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HUMAN RESOURCE MANAGEMENT | RESEARCH ARTICLE

The Effect of Motivation and Utilization of Academic Information System (SIAD) on Lecturer Performance

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Abstract: Lecturer Academic Information System (SIAD) is an academic service facility that lecturers can use to accommodate and manage teachers' activities, including lectures, assignments, communication, and discussions with students. However, lecturers' obstacles in supporting educational processes include the obstacles of lack of features and items/ service forums in the online academic portal. This research aims to find the influence of selecting the system, motivation, and utilization of academic information system lecturers (SIAD) on the performance of lecturers at the Faculty of Economics, University of Prima Indonesia. The study will test the variables both partially and simultaneously. Samples were taken from lecturers recorded in the management study program of 60 respondents. The methodological approach use quantitative descriptive with linear regression. The test result of this study obtained a calculated value of F-calculated (17,866) > F-estimated (2.76) and a probability of significance of < 0.01, the hypothesis was concluded that simultaneously effect H0 was rejected, which means the selection, motivation, and utilization of SIAD had a positive and significant effect on the performance of lecturers at the Faculty of Economics, Universitas Prima Indonesia-Medan. The result of this study found the calculation of the coefficient of determination obtained an adjusted R-Square value of 0.462.

Keywords: Selection, Motivation, Job Performance, Job Satisfaction

JEL Classification Code: o15, L20, L30

1. INTRODUCTION

The employee is one of the most important components in every organization. Human asset in the 21st century is considered the most important asset of any company (Hafiza et al., 2011). Work itself can be overwhelming. Deadlines, lack of resources, long hours, stressful environments. It can be completely demoralizing if it is coupled with a lack of respect, indifferent supervisors, or acknowledgment for work done. On the other hand, adding to the environment at work, people are struggling to balance the demands of their personal lives. According to (Lee, 2017) decreased engagement leads to higher turnover and lower productivity. The performance of mining staff (employees), as well as managers, determines to a large extent, the quality of employees' also as expressed by (Hellriegel & Slocum, 2007) that Low job satisfaction can result in costly turnover, absenteeism, tardiness, and even poor mental health.

Thus, to cope with this challenge facing the employee, human resources management has an important role. Human Resource Management is a way to manage individuals' relationships and roles efficiently and effectively and can be used to the maximum to achieve the company's common goals, employees, and society to be maximal. Filippo (1961) defined *human resources management* as bringing people and organizations together to meet their needs. It is that part of the management process concerned with the management of human resources in an organization. It tries to secure the best from people by winning their whole-hearted co-operation. In short, it may be defined as the art of procuring, developing, and maintaining a competent workforce to achieve the goals of an organization effectively and efficiently. Thus, HRM is the personnel function concerned with procurement, development,

compensation, integration, and maintenance of an organization's personnel to contribute to the organization's objectives. Therefore, personnel management is the planning, organizing, directing, and controlling the performance of those operative functions. Universitas Prima Indonesia is one of the campuses with 10 universities and graduate schools, one of which is the Faculty of Economics consisting of two study programs, namely, accounting and Management program, especially the management program is one of the majors that researchers do in research. The performance of lecturers in the Faculty of Economics has not been maximized from many lecturers who did not complete the appointment on time.

As with other organizations, Selection and recruitment is the first effort made by the company to obtain qualified and competent employees who will serve and do all the work in the company. One of the important activities in human resource management is the recruitment and selection. Recruitment is a process of collecting a number of applicants who possess the qualifications required in accordance with the company, to be employed in the company (Mathis & Jackson, 1999). Recruitment and selection criteria of employees have been also the topic of research for over 60 years now (Shina & Thaly, 2013). Recruitment and selection process portals is considered as the most important medium of hiring employees in the company and employee references considered among the most reliable hiring source for new employees for the organization (Kumari, 2012). Unfortunately, the selection at Universitas Prima Indonesia, especially the Faculty of Economics, was not carried out properly. The stages of the selection process in the selection of lecturers are administrative selection, psycho test selection, microteaching tests, and interview tests. However, one selection process is not implemented properly, including microteaching, as many lecturers cannot deliver the material well to students.

