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SOCIAL SCIENCE AND EDUCATION | RESEARCH ARTICLE

Teacher Competence and Motivation to Increase Skills in Using Educational Information Technology

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Abstract: This research phenomenon is due to the low ability of teachers to utilize information technology in learning. The purpose of this research is to find out and analyze the influence of teacher competence on the use of information technology and to determine the influence of motivation teachers' work on the use of information technology in secondary education. Benefit study This It can be a reference source and contribute to the development of the field of human resource management, especially those related to educator competency and motivation and utilization of information technology. Then this research can provide input for secondary education in developing educational technology competencies and how to increase teacher motivation in improving their skills in using information technology. Type study This is study quantitative research approach used is explanatory research. Location study This is on UPT SPF Junior High School Negeri 6 Makassar. The population in this study were all teachers at UPT SPF SMP Negeri 6 Makassar, totaling 50 people. The method used in sampling is saturated sampling, or the entire population is used as a sample is as many as 50 people Because amount population is small everything is sampled. Data analysis used on study is quantitative with multiple Linear regression. The results of this research show that human resource competence has a positive and significant effect on the use of information technology. Teacher work motivation has a positive and significant effect on the use of information technology.

Keywords: Teacher competence, Information technology utilization, Teacher motivation.

1. INTRODUCTION

The use of technology in education is A means Which effective in supporting development as well as enhancement of source Power man. This technological development must also be followed by developments in Human Resources. According to Naisbit (2002), the existence of technology is a means that can be compared with human skills as users of technology. Technology revealed by Miarso (2007) is a form of process that increases added value. In line with this, every country needs to prepare human resources in line with the development moment. To overcome these global challenges, development efforts are needed to source Power man Which quality. By Therefore, it is necessary to improve the quality of human resources, especially in improving the quality of education.

Education services will be slow if they are not supported by adequate educational tools. Advances in educational technology and information are moving quite rapidly. to help increase students' interest in learning. Technology helps educators prepare learning materials and tools to make them more interesting than traditional methods. The role of technology in education facilitates the learning process and helps educators prepare learning to be optimal. Learning media is not limited to books, educators can use technology to make classes more active, for example by using online learning media, such as Zoom Meeting or Google Meeting. This method can be done so that students do not get bored in class. If education is not supported by adequate technology, it will make it difficult for an educator to evaluate learning and it will be difficult for educators to disseminate information to students. With technological support, educators can utilize examples of technology in education, such as WhatsApp or Google Classroom to coordinate with students.



Technological skills for teachers support the existence of professional educators who have the main responsibility in educating, teaching, instructing, guiding, practicing, evaluating, and evaluating participant educate. To increase quality Study education in general globally, teachers need to master information technology such as computer programs to facilitate teaching so that they can improve teacher performance. The utilization of information technology is a means and infrastructure (hardware, software) system and method to obtain, transmit, process, interpret, store, organize, and use data meaningfully. Meanwhile, communication technology is a means and infrastructure for institutional structures and social values where information is collected, stored, processed, and exchanged, making it possible for common perceptions and/or actions to occur (Santika et al., 2021). For that, try to enhance quality education focused on educational staff. These efforts can take the form of training, seminars, and workshop development. To make this happen, the implementation of learning utilizes information and communication technology developed to keep pace with the progress of international standard education.

Based on the publication of a report from the World Economic Forum (WEF) published in October 2020, the need for education based on Virtual Reality technology will only reach 70 percent by 2025. Virtual Reality technology is being introduced into all fields, including education. In education, Virtual Reality can be applied in the learning process. This technology is a solution for teachers and students as a learning medium. The application of Virtual Reality technology in learning aims to improve the Power to absorb information Which is accepted by students. With Virtual Reality, eye lessons Which complicated and boring will be more interesting and imaginative, rather than just listening to the teacher's lecture. Virtual Reality is claimed to have an impact on achieving student competencies, starting from understanding material and increasing positive emotions to critical thinking skills. For this reason, the government through the Ministry of Education and Culture has trying to implement the use of Virtual Reality technology in learning. In line with these efforts, in early 2023 Virtual reality media began to be developed in South Sulawesi.

