MASTERY OF INFORMATION TECHNOLOGY AND ORGANIZATIONAL LEARNING CULTURE IMPACT ON JOB PERFORMANCE IN EDUCATION INSTITUTE SABILILLAH EAST JAVA

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ABSTRACT

This work aimed at researching and evaluating the impact of IT mastery, organizational learning, job satisfaction and organizational commitment impact on job performance. The approach for analyzing data is simulation of structural equations. Based on the study, it was found that: Firstly, the positiveimpact of information technology on job satisfaction. Second, negative effect of organizational learning on job satisfaction. Second, job satisfaction doesn't have a significant positive effect on organizational participation. Third, positive effect of organizational learning on organisation's engagement. Fifth, information technology positive effect on organizational commitment. Sixth, information technology negative effect on job performance. Seventh, organizational learning positive effect on job performance. Eighth, positive effect of organizational engagement on job results. Ninth, job satisfaction positive effect on job performance. The results of this study are expected to provide new findings which will enrich the theory of human resource management and behavioral theory of educational institutions, especially with regard to job performance.

Keywords: Information technology, Organizational learning, Job satisfaction, Organizational commitment, Job performance

I. INTRODUCTION

Along with the progress of time, education has become an industry, the industry aims to produce good citizens of a country and is the base for the future of modern society (Vrgovic & Pavlovic, 2014). The era of globalization brings opportunities and challenges (Ahmad et al., 2014), especially in terms of education. Educational institutions in the current era of globalization plays an important role, especially for measuring the level of intelligence of a country. Speaking of education, will not be separated by so-called educational institutions, for educational institutions is the most important place for students to learn and develop education and social competence (Tehseen & Hadi, 2015), improve performance, and provide an educational experience that is qualified for all students.

The world of education and the teaching staff is something that cannot be separated. The teaching staff plays a very important role in students ' learning process (Tehseen & Hadi, 2015) and is a very valuable resource (Aslam et al., 2015) in an organization, in this case is the

educational institution. Therefore, the performance of the teaching staff are concerned, and strive to continue to be improved. Several

factors can affect efficiency, based on behavioral theory. Factors influencing the performance of the teaching staff, including the information systems element, organizational learning, job satisfaction and organizational engagement, these are the four factors that made this research study. One of the things that affect the employee's performance is the commitment of the organization. Employees with high organizational commitment has a different attitude than that committed low. Some research indicates that organizational commitment positively affects performance (Ghorbanpour et al., 2014). Besides the company's contribution efficiency is also influenced by job satisfaction.

Robbins and Judge (2011) reported on the employment satisfaction impacts on employee performance. Employees who are more likely to feel happy with their work to discuss the positive organisation's issues, support others, and do their job performance beyond the normal forecast. Similarly, research conducted by Prieto and

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Revilla (2009) found that there is a positive influence between the learning ability of both to the performance of non-financial and financial performance. Livari (2005) conclude that the information quality and unit quality impact on user satisfaction, this indicates user satisfaction by researchers (user satisfaction) as a reasonable to measure how effective an information system is because it is also difficult to argue that system information users are pleased with that performance of the information system..

Research in the service industry, especially educational institutions in East Java on association of information technology and organizational learning to increased work satisfaction and engagement and their impact on finding the teaching staff is still minimal done or discussed. Especially now that the private education institutions compete for customers or even find new customers, so that the optimal educational institutions strive to maintain customer satisfaction (students). This research aims to bridge this gap by assessment the effect of IT and organizational learning to improve job satisfaction and organizational engagement and its effects on teaching staff performance.

1. Job performance

Definition of performance is seen as the implementation of an act or a power of a person. The good performance also has to do with consistency, quantity, coordination, efficiency and imagination (Saleh et al., 2011). Employee performance will ultimately affect the effectiveness of the organization. A good employee performance reflects the ability to contribute through their work towards achieving appropriate behavior with the purpose of the company or organization.