Furthermore, work motivation is one of the important factors in the work of an organization, which means that every employee must have work motivation. Motivation plays a key role in employees' job performance in any organization (Calder, 2016). According to Calder (2016) employee motivation has been a long concept in human resource management and has drawn more attention to scholars and practitioners' central research topic. Many theories and approaches have developed to explain employees' motivation in the private and public sectors. However, most of the previous studies on the role of motivation on employees' job performance descend little of practical application or offer it only for the private sector. Amstrong (2007), one of the most fundamental concerns when the company or organization wants to achieve good work performance, is understanding how to motivate its employees. Chowdury (2007) researched that motivation can affect performance. This motivation comes from leader behavior. This research shows that authoritarian supervisors to motivate positive in increasing sales and successfully motivating outstanding salespeople, and improving work performance. The previous studies also showed that Most of Employee performance is a factor in determining the success of achieving goals because employee organization is a factor that can realize effectiveness and efficiency in carrying out tasks (Baharuddin, Asma, & Niswaty, 2017; Norani, Amirullah, & Darwis., 2015; Samad & Jamaluddin, 2016). Adequate work facilities with suitable conditions that are well maintained and will help smooth the work process in an organization. Providing complete facilities is also used as one of the drivers for work ((Haynes, 2008; Preiser, 1995). Work facilities in principle focus on office or company work, which helps serve various activities or smooth work. In order to achieve these objectives, work facilities are needed (Pratiwi et al., 2019). Everything that becomes a supporting facility in various corporate activities in the form of physical and can be used in the normal activities of a company can be called a work facility. SIAD utilization here is very user-friendly or helps the lecturers input the value, guide students in research, and provide materials. However, the constraints in SIAD, namely, the use of features and items/service forums in the academic portal / online SIAD by lecturers in supporting educational processes such as discussion forum menu services, information menu announcements (scholarships and workshops), and less maximum utilization of virtual class menus (lecture material announcements, lecture assignments, online discussions, class agendas, personal agendas, file sharing, and references).

2. Literature Review

The relationship between job satisfaction and job performance has been studied extensively throughout the history of industrial/organizational psychology (Judge & Bono, 2001). The connection

between workplace attitudes and behavioral outcomes continues to be a prevalent research topic (Harrison, Newman, & Roth, 2006; Schleicher, Watt, & Greguras 2004) and stems from classic industrial/organizational and social psychological theory (e.g., (Lawler & Porter, 1967; Wicker, 1969). Researchers have acknowledged that job satisfaction is a phenomenon best described as having cognitive (thoughts) and affective (feelings) character. For example, Brief & Weiss, (2002) suggested that employee reports of effect at work can measure job satisfaction and that affective experiences while on the job are also a cause of job satisfaction. On the other hand, job performance consists of the observable behaviors that people do in their jobs that are relevant to the organization's goals (Campbell, McHenry, & Wise, 1990). Job performance is of interest to organizations because of the importance of high productivity in the workplace (Hunter & Hunter, 1984). Performance definitions should focus on behaviors rather than outcomes (Murphy, 1989). After all, a focus on outcomes could lead employees to find the easiest way to achieve the desired results, which is likely to be detrimental to the organization because other important behaviors will not be performed. Campbell, McCloy, Oppler, & Sager (1993) explain that performance is not the consequence of behaviors but rather the behaviors themselves. In other words, the performance consists of the behaviors that employees engage in, which can be observed.