Development of the quality of secondary education moment this too has integrated technology in the learning process. The existence of technology in education helps the learning process, especially in the effectiveness of interactions between educators and students. Before implementing technology in education, every teacher was more competent in the skills to use this technology. So, in applying information and communication technology in learning at least educators are capable of control and want to use technology. By increasing these additional skills and competencies, every human resource is capable face challenges globally, mainly related to secondary education. The use of information and communication technology is expected to increase the success of the teaching and learning process. The application of appropriate information and communication technology applications in the world of education by Fahrozi & Hts (2023) is one of the important key factors for improving the quality of education and the quality of human resources. For this reason, every teacher is expected to be able to utilize technology information and communication in learning, implement various approaches, strategies, methods, and techniques of learning, and educate creatively in the subjects taught. With taking advantage of developments in technology information and communication, the quality of education will increase can harmonize with the high quality of output in all regions in Indonesia

Apart from strengthening technological competence, efforts are needed to increase motivation for teachers, especially in the use of educational technology. Strengthening teacher motivation to master educational technology because it is in line with their main tasks can maintain human behavior so that students are of higher quality. Motivation according to Hulu (2021) is encouragement for a series of processes and behaviors man on achievement objectives. Whereas elements contained in motivation cover elements That generate, direct, maintain, show intensity, are continuous, and have a purpose. The relevance of teacher motivation and competence in carrying out its mission needs to have an impact on classroom and school management (Amini et al., 2021). Competency and motivation of human resources for a teacher are closely related to knowledge, skills, abilities, and personality characteristics. Many things can influence the learning process, including human resource competency according to Hasanuddin & Jamrizal (2023). Progress is something a nation depends on source Power man Which quality, where matter That is largely determined by education. As written in Law number 20 of 2003 concerning the National Education System, one of the contents of which discusses education. is

business aware and planned for creating a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble morals, and skills needed by themselves, the nation's community, and the state? Another factor apart from competence in the use of information technology is strengthening the teacher's motivation. Teachers' human resources need to be dynamic, motivated, driven, led, to obtain satisfactory results.

In 2023, two days of socialization and training on creating learning media based on Virtual Reality technology will be carried out by the Virtual Reality Community. Regency/City Educator in Makassar. The socialization was attended by 50 teachers from one of the secondary schools in Makassar. In the results of monitoring the implementation of Virtual Reality technology competencies among teachers who had taken part in the socialization, it was found that only 10 percent of teachers were able to create learning media using Virtual Reality. This low achievement depends on the competency of human resources and the motivation of educators to improve their skills mastery and use of Virtual reality technology in the learning process. According to Rivalina (2015), teacher competencies are work-related skills that can be realized in business or performance required to run work. There are four competencies that a teacher must master in the form of professional competence, pedagogical competence, social competence, and personality competence according to the Minister of National Education (2007). For this reason, it is hoped that teachers' technological competence in secondary school education needs to be improved, and technically the use of information technology can facilitate the educational process. The main relevance of Virtual Reality technology is for users to be able to interact with the artificial environment optimally. Every educator can raise a fact in engineering technology based on 3D Virtual Reality so that everything that is programmed can be designed to look as if it were real and create an atmosphere that makes users feel truly involved in it.

The purpose of this research is to find out and analyze the influence of teacher competence on the use of information technology and to determine the influence of motivation teachers' work on the use of information technology at UPT SPF SMP Negeri 6 Makassar. Benefit study This can be a reference source and contribute to the development of the field of human resource management, especially those related to educator competency and motivation and utilization of information technology. Then this research can be used as input and a source of information for secondary education, then it can increase knowledge about human resource competencies, motivation, and Utilization of Information Technology. Based on the background, then the problem formulation for this research is whether the competency and motivation of teachers' human resources influence the use of information technology.