It can be concluded the performance of employees (faculty) have an understanding which is a measure of the level of effective coverage of the expected contents of the curriculum by teaching staff. Thus the function of how the contents of educational institutions work effectively achieved (Babatunde & Adebisi, 2012). Saleh et al., (2011) suggested indicators relating to employee performance variables include: quality of work, land, initiative, capability. This indicator is then used in this study.

2. Organizational Commitment

According to Robbins and Judge (2011) organizational loyalty is a condition where the employee supports a particular organisation as well as the objectives and desires of retaining membership in the organization. Involving high-level jobs therefore means promoting a particular job for a person, while the high-level organizational commitment favors organizations that hire these people. Meyer et al., (2002) formulated a definition of the engagement of the organization as a psychological characteristic of the relationship between the client and the organization and has repercussions for the decision of the individual to maintain membership of the organisation.

It can be argued on the basis of these hypotheses that organizational engagement is an attitude that workers will remain loyal to the company and are willing to continue working as quickly as possible to achieve organizational objectives. An indicator produced in this study is by Meyer et al., (2002), consisting of 3 (three) organizational participation dimensions, namely: affective commitment, commitment to performance and commitment to regulations.

3. Job Satisfaction

According Sianipar & Haryanti (2014) Description of job satisfaction can be classified into two, namely: (1) definition that sees job satisfaction as emotional reactions complex. Emotional reactions are the result of employees ' instinct, motivation, demands and expectations for work, coupled with employees ' perceived realities, giving rise to a form of emotional reaction that tangible sense of excitement, a sense of satisfaction or dissatisfaction. (2) Job satisfaction is an employee's attitude in relation to the employment situation, cooperation between employees, remuneration in the workplace and physical and psychological matters. According Colquit et al., (2001) job satisfaction is the level of pleasant feeling obtained from a person's job ratings or work experience.

Based on the opinions of the above, then job satisfaction can be defined as a state of good emotions or positive emotional state that emerges from the examination a work experience. Job satisfaction is also a positive response stated on

jobs and the environment. Measures for job satisfaction which are used in this study are known by Kalleberg, (1977), that is intrinsic job, comfort, coworker relationships, career opportunities and capital appropriateness.

4. Organizational Learning

According to Hill et al., (2014), says that the organization is learning the process that managers instill a desire for new ways of improving operational performance in all leaders of an organization. Meanwhile, according Schemerhon et al., (2012) saying that organizational learning is the process of knowledge gathering and information use in order to respond effectively to changing circumstances, the needs of organisation to acquire knowledge, distribute information, interpret information and maintain organization to adapt with success to changing circumstances.