The power of motivation cannot be overemphasized (Domeyer, 1998). Motivation has the power to energize people not only by pushing them towards the right direction but by meeting their basic human needs of self-esteem, belonging, recognition, feeling of self-directedness, and the ability to live one's ideals (Kotler et al., 1993). Motivation is correlated with employees' productivity (Scott, 2015). Rajput, Bakar, Ahmad, (2011) asserts that motivation is the word that originated from the Latin word "Movere" this word means "to move." Therefore, motivation can be defined as "the person's need to display the performance and readiness to apply effort." Darmon (1990) stated that motivation is a process that begins with the psychological or physiological requirement that promotes a specific behavior. Motivation is defined as the process that accounts for an individual's intensity, direction, and persistence toward attaining a goal (Page, 2008). According to (Tosi et al., 2000), motivation has both psychological and managerial meaning. The psychological meaning of motivation refers to the internal mental state of a person that relates to the initiation, direction, persistence, intensity, and termination of behaviour. The managerial meaning of motivation, on the other hand, deals with the activity of managers and leaders to induce others in order to produce results desired or outlined by the organization or by the manager, which conforms to a relationship between motivation, ability, and performance. The study of motivation from the psychological perspective is fairly new and extremely complex. Psychologists do not know what motivates individuals to work patterns (Hoover et al., 1992). According to (Hoover et al., 2004), their study on human behavior has allowed psychologists to explain motivation and develop models to aid managers in understanding how to get the most out of people. The current study focuses on need theories, especially Herzberg's hygiene and motivational factors (Herzberg's two-factor theory) (Herzberg, 1986) and Maslow's theory of needs (Maslow, 1943). The current study directly depends on Herzberg's theory. Herzberg's theory found all of the independent variables in the research (salary, supervision, responsibility, fringe benefits, promotion, growth, "training and development"). Herzberg divided the factors of his theory into two categories motivational and hygiene factors. Motivational Factors include: growth, work itself, responsibility, achievement, advancement, and recognition. In contrast, hygiene factors include salary, company policies and administration, supervision, interpersonal relations, working conditions, and job security. For enabling people to work and feel motivated to perform their tasks well, the hygiene theory spells out a whole and distinct issue. This result supports the importance of the current study for addressing the impact of motivational factors on performance well. Maslow developed one of the most common categorizations for needs. His hierarchy of needs elucidates incentive and performance as the consequence of diverse basic needs that guide individuals. In his theory, motivation is necessary for assuming action. This theory required that the managers be able to identify and understand the needs of their employees to appreciate the appropriate way to motivate them and direct their behaviours. The empirical aspect of Maslow's theory on employee motivation causes the organization's directors capable and ready to recognize and optimistically provide the motivational factors that stimulate its human resources within the context of the job performance. This aspect is because high motivated workers

cause high-performance levels and generate higher productivity for the organization (Ajang, 2005). The company's recruitment is a process or action taken by the company to obtain additional employees through several stages, including identifying and evaluating sources withdrawal of labor, determining labor requirements, selection, placement, and orientation of the workforce. Collecting employees aimed at providing employees enough so that managers can choose employees who meet the qualifications they need (Malthis et al., 2001). Recruitment is identifying, screening, shortlisting, and hiring potential human resources to fill up positions within the organization. It is the central function of human resource management. Recruitment is the process of selecting the right person for the right position at the right time. The educational qualifications, experience, abilities, and skills of the individuals need to be considered when recruitment takes place. It is the process of attracting, selecting, and appointing potential candidates to meet the needs and requirements of the organizations. Recruitment takes place internally, i.e., within the organization, and externally, i.e., from external sources. Internal factors include the organization's size, recruiting policy, the image of the organization, and the image of the job. External factors include demographic factors, labor market, unemployment rate, labor laws, legal considerations, and competitors. Efficiency in the recruitment processes generates productivity and builds a good working environment and good relations between the employees (Recruitment and Selection, 2016). Selection is the process of picking or choosing the right candidate who is most suitable for the job. It is interviewing the candidates and evaluating their qualities, which are necessary for a specific job, and then selecting the candidates is made for the right positions. Selecting the right candidates for the right positions will help the organization achieve its desired goals and objectives. When the selection of the employees takes place, it is vital to ensure that they possess the desired qualifications, skills, and abilities required to perform the job duties in a well-organized manner