2. LITERATURE REVIEW

Information technology by H. Heslina, et al., (2021) provides benefits and is supported by human resources who have the expertise to create a work climate that can support employees and the organization's performance. Hastuti Mulang (2021) that directly or indirectly influences competence, motivation, and learning environment have a positive influence And a significant impact on teacher performance, as well as the relationship between antecedent variables on the quality of education. Han Lay, et al., (2021) IT competency is positively related to interdependence. Murdiani Sukarana, Andri Machmury (2022) that human resource competence, accounting IT systems, and the use of IT technology influence the results of currency financial management. Saifudin, Ali (2023) that the use of information technology does not affect financial performance, the quality of human resources has an effect on financial performance, and policy the government doesn't. Setyo Riyanto, et al., (2021) employee involvement does not directly affect employee performance, but the effect of mediation through motivation and job satisfaction can have a significant effect on employee performance. Madhuri, Herningsih, Amiruddin Matutu (2022) that competence and motivation have a significant effect on employee performance and competence. Nabila Aurelia, Rosmiati Tarmizi (2023) state that the use of competent resource people, technology information and control system Internals have an impact positive and significant on quality finance reports. Kusnadi, Muhammad Firdaus, Yunionita Indah Handayani (2023) that the quality of human resources, work motivation, work culture, and use of information technology simultaneously have a significant effect on performance. Mansur, Edi Jusriadi. Muchriady Muchran (2023) states that self-efficacy and mastery of information technology

have a positive and significant effect on job satisfaction and employee performance. Job satisfaction has a positive and significant effect on employee performance.

Virtual Reality is a technology that allows users to interact with an environment in a virtual world that is simulated by a computer so that the user feels like they are in that environment. In 1980, it changed its name to Virtual Reality, which was popularized by Jaron Lanier, one of the modern pioneers of this field. Lanier founded the VPL Research company in 1985. Virtual Reality has been developed for quite a long time, starting from the 1800s to be precise. First, in 1800, ideas began to emerge to create an alternative reality along with the emergence of the practice of photography. Second, in 1838, in the process of development, the first stereoscope was discovered which used two twin mirrors to project an image. In 1839, the Stereoscope was developed into the View-Master and then patented a century later in 1939. Fourth in 1956, Morton Heilig then created a Sensorama simulation which could make users feel the atmosphere of an urban environment like riding a motorbike, equipped with multisensor stimulation so that users can see the road, hear the motorbike engine sound, feel the motorbike vibration, and smell the motorbike engine in a world designed by technology. Fourth in 1960, Morton Heilig then patented a device called the Telesphere Mask. Many investors were then interested in collaborating. In 1980, the term Virtual Reality was introduced by Jaron Lanier, including the goggles and gloves that a person needs to experience Virtual Reality. Virtual reality works by manipulating the human brain so that virtual things feel like real things. Virtual Reality is a technology that allows users to interact with an environment in a virtual world that is simulated by a computer so that the user feels like they are in that environment. In Indonesian, virtual reality is known as virtual reality to enter students' emotional core in a new and interesting way.

Management science requires human resources, knowledge, and skills so that activities become more effective or can produce action in achieving success. Because that, no will There is an organization Which will succeed if you don't use good management. So, management according to George R Terry (1958) in Syahputra & Aslami (2023) is a typical process consisting of planning, organizing, moving, and controlling actions to determine and achieve goals through the utilization of human resources and other resources. In a management activity, there needs to be a Principle of Planning, Principle of Organization, Principle of Direction, and Principle of Control Principle of Control, so that with application every action can walk with flexibility in achieving a goal. According to Henry Fayol (2002), management is the process of planning, organizing, and monitoring the available resources used. so that reach the objective in a way effective and efficient (Amon et al., 2021). So management is always applied in everyday life, both directly and indirectly. The hope is that by applying management knowledge, everything that is done can be completed without wasting time because everything has been done in an orderly manner.

