itself, namely direct supervision and indirect supervision.

Human Resource Development

According to Kordab et al. (2020), the emphasis is on the development of human resources through the establishment of a learning organization. This involves the systematic management of knowledge to foster continuous learning. Through these human resource development activities, there is an expectation of enhancing performance and addressing any shortcomings in order to align with the advancements in science and technology utilized by the organization.

In Maghfiroh (2021) explanation, the purpose of the development is outlined. The purpose of developing human resources is as follows: (a) Employee work productivity will improve, the quality and quantity of production is getting better; (b) Increasing energy efficiency, time, raw material, and reducing the machine; (c) Reducing damage to goods, production and machinery because employees are increasingly skilled and skilled; (d) Reducing employee accident rates; (e) Improving services to organizational customers because good service provision is a very important attraction; (f) Employees will be better because of their expertise and skills according to their work; (g) The opportunity to improve employee careers is getting bigger; (h) The leadership is increasingly capable and faster in making decisions; (i) The leadership of a leader will be better.

Through the process of development, repayment will receive increased attention and yield significant benefits for the community of service users. According to Banmairuroy et al. (2022), the development of human resources is influenced by four dimensions: education, work

experience, skills, and technological capabilities. According to Arubayi et al. (2020), human resource development indicators encompass three key factors: motivation, personality, and skills.

Application of Information Technology

The utilization of information technology refers to the behavior and attitude of accountants when using technology to complete tasks and enhance their performance. Application of Information Technology Sutisna (2023) highlight the advantages that information systems users can expect when utilizing technology to perform their work tasks and behaviors. As per Handayani et al. (2020) study, the measurement of information technology use is determined by three indicator items: the intensity of utilization, the frequency of utilization, and the number of applications or software used.

Performance

Performance is a direct outcome of an individual's efforts in executing assigned tasks, drawing upon their skills, experience, and dedication. The time spent on work is influenced by three crucial factors: the employee's aptitude and enthusiasm, their understanding and acceptance of delegated responsibilities, and their level of motivation. As stated by Wijaya & Fauji (2021), performance is the outcome of work and work behavior that has been accomplished in fulfilling the assigned tasks and responsibilities within a specific timeframe.

In a scholarly work, Alfiah & Nawatmi (2022) proposes that performance indicators, specifically: (1) Quality, is how well an employee does what should be done; (2) Quantity, is how long an employee works in one day. This quantity of work can be seen from the speed of work of each employee each; (3) The implementation of the task, is how far employees are able to do their work accurately or there are no mistakes; (4) Responsibility, is an awareness of the obligation of employees to carry out the work given by the company.

METHODS

The type of research used is quantitative research and using methods or approaches through survey research (survey research) used to describe various aspects of the population by gathering information from a sample by sharing through questionnaires or interviews. The locations in this study were several village offices in Libureng District, Bone Regency including Wanua Waru Village, Pitung Pakange Village, Malinrung Village, Bune Village, Baringng Village, Tapappale Village, Mattiro Bulu Village, Mario Village, Suwa Village, and Poleonro Village.

The type of data in this study researchers used quantitative research where the data to be obtained in the form of numbers, the numbers obtained from the recapitulation of the questionnaire or questionnaire to be further analyzed in a data analysis. The data source used is primary data obtained from the results of direct observations that have been made by researchers, and secondary data is from the results of reading documents related to the company. The population in this study were 80 staff staff from several village offices in the Libureng District area of Bone Regency and the sample used was the total population of 80 respondents. The data analysis technique used in this study is multiple regression (multiple regression) with the help of software through the SPSS application.

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis Test Results

A regression analysis is conducted in order to validate the hypothesis put forth in this study. Specifically, it aims to examine the impact of the independent variable on the dependent variable and to test the research hypothesis that was previously introduced. The foundation of hypothesis testing in this study relies on the utilization of a probability value for conducting partial tests. The hypotheses proposed in this study are as follows:

Ho: There is no influence between the independent variable on the dependent variable

Ha: There is an influence between the independent variable on the dependent variable

The basic decision making is: $P \leq 0.05$, then H_0 is rejected $P > 0.05$, then H_0 is accepted

The hypothesis testing is conducted using multiple linear regression statistical analysis techniques. The analysis is performed on the processed data using SPSS for Windows. The results will be presented in a significance table.

Table 1. Hypothesis Testing Results

HIP	Independent variable	Dependent variable	Direct Effect				
			B	Beta	t hit	p-value	Description
H1	Oversight Function	Performance	0,304	0,283	2,265	0,026	Significant
H2	HR development	Performance	0,353	0,336	3,318	0,001	Significant
H3	Utilization of technology	Performance	0,105	0,088	0,726	0,470	Insignificant
R	= 0,786						
R Square = 0,617							
F	= 40,753	Sig	= 0,000				
Regression equation		$Y = 1,016 + 0,304X_1 + 0,353X_2 + 0,105X_3 + \epsilon$					

From the whole model of three direct influences that are hypothesized, there are two significant and one insignificant. The interpretation of Table 4.1 can be explained as follows: (1) The supervisory function has a noteworthy impact on performance, as indicated by a p-value of 0.026, which is less than the significance level of 0.05. The coefficient value of 0.304 further supports this finding, suggesting that an improved perception of the supervisory function leads to an increase in performance at the village office in Libureng District, Bone Regency.; (2) The impact of HR development on performance is statistically significant ($p = 0.001$), indicating a positive relationship. With a coefficient value of 0.353, this finding indicates a positive correlation between the development of HR in employees and the performance of the village office in Libureng District, Bone Regency; (3) The utilization of technology has a negligible positive impact on its use, as indicated by a coefficient value of 0.105 and a p-value of 0.470, which is greater than the significance level of 0.05.