Based on the definition that has been described can be synthesized organizational learning is the process undertaken led to all members of the organization are looking for new ways to boost the organisation's effectiveness.
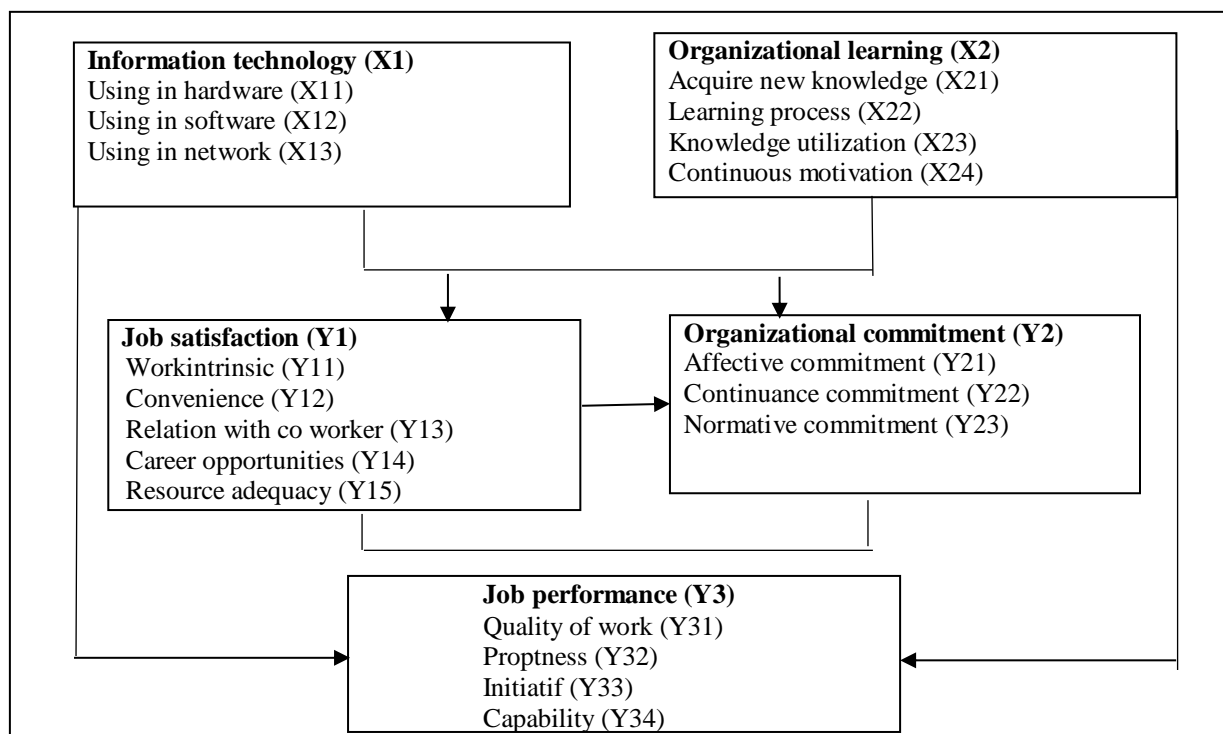
5. Technology Information

All technology used is information technology for the collection and transmission of information in electronic form (Anderson et al., 2000). Information technology is a set of tools which enable you to work with information and perform information processing tasks.

It can be derived from this understanding the information technology is data-processing technology, including processing, gathering, recording, storing, manipulating data in a variety of ways of producing quality information, that information is important, precise and timely, used for political, corporate and governmental purposes and strategic knowledge for decision making. To further determine the level of use of the information technologies used as a guide for fabrication of research instruments with system established by (Purnama 2016), include: using in hardware, using in software and using in network connect.

Conceptual Framework

Research's conceptual framework is the product through generalization particular phenomenon, it can reflect many other similar phenomena. Based on research questions and explanations of IT and organizational learning effects on job satisfaction and organisation's contribution and their influence on job performance. Therefore, conceptual structure can be used as follows in figure 1.

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II. METHODOLOGY

In general, the goal of this study is to explore and assess the impact of IT and organizational learning how to gain job satisfaction and business engagement, as well as their impact on job performance. This study was structured as an explanatory research, in accordance with its objectives. Findings from this study are expected to explain how different factors influence organizational engagement: job satisfaction, information technology and organizational learning, and their effect on job performance.

The entire faculty in Sabilillah East Java Education Institute has a total population of 160 respondents in this study. The data was collected using Structural Equation Modeling (SEM) analysis and questionnaires using AMOS software version 21.

III. RESULTS AND DISCUSSION

a. Hypothetical Testing Results
Calculation test, as shown in table 1.

Table 1
Results of evaluating the influence of variable IT, organizational learning and dedication to job satisfaction and job performance effects

NO	Variabel	Path coefficient	SE	CR	P	
1	Job_Satisfaction ← Information_Technology	2.398	2.119	2.982	0.003	Significant
2	Job_Satisfaction ← Organizational_Learning	-0.722	1.377	-4.192	0.000	Significant
3	Organizational_Commitment ← Job_Satisfaction	2.104	1.110	1.424	0.154	Not significant
4	Organizational_Commitment ← Organizational_Learning	1.017	0.948	4.179	0.000	Significant
5	Organizational_Commitment ← Information_Technology	1.000			0.000	Significant
6	Job_Performance ← Information_Technology	-6.955	5.319	-3.452	0.000	Significant
7	Job_Performance ← Organizational_Learning	0.736	3.515	0.210	0.000	Significant
8	Job_Performance ← Organizational_Commitment	1.000			0.000	Significant
9	Job_Performance ← Job_Satisfaction	1.000			0.000	Significant