The human resource management process by Notoatmodjo (2003) begins with planning, organizing, directing, and supervising all activities involving human resources and employees or workforce to successfully achieve the goals of the organization (Tsani, 2021). The aim of human resource management by Sedarmayanti & Haryantop (2017), namely to provide input or suggestions to management regarding human resource policies relating to human resource motivation, performance and means of dealing with change and increase workforce quality; maintain and implement human resource policies and measures so that company goals are achieved; overcoming crises and resolving relationship conflicts between employees; be a means of communication between employees and company management; help design company strategy by considering human resource factors; and help managers of each department to create good performance so that goals are achieved. The function of human resource management according to Hasibuan (2016) is to manage people as effectively as possible to obtain a human resource unit that feels satisfied and satisfying. The following are operational human resource management functions starting from procurement, selection, placement, orientation, and induction to get employees who suit the company's needs. Good procurement will help improve the technical, theoretical, conceptual, and moral skills of employees through education and training. Increasing compensation is the provision of direct and indirect remuneration in the form of money or goods to employees.

According to several competency indicators possessed by a teacher Saud (2010), One of them is mastering materials, managing program learning, teaching, managing class, using media or source

learning to master base education, managing interaction teaching and learning, assessing performance learn, get to know function And service guidance counseling, getting to know And organize administration schools, and understanding and interpreting research results for teaching purposes. Competence according to Munthe (2009) is a set of intelligent, responsible actions that a person has as a condition for being considered capable by society in carrying out their duties in a particular field. Competence Teacher is ability or skills, in Republic of Indonesia Law No.14 article 1 (10) concerning teachers and lecturers (2005). Competency is a set of knowledge, skills, and behaviors that must be possessed, internalized, and mastered by a teacher or lecturer in carrying out professional duties. Competence according to Usman (2010) is rational behavior to achieve the appropriate required goals with conditions Which are expected, description essence Qualitative aspects of a teacher's behavior that appear to be very meaningful and a person's abilities Teacher carries out obligation in a way responsible and worthy. So, competence is the teacher's ability and authority in carrying out his teaching profession. So, the need for teacher competency is the basic cognitive, affective, and psychomotor skills or abilities of a teacher which include knowledge, understanding, abilities, values, attitudes, and interests that teachers must have to support and carry out their duties and responsibilities.

Competence according to Act No. 14 year 2005 about Teacher and Lecturers Chapter 1 paragraph 10 in Sagala (2009) is a set of knowledge, skills, and behavior that must be possessed, internalized, and mastered by teachers or lecturers in carrying out professional duties. According to regulation no. 74 of 2008 concerning teachers' article 2 states that teachers are mandatory own qualification academic, competent, certificate educators, physically and spiritually healthy, and can realize national education goals. Teacher competency as intended is competence pedagogy namely the ability to manage student learning which includes understanding students, designing and implementing learning, evaluating learning outcomes, and developing students to actualize the various potentials they have (Mulyasa, 2007), so competency pedagogy is the ability a teacher in understand characteristics or ability Which owned by students in various ways. Competence personality that covers all elements, both physical and psychological. So, it can be seen that every action and behavior of a person is a reflection of a person's personality (Sagala, 2009). Meanwhile, according to Musfah (2011), personality competency is the ability of a personality to have a noble character, Excellent, stable, mature, wise, become a role model, evaluate one's performance, develop oneself, and be religious. Competence Professionalism based on the National Education Standards article 28 paragraph 3-point c is the ability to master learning material broadly and in depth which enables guiding students to meet the competency standards set out in the National Education Standards (Mulyasa, 2007). Lastly, social competence is the ability of educators as part of the public to communicate orally And in writing, using communication and information technology functionally, interact effectively with students, fellow educators, education staff, parents/guardians of students, And get along in a way polite with surrounding communities (Musfah, 2011).

The pedagogical competency indicators in the Minister of National Education Regulation Number 16 of 2007 concerning teacher competency standards are mastering learning characteristics from physical, moral, spiritual, social, cultural, emotional, and intellectual aspects; mastering learning theory and educational learning principles; developing a curriculum related to the subjects taught; organizing educational learning; utilize information and communication technology for learning purposes; facilitate the development of learning potential to actualize various potentials; communicate effectively, empathetically and politely with Learning; carry out assessments and evaluations of learning processes and outcomes; utilize the results of assessments and evaluations for learning purposes; and carry out reflective actions to improve the quality of learning. Professional competency indicators in Minister of National Education Regulation No. 16 of 2007 concerning Teacher Competency Standards include teacher core competencies, namely mastering material, structures, concepts, and scientific mindsets that support the subjects taught; mastering the competency standards and basic competencies of the subjects being taught; develop learning materials that are taught creatively to develop professionalism on an ongoing basis by carrying out reflective actions utilizing information and communication technology to develop oneself. Meanwhile, this indicator of social competence is related to the teacher's ability as a member of society and a social creature, namely being able to interact and communicate with

colleagues to improve professional abilities; The teacher's ability to communicate with leaders; The teacher's ability to communicate with parents.