3. Research Method and Materials

The research approach used a quantitative approach. According to Creswell (2014) explaining quantitative research requires a researcher to explain how a variable affects another variable. The type of research conducted is descriptive quantitative research. According to Lehmann (Yusuf, 2014) "Quantitative descriptive research is one type of research that aims to describe systemically, actually, and accurately about the facts and properties of a particular population or try to describe the phenomenon in detail." The population taken in this study is the Lecturer of Management Study Program, where the number of this population is as many as 60 people. The dependent variables in this study, namely Lecturer Performance (Y), while Independent Variables, namely Selection (X1), Motivation (X2), Utilization of Academic Information System Lecturers (SIAD (X3). Primary data source. Primary data is data obtained from respondents through questionnaires, focus groups, and panels, or also data from researchers' interviews with sources. The measurement using the next step is testing the normality using the asymptotic / Kolomogorv-Smirnov method to determine the correlation test, whether using the Pearson correlation method. After transforming the value variable, the trial is continued by testing the hypothesis through the correlation testing method with significance ($p < 0.05$). One of the stages of data testing is by measuring the F test value, T-test value, the coefficient of determination (R-Square). The Measurement and data analysis using multiple linear regression analysis.

4. Results and Discussion

4.1. Statistical Result

The descriptive statistical analysis aims to provide an overview or description of data viewed from the minimum, maximum, average (mean), standard deviation of each research variable. The following are descriptive statistics of the respondents' answers of minimum, maximum, average, and standard deviation.

Table 1: Descriptive Statistics

	n	Minimum	Maximum	Mean	Std. Deviation
Selection	60	21	38	26.68	4.098
Motivation	60	13	30	19.77	3.519
SIAD	60	16	30	22.18	4.144
Performance	60	21	40	28.72	4.446
Valid N (listwise)	60				

The table 1 shows that the minimum value of the selected variable is 21 and the maximum is 38, the mean value is 26.68, and the standard deviation is 4,096. The minimum value of the motivation variable is 13, and the maximum is 30, the mean value is 19.77, and the standard deviation is 3,519. The minimum value of the SIAD utilization variable is 16, and the maximum value is 30. The mean value is 22.18, and the standard deviation value is 4,144. Next, the minimum performance variable value is 21, and the maximum value is 40. The mean value is 28.72, and the standard deviation value is 4,446. Normality test with statistic can use non-parametric statistic test Kolmogorov-smirnov (K-S), the test criteria are e.g., If the significance value > 0.05 , then the data is normally distributed. If the significance value of < 0.05 , then the data is not normally distributed. The following is a statistical normality test using Kolmogorov Smirnov.

Table 2: Kolmogrov Smirnov Normality Test

		Unstandardized Residual
n		60
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	3.17799047
Most Extreme Differences	Absolute	.093
	Positive	.093
	Negative	-.066
Kolmogorov-Smirnov Z		.718
Asymp. Sig. (2-tailed)		.680
a. Test distribution is Normal.		
b. Calculated from data.		

Table 2 shows the normality test results using the Kolmogorov Smirnov test showing a significant value of $0.680 > 0.05$. Thus, from the results of the test, Kolmogorov Smirnov showed data distributed normally. Multicollinearity can also be seen from the tolerance and variance inflation factor (VIF). If a low tolerance value equals a high VIF value (because $VIF = 1/\text{tolerance}$) is used to indicate the presence of multicollinearity, is tolerant value $e > 0.10$ or equal to the VIF value < 10 . The following multicollinearity test results describes in table 3.

