

## ANALYSIS OF THE EFFECTIVENESS OF THE WEBSITE-BASED LECTURER PERFORMANCE ASSESSMENT SYSTEM AND HUMAN RESOURCE DEVELOPMENT AT STIE MIFTAHUL HUDA

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### Abstract

Along with the development of the era, technology is developing very rapidly and affecting all lines. Companies can take advantage of this by using digital information systems such as employee performance appraisals whose data can be used for evaluation. In educational institutions, technological developments also have a lot of influence and make work easier. The object of this study is the Miftahul Huda Subang College of Economics, the intent and purpose of this study is to analyze the effectiveness of lecturer performance assessments and website-based human resource developers. The research method used is a qualitative descriptive method. This analysis is strengthened by existing sources adapted from research journals and websites regarding performance appraisal systems, human resource development and the use of digital technology. Thus, it can be concluded that the performance appraisal system can help the process of human resource development, assisted by digital technology that is utilized properly.

**Keywords:** Employee Performance Assessment, Human Resources, Digital Technology,

### Abstract

*Along with developments over time, technology is developing very rapidly and affecting all levels. Companies can take advantage of this by using digital information systems such as employee performance assessments whose data can be used for evaluation. In educational institutions, technological developments also have a lot of influence and make work easier. The object of this research is the Miftahul Huda Subang College of Economics. The aim and objective of this research is to analyze the effectiveness of website-based performance assessments of lecturers and human resource developers. This research method used is a qualitative descriptive method. This analysis is supported by existing sources adapted from research journals and websites regarding performance appraisal systems, human resource development and the use of digital technology. Thus, it can be concluded that the performance appraisal system can help the human resource development process, assisted by digital technology that is utilized properly.*

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## INTRODUCTION

In an organization or company, improving the quality of human resources is very important, this is because organizations and companies must always be ready to face challenges in the future. Companies usually provide training that aims to

improve the capabilities of the human resources they have and evaluate employee performance results to be able to project future human resource needs.

In educational institutions, the assessment of work results is an important point, where later the results of the assessment help to place an employee in a field that is more mastered. The assessment is carried out not only by superiors but from all lines that feel the results of the employee's performance. As in higher education institutions, the assessment of the quality of lecturer performance can be seen from the results of the questionnaire or the website they have, so that it will become data for evaluation for future teaching lecturers. (Musrifah & Andriyani, 2022)

In this study, the author decided to take a topic from the surrounding phenomenon that occurred and aimed to analyze the effectiveness of the employee performance appraisal system. The data obtained from the research results were reviewed again with all existing theories. The results of the research data can also be used by other researchers as a reference when taking the same topic and become evaluation material for institutions that have needs that are relevant to the topic of analyzing the effectiveness of the employee performance appraisal system. (Putra et al., 2021)

## **METHOD**

This study uses a qualitative descriptive methodology, where the process of collecting information data is carried out through the STIE Miftahul Huda website and is strengthened from existing sources. In its procedure, the qualitative method is not carried out with statistical procedures or calculations, but by collecting data on the phenomena to be revealed. In addition, qualitative descriptive research involves existing methods to try to describe and find narratively in an action. The study focuses on analyzing the effectiveness of the website-based lecturer performance appraisal system at STIE Miftahul Huda. (Rahmah, 2023)

## **RESULTS**

### **Human Resource Development**

Miftahul Huda Subang College of Economics is an educational institution that has two undergraduate study programs, namely Management and Accounting and there is a master's degree in management. Located at JL. Rancasari Dalam NO. B33, Pamanukan District, Subang Regency. The data for this study were obtained through the Siakad website of Stie Miftahul Huda Subang. (Kurnia et al., 2020)

Miftahul Huda Subang College of Economics provides scholarship opportunities for educators to the master's level, this aims to further improve the quality of human resources and of course will affect the teaching process for students. Miftahul Huda College of Economics implements the siakad system to facilitate institutions in providing information, which contains information about student biodata, academic activities and academic services. (Khairunnisa et al., 2024)

Miftahul Huda Subang College of Economics also provides an opportunity for every student to provide suggestions or criticisms through the siakad website, these complaints can include building facilities, academic services and learning processes. On the siakad website, students can also provide criticism of the

lecturers who teach, this is used by the institution as evaluation material in preparing academic plans in the future. (Malik et al., 2024)

### **The Challenge of Improving Human Resources in the Digital Era**

Miftahul Huda Subang College of Economics faces many challenges in facing the rapidly developing digital era. In the process of facing its challenges, Miftahul Huda College of Economics has several obstacles such as learning facilities, lack of teaching staff and competition to maintain its existence from other campuses. (Dadang et al., 2024)

The challenges that must be faced in developing human resources are learning facilities and lack of teaching staff. In the learning facilities, Stie Miftahul Huda has provided a computer lab, free internet network and teaching aids, but some elderly lecturers have difficulty utilizing the available technological facilities. When learning cannot be done face-to-face, elderly lecturers do not understand how to conduct online learning. (Thohir et al., 2024)

Obstacles in teaching staff are that many lecturers have an educational history that is not relevant to the courses they teach. Many teaching staff do not master the material in the field of economics, which ultimately makes it less than optimal in delivering lecture material. Some lecturers apply a teaching style that is not in accordance with existing rules and are unable to accept suggestions from students. (Alieffiansyah et al., 2024)

### **EFFECTIVENESS OF PERFORMANCE ASSESSMENT**

Employee performance assessment is an assessment carried out by employees in achieving work targets. Stie Miftahul Huda conducts lecturer work assessments through the Siakad website, where students will assess lecturers from several assessments both in the context of teaching and not. Performance assessment is something that needs to be done to be able to optimize performance so that goals or tasks are achieved. (Novita et al., 2022)

Miftahul Huda Subang College of Economics has successfully implemented a performance assessment of lecturers through the Siakad website. The information data obtained shows that from year to year the learning process is getting better and there are many new lecturers. This is proof that Miftahul Huda College has succeeded in using the lecturer performance assessment system as evaluation material. (Ferdiansyah et al., 2022)

### **CONCLUSION**

Improving human resources both in organizations and companies is an important saga. Improving human resources in educational institutions is one way to improve good work results and the quality of human resources themselves. Assessment of employee performance is one of the materials for evaluation, especially for the human resources owned.

In the development process of all areas of organizations and companies, there are many challenges, especially for human resources who really need to be prepared to face every challenge in the future. Understanding of increasingly developing digital technology needs to be improved and organizations and companies need to pay attention to the regeneration of the quality of human resources they have.

Miftahul Huda Subang School of Economics has successfully implemented an effective system in assessing the performance of lecturers. By utilizing digital technology such as Siakad, it has successfully collected the data needed to evaluate employees. Finally, the quality of its human resources can be further improved and continue to develop.

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