Motivation according to Sardiman (2012) is a change in energy within a person's self/personality which is characterized by effective encouragement and reactions to achieve goals. Motivation, according to Mardianto (2012), is a process that gives enthusiasm, direction, and persistence in behavior. High work motivation can make someone more active and diligent at work. Motivation According to Juwono in Setiawan (2005) internal motivation is motivation that is generated from within oneself, where workers can work because they are interested and happy with their work, satisfaction, and happiness within themselves. The function of teacher work motivation cause people to do something to achieve goals. There are two types of motivation according to Damadi (2015), namely intrinsic motivation, namely internal motivation to do something for its own sake. Extrinsic motivation is doing something to get something else (a way to achieve a goal). Extrinsic motivation is often influenced by incentives such as rewards and punishments. Determine the direction of action towards the goal to be achieved. Meanwhile, according to Hamalik (2013), the function of motivation includes encouraging behavior or actions. Motivation can arise from within humans because of a need. This need is what drives someone to do something they want to achieve. So motivation can provide direction and activities that must be carried out by the stated goals. Then select actions, namely determining what actions must be done in harmony to achieve the goal by inserting actions that are not useful for the goal.

According to Asdiqoh (2017), four factors give rise to teacher work motivation, namely carrying out a certain job, intended as an effort to realize existing desires and needs. Responsibility for the task of teacher work motivation in meeting their needs will be determined by the size of the responsibility involved in carrying out their duties. Teachers' responsibilities in carrying out their duties at school are characterized by efforts not to immediately be satisfied with the results they achieve. The level of work motivation that teachers have in carrying out tasks at school depends on how much of the workload they are responsible for which teachers must carry out every day and how to complete these tasks which are emphasized in the tasks of teaching, guiding, and carrying out school administration.

Information Technology is a procedure or system used to help process information, store it, and then communicate or convey that information in multimedia form which is accommodated with the help of computers. Information technology according to Jogiyanto (2003) provides five main roles in organizations to increase efficiency, namely replacing humans with technology in the production process. Information technology indicators by Munir (2009) are a technology that supports recording, storing, processing, retrieving, transmitting, and receiving information. Storing, Information technology stores data and information for future use. This involves the use of storage devices such as hard disks, servers, or cloud storage. Processing: Information technology processes the input data it receives to produce more useful information. This process involves manipulation, calculation, and transformation of data. Delivering information: Information technology facilitates sending information from one place to another. It involves the use of computer networks, the Internet, and electronic communications. The measuring tool for Information Technology according to M. Suyanto (2005:11) is Computer Hardware Hardware: Hardware for an information system consists of input and output. As a unit for storing files and so on, equipment, data preparation and input and output terminals. Computer Software Software: Such as a software system developed to support the distribution of data and information such as an operating system.

3. RESEARCH METHOD AND MATERIALS

Type study This is study quantitative. The research approach used is explanatory research. Location study This on UPT SPF Junior High School Negeri 6 Makassar whose address is Jend. Ahmad Yani Street No. 25 Makassar, Indonesiabecause teachers' ability to utilize information technology in learning is still low. The population in this study were all teachers at UPT SPF SMP Negeri 6 Makassar, totaling 50 people. The method used in sampling is saturated sampling, or the entire population is used as a sample is as 50 people Because amount population is small everything is sampled.