Table 3: Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	Result
1	(Constant)		
	Selection	.408	2.454
	Motivation	.406	2.463
	SIAD utilization	.754	1.326

Based on table 3 shows tolerance value above 0.10. The Selection variable in the amount of 0.408. The Motivation variable of 0.406, and The Utilization of the SIAD Variable of 0.754. The VIF value below 10, so The Selection variable of 2,454, The Motivation variable of 2,463, and The Utilization of SIAD Variable of 1,326. Thus, in multicollinearity tests, there was no correlation between free variables. One way to detect whether or not it is heteroscedasticity is to look at the plot graph between

the predicted value of a bound variable (dependent), namely ZPRED, with its residual SRESID. Detection of heteroscedasticity can be done by looking at the absence or presence of certain patterns on the scatterplot chart between SRESID and ZPRED, where the Y-axis is the predicted Y, and the X axis is residual (Y prediction – real Y) that has been studentized. By using analysis if there is a certain pattern e.g., such as the existing points forming a certain regular pattern (wavy, widened, then narrowed), it indicates that heteroscedasticity has occurred and, if there is no clear pattern, as well as the dots spread above and below the number 0 on the Y axis, then there is no heteroscedasticity. There are several ways to detect the presence or absence of heteroscedasticity.

Figure 1: Heteroscedasticity Test

The scatterplot chart shows that the dots spread with unclear patterns both above and below zero (0) on the Y-axis. So, from the scatterplot chart, it can be concluded that there is no heteroscedasticity in the regression model. The relationship between variables can be shown through multiple regression formulas as follows:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Info:

Y = Lecturer Performance

X1 = Selection variable

X2 = Motivation Variable

X3 = SIAD Utilization Variable

e = Standard error

a = Constant value

β_1 = Regression Coefficient of Selection variable

β_2 = Regression Coefficient of Motivation Variable

β_3 = Regression Coefficient of SIAD Utilization Variable

Table 4: Multiple Linear Regression Analysis Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.781	3.020		2.576	.013
	Selection	.170	.162	.156	1.046	.300
	Motivation	.481	.189	.381	2.539	.014
	SIAD	.311	.118	.290	2.636	.011

Lecturer Performance = 7,781 + 0.170 selection + 0.481 motivation + 0.311 SIAD utilization
 Explanation of multiple linear regressions based on table 4:

1. The constant of 7,781 states that if the variable is free of selection, motivation, and utilization of SIAD does not exist or is constant, then the variable is tied to the performance of employees at 7,781.
2. The Coefficient of Regression of Selection-free variables is 0.170 and is positive, and it states that if each increase in free variables, Selection 1 unit will increase the employee performance bound variable by 0.170 with the assumption that other variables remain.
3. The motivation-free variable regression coefficient is 0.481 and is positive, stating that if each increase in motivation-free variables 1 unit will increase the variable bound by employee performance by 0.481 with the assumption that other variables remain.
4. The coefficient of regression of SIAD utilization variable-free variable utilization is 0.311 and is positive. It states that if each increase in free variable utilization of SIAD 1 will increase the variable bound employee performance by 0.311 with the assumption that other variables remain.

Adjusted R-Square notified with R^2 is a corrected coefficient of determination that adjusts R^2 by dividing each sum of square by its degree of freedom.

Table 5: Coefficient of Determination Test (R-Square)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.699 ^a	.489	.462	3.262
a. Predictors: (Constant), SIAD, selection, motivation				

Based on table 5 show the result of the coefficient of determination obtained an adjusted R Square value of 0.462. This result means 46.2% of the variation of bound variables, that is, the performance of lecturers that can be explained by variations of free variables that are free selection, motivation, and utilization of SIAD. In comparison, the rest is 53.8% (100% - 46.2%), explained by other variables not studied in this study, such as promotion of position, training, and age. The F-statistical testing shows whether all the free variables included in the model have a simultaneous influence on dependent variables.