Sources: Primary data are processed

Judging from table 1 above, it was noticed:

1. Information technology is a significant positive effect towards job Satisfaction with the value of the path coefficient 2,398.
2. Organizational learning is a significant negative effect towards job satisfaction with the value of the path coefficient -0.722.
3. Job Satisfaction is a no significant positive effect towards Organizational Commitment with the value of the path coefficient 2,104.
4. Organizational learning significant is a significant positive effect towards organizational commitment with the value of the path coefficient 1,017
5. Information technology is a significant positive effect towards organizational commitment with the value of the path coefficient 1,000
6. Information technology is a significant negative effect towards job performance with the value of the path coefficient -6955
7. Organizational learning is a significant positive effect towards job performance with the value of the path coefficient 0.736
8. Organizational commitment is a significant positive effect towards job performance with the value of the path coefficient 1,000
9. Job satisfaction is a significant positive effect towards job performance with the value of the path coefficient 1,000

b. The Influence of Information Technology on Job Satisfaction

From Table 1, it can be inferred that test results with SEM review conducted using the AMOS version of the program information technology 21 shows that notable positive impact on job satisfaction. This analysis indicates the findings were consistent with what is expressed Bhattacharya and Ramachandran (2015) IT was highlighted as one of the factors that could affect job satisfaction. Likewise raised by Chiu et.al (2007) that notes that the quality program affects user's satisfaction, the quality of information, and the use of the system. Satisfaction of users of the system means that by using the system increase information better performance in completing the work. Limbu et al., (2014) the results showed that information technology indirectly affects job satisfaction over the performance of the administration.

Research conducted Hameed et al., (2014) the results showed satisfaction at work and effectiveness positively associated using information technology and making use of information technology easy. Orientation to employee knowledge sharing significantly mediate the job satisfaction ratio with the use of knowledge and the ease of using IT, as well as the effectiveness of the relationship with both of these factors. While the study conducted by Wang (2008) successfully demonstrated that the consistency of the system, quality of information and service quality impact the intent to use the program, while the perceived value and customer satisfaction influence on planned use of the program.

c. The Influence of Organizational Learning on the Job Satisfaction

It can be concluded from Table 1 that the test results have been collected using SEM analysis using AMOS 21 shows that organizational learning significant negative effect on job satisfaction. Such findings indicate that the results match what is stated in the research Hasan et al., (2017) states there is a partnership organizational learning culture and job satisfaction. Heled et al., (2016) found that group mediates human tools the relationship between organizational learning and job satisfaction. The result has been to accommodate partial mediation organizational learning culture explaining binding social environment to job satisfaction. So also expressed Labanauskaitė et al., (2014). Matching and cohesion knowledge workers and workplaces allow the achievement of synergistic effects at different organizational levels. Increased motivation, employment satisfaction and stress management, and their own future and the organization will affect organizational performance and the world is complex and dynamic. According to Adewale et al., (2017) in his research revealed that the academic staff at the University of Nigeria is experiencing academic stress, administrative, work-related, student-charged, socially and psychologically. To reduce stress and improve the performance of the academic staff at the University of Nigeria, administrator of educational institutions, Policy makers and the Ministry of Education need to provide a supportive atmosphere for academic staff, improve teaching staff morale, assist them in achieving the goals set and promote job satisfaction. Organizational environment is the collective personality, which establishes the organization's brand image. Organizational environment is the collective personality, which establishes the organization's brand image. Job satisfaction correlated with the organizational environment and varies according to the interest.