Data analysis used on study is quantitative using statistical analysis with the Validity Test used to measure legitimate or valid or not something questionnaires. Reliability test for what are the results from the questionnaire by respondents truly internally stable measure symptom or incident. The normality test aims to test whether, in the regression model, the confounding or residual variables have a normal distribution. The multicollinearity test was carried out to determine whether there were any deviations assumption of classic multicollinearity, that is the existence of a linear relationship between independent variables in the regression model (Regression Equation Model). Testing heteroscedasticity aims to test whether in the regression model, there is an inequality of variance from the residuals of one observation to another observation. Multiple linear regression analysis is a form of linear regression analysis where there is more than one independent variable. Regression analysis is an analysis That can used to measure the influence of something variable free to variable not free. As for the formula from regression multiple linear that is as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Information:

- Y = Utilization Technology Information
- X1 = Competence human Resources Teacher
- X2 = Motivation Work Teacher
- a = constant
- b1 = Mark coefficient regression variable X1
- b2 = Mark coefficient regression variable X2
- e = Standard Error

4. RESULTS AND DISCUSSION

4.1. Statistical Result

The validity of the measuring instruments in research using 50 respondents shows that all the indicators used in this research are all valid to support the research model

Table 1. Test Validity

No.	Variables	Question Item	r-estimated	r-calculated	Description
1	HR competence (X1)	X1.1.1	0,728	0,27	Valid
		X1.1.2	0,743	0,27	Valid
		X1.1.3	0,572	0,27	Valid
		X1.2.1	0,685	0,27	Valid
		X1.2.3	0,711	0,27	Valid
		X1.3.1	0,814	0,27	Valid
		X1.3.3	0,814	0,27	Valid
		X1.4.1	0,811	0,27	Valid
		X1.4.2	0,758	0,27	Valid
		X1.4.3	0,832	0,27	Valid
2	Teacher Work Motivation (X2)	X2.1.2	0,599	0,27	Valid
		X2.1.3	0,343	0,27	Valid
		X2.2.1	0,450	0,27	Valid
		X2.2.1	0,207	0,27	Valid
3	Information Technology Utilization (Y)	Y.1.1	0,614	0,27	Valid
		Y.2.1	0,767	0,27	Valid
		Y.2.3	0,791	0,27	Valid

No.	Variables	Question Item	r-estimated	r-calculated	Description
		Y.3.2	0,553	0,27	Valid
		Y.3.1	0,743	0,27	Valid

Source: Results Exercise Data (2024)

The reliability test was carried out by calculating Cronbach Alpha for each instrument in each variable. Table 2. concluded that in a way entire item or the instrument in this research can be declared reliable or trustworthy as a data collection tool. Multicollinearity Test Table 2. Each independent variable has a VIF of < 10,000, namely for the human resource competency variable 2,062, And variable Motivation Teacher Work is 2,062, it can be concluded that multicollinearity does not occur. Meanwhile, the Tolerance value is > 0.10, namely for variables Competence Human Resources 0.485, And Motivation Work Teacher 0.485. So, can concluded that in model regression linear multiple there cannot be multicollinearity between the dependent variable and the variables independent Which other so can used in this research?

Table 2. Test Reliability

No	Variable	VIF	Cronbach's Alpha	Information
1	Competence Human Resources	2,062	0.926	Reliable
2	Motivation Work Teacher	2,062	0.706	Reliable
3	Utilization of Technology Information		0.877	Reliable

Source: Results Exercise Data (2024)

The heteroscedasticity test aims to test whether in regression there is no variance in the residuals of an observation other. In the Test heteroscedasticity error didn't happen in a way random but showed a connection Which systematic according to the magnitude of one more variable. The points formed must be spread randomly, spread both above and below zero on the Y axis. If this condition is met, then heteroscedasticity will not occur, and the regression model is suitable for use. Heteroscedasticity test results using scatterplot graphs

Significance testing model interpretation model regression based on Table 2 obtained from the regression coefficient above can be created in a regression equation, namely $Y = 2,215 + 0.354X_1 + 0.641X_2$. Competence has an influence Which is significant to the use of information technology. matter can be seen from the X_1 coefficient value of 0.354 and the significance shows a number That smaller from $\alpha = 0.05$. Motivation teacher work has an influence Which significant to use of information technology. matter the It can be seen from the X_2 coefficient value of 0.641 and the significance value is smaller than $\alpha = 0.05$. The correlation coefficient is positive at 0.744. The adjusted coefficient of determination is 0.534, so other factors determine it is 0.466. Results Multiple linear regression analysis is contained in the following table 3.