Table 6: Simultaneous Test (F-Test)

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	570.306	3	190.102	17.866	.000 ^b
Residual	595.878	56	10.641		
Total	1166.183	59			
a. Dependent Variable: performance					
b. Predictors: (Constant), SIAD, selection, motivation					

The F-test is a test of the regression coefficient simultaneously. This test is conducted to determine the effect of all independent variables in the model together (simultaneously) on dependent variables. The criteria used as follows e.g., H_0 is rejected if $F_{\text{calculated}} > F_{\text{estimated}}$ or significant value < 0.05 . H_0 is accepted if $F_{\text{calculated}} < F_{\text{estimated}}$ or sig value > 0.05 . Based on table 6 show the test result obtained a calculated value of $F(17,866) > F_{\text{table}}(2.76)$ and probability of significance $0.000 < 0.05$, it was concluded that simultaneously H_0 was rejected, which means the selection, motivation, and utilization of SIAD had a positive and significant effect on the performance of lecturers at the Faculty of Economics, Universitas Prima Indonesia Medan. Besides, based on table 4 the t-test is used to determine whether there is a meaningful (significant) relationship or influence between partially independent variables to dependent variables. T-test tests perform tests on partial regression coefficients, and these tests are conducted to determine the partial significance of the role between independent variables and dependent variables while assuming that other independent variables are considered constant. The criteria used are as follows e.g., H_0 is accepted if the value of $t_{\text{calculated}} \leq t_{\text{estimated}}$ or sig value > 0.05 . H_0 is rejected if $t_{\text{value of the calculated}} \geq t_{\text{estimated}}$ or sig value < 0.05 . In H_0 's acceptance, it can be concluded that there is no significant influence, whereas if H_0 is rejected, there is a significant influence. Table 4 Test results obtained e.g., the calculation result of the hypothesis

of selection of t-calculated value $< t$ -estimated or $1,046 < 2,002$ and significant value of $0.300 > 0.05$, it can be concluded that partially H1 is rejected which means there is no significant effect variable selection to lecturer performance variable. The calculation result of the motivation hypothesis t-calculated value $> t$ -estimated or $2,539 > 2,002$ and sig value $0.014 < 0.05$, it can be concluded that partially H2 is accepted which means influential and significant motivation variable to lecturer performance variable. The results of the calculation of the hypothesis of utilization of academic information system lecturers (SIAD) t-count value $> t$ -estimated or $2,636 > 2,002$ with significant value is $0.011 < 0.05$, it can be concluded that partially H3 received which means influential and significant variable utilization of the SIAD to the variable performance of lecturers.

4.2. Discussion

4.2.1 Effect of Selection on Performance of Lecturers of Prima University of Indonesia at the Faculty of Economics

The calculation result of the hypothesis of selection of t-calculated value $< t$ -estimated or $1,046 < 2,002$ and sig value of $0.300 > 0.05$, it can be concluded that partially H1 is rejected which means there is no significant effect of selection variable on lecturer performance variable. This result is in line with the previous research journal of researchers Potale, Billy.R, Viktor.L, & Moniharapon.S. (2016), with the title "Influence of Recruitment and Selection Process on Employee Performance at PT Bank Sulut" the researcher's goal to know the recruitment and selection process on employee performance at PT Bank Sulut, the research method used is the quantitative descriptive method, the research results show the influence between recruitment and selection with employee performance, especially in PT. Bank Sulut, it turns out that there is a positive and significant influence between recruitment and selection on employee performance. Recruitment and selection in any organization is a serious business as the success of any organization or efficiency in service delivery depends on the quality of its workforce who was recruited into the organization through recruitment and selection exercises (Ezeali & Esiagu, 2010). The Fit performance is the performance that follows the procedures or procedures according to the standards that have been set. However, the performance current has several criteria to increase productivity so that what is expected can be following what is desired, nature University of Prima Indonesia Medan, especially the Faculty of Economics has a standard of selection of prospective lecturers that have been set, but in practice, the selection applied by the University of Prima Indonesia still low. This result is indicated by the lecturer, who is still low in delivering material in the field.