This suggests that the use of technology in village offices in Libureng District, Bone Regency does not significantly enhance performance.; (4)The F Test is statistically significant with a significance level of less than 0.05. This indicates that the model developed accurately represents the conditions at the research site, allowing for the generalization of the study's results to the Village Office in Libureng District, Bone Regency; (5) The R Square value is 0.617, indicating that the model constructed represents the conditions at the research site to a significant extent, accounting for 61.7% of the variation. The remaining 38.3% can be attributed to limitations in the research instruments and potential errors made by the researcher. This discussion is focused on decisions resulting from hypothesis testing, as an effort to answer the formulation of research problems. The results of the analysis of hypothesis testing are described as follows:

The effect of the supervisory function on performance

The findings of this study suggest that there is a positive correlation between the perceived effectiveness of the supervisory function and the performance of the staff in the village office in Libureng District, Bone Regency. The finding aligns with the research conducted by Sari et al. (2015) titled "The Effect of Supervision of Employee Performance at the State Assets Service Office and Pematangsiantar Auction." The study concludes that supervision has a significant and positive impact on employee performance at the State Assets and Pematangsiantar Auction Office.

The descriptive statistical results indicate that observations in place are indicators that have the highest average value of the supervisory function variable. This suggests that individuals

who experience this level of supervision feel cared for, valued, and supervised in carrying out their duties. As a result, they are likely to feel happy and this can ultimately lead to improved performance among staff members at the village office in Libureng District.

Based on the data collected at the research site, it is evident that the supervisory function plays a crucial role in enhancing the performance of staff members at the village office in Libureng District, Bone Regency. When the supervisory function has been implemented in accordance with the task of the Village Supervisory Agency.

The influence of human resource development on performance

The findings of this study suggest a positive correlation between the development of human resources in employees and the performance of the village office in Libureng District, Bone Regency. This aligns with the research conducted by Panjaitan (2017) titled "The Effect of Human Resources Development on the Performance of PT. Indojoya Agrinusa," which found a strong and positive impact of human resource development on employee performance at PT. Indojoya Agrinusa.

The descriptive statistical results reveal that personality is the indicator with the highest average value for the HR development variable. This finding suggests that the human resources development is progressing positively, which in turn is likely to enhance the performance of the staff. This is particularly important as agencies with less experienced human resources may face challenges in their respective fields. When leaders take the initiative to provide training and development opportunities for their staff, it has a positive impact on their knowledge, abilities, and competencies. This, in turn, enhances the performance of the staff at the village office in Libureng District.

Based on the data collected at the research site, it is evident that the enhancement of human resources has a notable and beneficial impact on the performance of the staff at the village office in Libureng District, Bone Regency. The development of human resources is conducted through the provision of training and development programs for the village office staff.

The Effect of the Utilization of Information Technology on Performance

The findings of this study suggest that the utilization of technology in office environments does not enhance overall performance. The findings align with the research conducted by Aminah & Muliawati (2021) titled "The Effect of Internal Control, Utilization of Information Technology, and Work Experience on Employee Performance." It has been observed that internal control has a positive impact on performance, while the use of information technology does not affect employee performance. Additionally, work experience has been found to have a positive influence on performance.

The descriptive statistical results indicate that the variable with the highest average value in terms of technological use is the number of applications used. This suggests that the performance of staff in village offices in the sub-district of Libureng is not significantly affected by the improvement or lack thereof in information technology. Other factors, such as the limited internet network in remote areas, contribute to the decline in staff performance as they struggle to complete their duties and responsibilities on time.

Based on the findings from the research site, it is evident that the utilization of information technology has a beneficial impact on the staff's performance at the village office in Libureng District, Bone Regency. In cases where the implementation of technology has been inadequate, it can often be attributed to a lack of proficiency among human resources in utilizing information technology resources.

CONCLUSION

This study aims to determine the effect of supervisory functions, human resource development and the use of information technology on the performance of staff in the village office in the Libureng District. Based on the formulation of the problem in this study, the analysis

of data that has been carried out and the discussion that has been stated in the previous chapter, then conclusions can be drawn, namely: Variable Supervision Function (X1) has a significant positive effect on performance (Y). This means that when the supervisory function goes well, it will also improve the performance of the staff, because if the supervisory function is carried out by the leadership in a village office, the staff will feel cared for, valued, monitored in carrying out their duties and feel happy so that they can improve the performance of the staff on Village Office in Libureng District. Human resource development variables (X2) have a positive and significant effect on performance (Y). This proves that the development of human resources is going well, it will also improve the performance of the staff, because if in an agency has a lack of expert human resources in their fields but the leaders often conduct training or development of staff, their knowledge, abilities and competencies will increase And that will also affect the performance of the staff at the village office in Libureng District. Variable Utilization of Information Technology (X3) has a positive positive effect on performance (Y). This means that if the use of information technology is improved or not well improved, it will not affect the performance of staff in the village office in Libureng District, because it is influenced by other factors such as the limited internet network in several village offices in remote areas that cause staff performance decreased because the duties and responsibilities are given not completed on time.

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