d. The influence of job satisfaction on organizational commitment

From Table 1 we can infer that the test results performed using AMOS 21 using SEM analysis show the Job Satisfaction has no positive effect on corporate engagement. This finding shows were consistent with what Yu and Chen expressed (2015) it was found that no significant connection existed among job satisfaction and organizational contribution. Where staff are satisfied their employment, colleagues, salary and supervisors and job satisfaction overall, they are more committed to the organization (Okpara, 2011). Job satisfaction influences the level of employee discipline, meaning good employee discipline if satisfaction derived from a job. Conversely, if there was less job satisfaction from his job then he would enter a level with low employees. Employee satisfaction or dissatisfaction is answer the employee to determine the degree of interaction between previous expectations and current performance in design perceived by employees. Thus, the level of employee satisfaction on the job and career is a function of the difference between the job performance design and evaluation and the career felt with employee expectations. When work performance and job design and assessment are not in line with expectations or surpass performance expectations of the design and, Employees will feel really happy. And work satisfaction is the emotional state of a person's job, when he finds common ground between what he expects of the job and what the company has given against him. The level of commitment an organization employee exists undoubtedly affects factors such as employee loyalty to the company as well as the skill of the employee to make adjustments in the organization, as well as support and personal sacrifices given to the employees of the organization.

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e. The influence of Organizational Learning on Organizational Commitment

It can be inferred from Table 1 that the test results were performed with SEM analysis using AMOS 21 show that the positive impact of organizational learning on organizational engagement is significant. This finding were consistent with what is expressed Schemerhon et al., (2012) says; Organizational learning is process knowledge gathering and awareness being used to adapt effectively for conditions change. For organizasi to understand, in order to adapt effectively to changing circumstances, they have to participate in the acquisition of knowledge, the distribution of information, information processing and organizational retention. In line with that proposed by Islam et al., (2015) organizational preparation is strongly related to a dedication to organization. Asghari et al., (2013) relation between Organizational Engagement to organizational learning statistically significant. Conclusion: It seems that the learning organization can produce better organizational engagement. The finding provides the basis for developing an integrative framework that illustrates how confidence can affect people the organization's ability to learn and in turn, effects that can improve the ability to learn on the results of other organizations (Tirelli and Goh, 2015). Research Kuznia et al., (2010) research results show that when individuals increase participation in continuous learning related careers, their productive managerial career also through. Career success as described in this study was a commitment to target (of power) and subjectivity (organizational commitment, professional commitment, career satisfaction).

Continuous learning provided by the organization raise the level of their affective commitment. Islam et al., (2016) organizational learning is found to affect the intention of rotation directly and indirectly, give the approach road for managers to keep employees primarily

f. The influence of information technology on organizational commitment

From Table 1 it can be inferred that the test results are achieved with the SEM review using AMOS 21 show that information technology has a significant positive effect on organizational commitment. This analysis suggests the results were consistent with what is expressed Norzaidi et al., (2009) the findings showed a significant link between the use of the program and the dedication of the company to security control. The findings of this study raise awareness among organizations of the importance of their dedication to safety controls to ensure quality information is provided for decision making. Solli-Sæther (2011) found that transfer information technology affects the work of conduct is measured as affective commitment. Swapna (2015) information technology is currently focusing on so-called growth-enhancing intellectual capital. We engage and reward workers by giving them a good quality of work life. While research is under way by Maier et al., (2015) showed that the application of information technology leads to fatigue due to a techno-techno stressors contribute to fatigue, which in turn significantly affect fatigue. Our results also revealed that fatigue negatively affect organizational commitment.