4.2.2 The Influence of Motivation on the Performance of Lecturers of Universitas Prima Indonesia Medan the Faculty of Economics

The calculation result of the motivation hypothesis of t-calculated value $> t$ -estimated or $2,539 > 2,002$ and sig value of $0.014 < 0.05$ shows that partially H2 is accepted, which means there have positive and significant effect variable of motivation on lecturer performance variable. This result is in line with the previous research journal under the name of researchers (Juniantara & Riana, 2015), with the title of the study "Influence of Motivation and Job Satisfaction on The Performance of Cooperative Employees in Denpasar," the purpose of the study to know the influence of motivation and job satisfaction on the performance of cooperative employees in Denpasar, the research method of Linear Analysis Multiple research results of the study stated that motivation has a positive and significant effect on performance, motivation has a positive and significant effect on job satisfaction, job satisfaction has a positive and significant effect on performance. According to Schuckert et al 2018) motivation is the desire found in an individual who stimulates him to take action. Motivation is an effort that can encourage a person to take any action as desired, while motive is the person's impulse to do. Because one's behaviour tends to be goal-oriented and driven by a desire to achieve a specific goal, motivation is one of the important factors in encouraging an employee to work. Universitas Prima Indonesia, especially the Faculty of Economics, is still lacking in motivation; this can be seen from the performance of lecturers given less as much as possible.

4.2.3 The Effect of Utilization of Lecturer's Academic Information System (SIAD) on Lecturer Performance at the Faculty of Economics

The results of the calculation of the hypothesis of the utilization of academic information system lecturers (SIAD) t-calculated value > t-estimated or $2,636 > 2,002$ and sig value $0.011 < 0.05$, it can be concluded that partially H3 is accepted which means there is have positive and significant effect utilization variable of the SIAD on the variable performance of lecturers. This result is in line with the previous research journal under the name of researcher Aulia & Widiyoko (2013) with the title "Influence of Academic Information System Utilization (SISKA) on Individual Performance with the use of perception as moderating variables," the purpose of the study to understand the influence of educational use of information systems on individual performance with which is considered useful as moderating variables, sampling methods are purposive sampling, the results of the study showed that the variables of academic information use have a positive and significant effect on individual performance. According to Oktiani (2017) utilization comes from the basic word benefit, which means a benefit, which gets an affix means to process or act of utilization. An academic information system is a system created to facilitate academic administration activities on campus, all of which are arranged online. Universitas Prima Indonesia, especially the Faculty of Economics, has used the academic system to facilitate access to information delivery. Nevertheless, in practice, still found that there are lecturers who are not mastered in using the academic system of the lecturer.

5. Conclusion

As social beings, humans need the help of others. Humans will always try to fulfill their needs and need motivation or encouragement from others to achieve their life goals. The leader of an organization or company is a person who works with the help of his subordinates, namely employees. Therefore, a leader has to make sure that employees excel. The ability of subordinates to be able to excel is caused by encouragement or motivation. Giving the right motivation will generate enthusiasm, passion, and sincerity in a person's work. Increased enthusiasm and willingness to work voluntarily will result in better jobs, thus increasing work productivity.

In comparison, someone with low work motivation will work arbitrarily and not try to get maximum results. At work, employees are required to provide the best performance to achieve success, both for themselves and the company. Many factors affect a person's work performance, one of which comes from employee internal factors such as motivation, initiative, and innovation. The importance of building motivation, initiative, and innovation in the world of work is to increase productivity. High productivity will make a positive contribution to the development of a company. With proper resource management and implementing a sound work system, the work results will be maximized, effective, and efficient. Given system aims to support education so that universities can provide better information services and effectively to their communities, both within and outside the university, through the internet. Various needs in education and the regulations surrounding it are so high so that academic management in an educational institution becomes a very time-consuming job, energy, and thought. Therefore, the academic information system was built to directly answer universities' problems and needs for academic management quickly and not tiringly.

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