Table 3. T-test, Correlation, and Determination

Model	b	S.E	β	t	Sig.
Constant	2,215	4,998		0.443	0.660
HR Competency	0.354	0.114	0.434	3,098	0.003
Teacher Work Motivation	0.641	0.244	0.368	2,630	0.011
R	0.744				
R Square	0.553				
Adjusted R Square	0.534				
Mean Square	142,834				
F	29,083				
Sig.	0,000				

Source: Results Exercise Data (2024)

4.2. Discussion

Based on the formulation problem and hypothesis Which Firstly, it can be observed from the partial test results that human resource competency has a positive and significant influence on the use of information technology. This shows that teachers have high responsibility and a good work ethic. Teacher personality competency at UPT SPF SMP Negeri 6 Makassar has responsibilities and the ability to become an example for participants to educate. The existence of human resource competence greatly influences the use of information technology. There are differences in the ability of teachers to use information technology who have human resource competencies show competence better than Teachers who lack in the utilization of technology information. The better the competence of human resources, the better the use of information technology that will be implemented in the learning process, and the teacher's administrative pressure causes high levels of stress and interferes with teachers' ability to manage their social skills. The findings of this research are in line with previous research done by Nabila Aurelia, and Rosmiati Tarmizi (2023), that human resource competency has a positive effect on the use of information technology.

Teacher work motivation has a positive and significant influence on the use of information technology. The extrinsic motivation indicator has the highest average value compared to other indicators; this proves that extrinsic motivation is the main factor that must be considered in increasing the use of information technology. A conducive learning atmosphere by building good relationships Which Good with participants, creating a positive learning environment, and using methods of learning interesting things still need to be improved. Teachers at UPT SPF SMP Makassar Negeri 6 will work optimally if the work environment is safe and comfortable, communication between Teachers is Also harmonious, and capable help each other in completing their work to increase the use of information technology. Based on the results of the researcher's observations, facts at the research location show that the Teacher on UPT SPF Junior High School Country 6 Makassar has carried out the learning process with Good. Like operating tasks with not quite enough answers, adapting learning methods to suit the characteristics of students, and motivating them to learn and utilize information communication technology (ICT) for learning purposes. The findings of this research show that the better the teacher's work motivation, the better the use of information technology will be. These findings are in line with Madhuri's research, Herningsih, and Amiruddin Matutu (2022) that there is connection Which positive and significant between motivation teachers work with the use of information technology.

5. CONCLUSION

Based on the results of research and discussion, it can be concluded that competent resource humans have a positive and significant influence on the use of information technology at UPT SPF SMP Negeri 6 Makassar. This indicates that good human resource competence will increase teachers' abilities in utilizing information technology. Teacher work motivation has a positive and significant effect on the use of information technology at UPT SPF SMP Negeri 6 Makassar. This indicates that the better the teacher's work motivation, the teacher's ability to utilize it will increase. Teacher work motivation in the use of information technology so that teachers can follow developments in science and technology can create more enjoyable learning in the classroom. This research can be used as a reference for future researchers. For further research, it is hoped that other variables will be developed besides the variables currently studied to obtain a better explanation. Without high work motivation in carrying out tasks. It will not be possible for these educational objectives to be achieved properly as described in Republic of Indonesia Law No. 20 of 2003 article 3. Regarding teacher motivation in carrying out their duties, as stated by Hikmat (2009) work motivation encourages the human heart to consciously act. Everyone has the desire to be better at carrying out their duties, including teachers. However, the implementation of teachers' duties sometimes does not match what is expected. This can be seen from the low understanding of learning strategies, lack of skills in managing classes, lack of discipline, low professional commitment, and low time management skills. If this phenomenon is left unchecked, it will have an impact on the smoothness of the learning process and will reduce the quality of education itself so that the educational goals we are talking about cannot be achieved properly.

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