Partnered with a competitive advantage Mao et al., (2015) in particular, the impact of IT infrastructure on the competitive advantages of information and human resources is mediated by knowledge management capacities. The paper also describes a significant moderating impact on resource engagement in relation to information technology knowledge management capabilities. Tyworth (2014) this study found that the identity of the organization formed an organization's information technology-related process and reflected in the material configuration of information an organization's technology and that organizations with different identities showed differences in their information technology and the impact on organizational commitment.

g. The influence of information technology on the job performance

It can be inferred from Table 1, that the test results were performed using AMOS 21 with SEM analyzes display that information technology has a significant negative impact on job performance. This finding suggests that the results were not consistent with what Jamil had claimed (2013) states that use of information systems to promote performance assessment systems implementation to be limited due to the

limitations of the information system will deter managers obtain data that is accurate and timely. These results support the findings Rusdi et al., (2017) findings show that management support to the understanding of information technology does not affect the performance of employees in the workplace. Using information technology causes exhaustion. These findings also showed that tiredness the effect on work satisfaction was negative, organizational engagement and going forward, while the techno-fatigue only indirectly cause psychological and behavioral responses through hard work (Maieret al., 2015).

Isaac et al., (2017) research results show a large impact. Firstly, real use has a strong positive influence on user satisfaction, IT and performance effects. Second, user satisfaction has a large influence on results effects. Second, the effect on user satisfaction and effects on IT performance. Third, User satisfaction and IT mediate the relationship between actual usage and performance impact. Employees with a high level of IT skills more interested in implementing inventions. Adaptation of technology to continuously improve the competitive advantage on the long term., it is important to increase innovation performance. With the development of information technology opportunities new and exciting opportunity arose daunting experiment information technology applications that can be operated, easy to use, attractive, and easy to access that communicates the correct information needed to reconfigure innovative mechanisms and organizational performance. It seems necessary to use new information technology elsewhere to improve accuracy and speed of preparation and the quality of communication with the ultimate goal of organizational development and improvement of the quality and service according to customer requirements and even exceed customer expectations.

These findings provide insight into the managerial and future related to promoting knowledge sharing to improve employees' social relationships, appreciate contextual performance, and provide regular information technology training for employees.

h. The influence of organizational learning on job performance

It can be inferred from Table 1 that the test results conducted using AMOS 21 with SEM analysis indicate that positive effect of Organizational Learning on Job Performance is important. This analysis indicates the findings were consistent with the claims that the ability to learn organizationally (organizational learning capability) can be defined as the capacity of an organization to adopt suitable management practices, processes, systems and procedures to promote and activate a learning organisation (Goh et al., 2012). Organizational learning processes aimed at improving organizational performance. If a company has the capability of organizational learning more responsive to changes in the environment and take action appropriately, it will increase the competitive advantage. Learning of organization bringing employees and other resources together to build competence, and employees continuously use the knowledge and expertise to address operational issues and strategic so that competence can be improved. It was found that a learning organization, through the activity of human resources. Banerjee et al., (2017) find that organizational learning is linked positively to the ability to pass training. The critical aspects of the learning transfer process significantly moderate this relationship, which is an obstacle to transition.

Research conducted by Logahan and Yazkianti, (2015) that organizational learning culture significantly influence employee performance. Given the importance of organizational learning the findings of Yu and Chen (2015) some of the main findings of research include: (1) Individual learning methods ' self-learning through the use of Internet resources are most frequently adopted by library staff in Taiwan's universities and colleges; (2) staff members ' overall value in terms of their organizational learning culture is not strong; (3) two-dimensional ' creating sustainable learning opportunities ' and ' creating a system for capturing and sharing learned lessons ' can affect learning method library staff formally and informally, and they can contribute positively to improve the performance of knowledge library. In addition, informal learning methods tend to improve the performance of organizational knowledge. Perceived organizational support has positive influence on organizational learning, and

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performance of employees. Research Mutahar et al., (2015) results show that transformational leadership has a positive effect on performance and organizational learning. This study also confirms the existence of a positive relationship between organizational learning and performance. In line with research conducted by Mena and Chabowski (2015) results show that the learning organization that focuses on the stakeholders positively associated with responsiveness. In a more unique way, the way in which the company obtains knowledge about stakeholders affected a desire to use creative approaches or imitative stakeholders. Finally, the findings show that only respond to stakeholders does not guarantee superior performance. In addition, organizational learning impacts the output positively. Ultimately, the results showed how organizational support was viewed will play an important role and make a significant contribution to organizational learning which in turn will improve employee performance (Amar & Walsh, 2016).

i. The Influence of Organizational Commitment to Job Performance

It can be inferred from Table 1 that the test results were performed with SEM analysis using AMOS 21 indicate that organizational engagement, significant positive impact on job performance. This finding indicates that the results were in line with what is expressed Hooshangi et al., (2017) proves that employee engagement has a direct impact on performance. So were also found by Moeins et al., (2017) partial or simultaneous positive and important impact of organizational engagement on employee performance. Yuan et al., (2017) there is a positive relationship between organizational commitments to employee performance. Bufquin et al., (2017) research results show that the employees' organizational commitment significantly influence employee performance. Ismuhadjar et al., (2017) research findings are both organizational commitment and a significant positive effect on the performance of the employees. The impact may point to the fact that the strong relationship between affective commitment and employee performance has an important role to play. Therefore, organizations should be aware of this organizational commitment as affective commitment is

increasingly affecting the performance of the employees and their team. Because of the particular challenges and experiences of the teaching staff, organizational engagement may be even more critical than that of the teachers.

In line with research results Silitonga et al., (2017) The finding suggest that organizational engagement can have a direct impact on the organization's performance and may also have an indirect effect on job satisfaction (as an intervening variable) and then on organizational performance. The better these organizations ' commitment provides job satisfaction for employees as well as impact on the performance of the organizations. The evidence is seen in a positive relationship between organizational climate factor and employee performance, whereas the effect of employee engagement on employee performance Ngawi regional secretariat also has a positive correlation. Admissible evidence also seen in the commitment of employees as a positive factor that affects the performance of employees. Raja & Wardoyo (2016) these results demonstrate organizational commitment, organizational culture, and job satisfaction both partially and simultaneously affect employee performance. Because as we all know, employees are human resources owned by the company and should be coordinated to achieve business objectives.

j. The Influence of Job Satisfaction on Job Performance

It can be inferred from Table 1, that the test results were performed using AMOS 21 with SEM analysis specify that Job Satisfaction has a significant positive effect on job performance as recorded Asrivi et al., (2017) Employment satisfaction influences work performance. In terms of job satisfaction, workers who have higher performance levels in work units are higher. Which means showing which understanding of success is based on job satisfaction. Underrepresented classes, older employees and mid-level employees, however, are less satisfied with higher performance of the unit job. To this end, businesses need to consider employees ' specific characteristics in order to establish policies for performance management and use these policies efficiently, recruiting and retaining skilled workers. The results support the study

conducted by Ahmad et al., (2017) for this reason, businesses need to understand the specific characteristics of employees in order to develop policies of performance management and use these policies efficiently because research results indicate that job satisfaction significantly affects employee performance. This also conforms to the modern principle of attracting and retaining skilled workers by Madiistriyatno et al., (2017) it is evident from the regression analysis that job satisfaction and a positive and important effect directly on the performance of the employees.

IV. CONCLUSION

It can be inferred on the basis of the analysis that, firstly, the positive effect of information technology on job satisfaction was important. Second, organizational learning has a major detrimental impact on job satisfaction. Second, job satisfaction has no significant positive effect on the commitment of the organisation. Thirdly, organizational learning has a positive impact on employee engagement. Fifth, the information technology has significant positive effects on employee engagement. Sixthly, the information technology has a significant negative impact on work performance. Seventh, significant positive effect of organizational learning on job performance. Eighth, commitment to innovation, major positive effect on job performance. Ninth, significant positive effect on work performance, job satisfaction. It is anticipated that the results of this study will provide new findings that will enrich the theory of human resource management and the behavioral theory of educational institutions, especially regarding performance. Additionally, educational institutions are required to provide additional self-development training, especially for mastering information technology and organizational learning culture to improve job satisfaction and organizational engagement, as well as to improve job performance. In fact, the content can be taken into account when setting management policies, especially education agency with performance.

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