Workload, Knowledge Sharing, and Teamwork on Lecturer Productivity at Strada Indonesia University

Sholichudin[1]*, Anggi Tiur Maduma[2]
Joko Prasetyio[3], Indasah[4],
Ratna Wardani[5]

[1,2,3,4] Postgraduate Program, STRADA Indonesia University
*Email:
solicchudin@gmail.com

ABSTRACT

This study aims to analyze the influence of workload, knowledge sharing, and teamwork on the productivity of lecturers at Strada Indonesia University. As higher education institutions continue to face rapid developments in science, technology, and information, the role of lecturers becomes increasingly complex and demands high performance. To understand the factors that contribute to lecturer productivity, this research adopts a quantitative approach. Data were collected through structured questionnaires distributed to lecturers across various study programs at Strada Indonesia University. The collected data were then analyzed using dummy linear regression to examine the strength and direction of the relationship between workload, knowledge sharing, teamwork, and productivity. The findings of the study indicate that workload has a negative and significant effect on lecturer productivity. Excessive workload may lead to fatigue, decreased focus, and reduced effectiveness in completing academic and non-academic responsibilities. On the other hand, knowledge sharing shows a positive and significant influence on productivity, suggesting that the exchange of information, experiences, and expertise among lecturers enhances their capability in teaching, research, and community service. Similarly, teamwork also demonstrates a significant positive impact on productivity. Supportive collaboration, mutual assistance, and effective coordination within academic teams foster a more conducive working environment and encourage optimal performance. Overall, the study concludes that while high workload can hinder performance, strong knowledge sharing practices and solid teamwork can serve as key drivers in improving lecturer productivity at Strada Indonesia University.

Keywords: *Workload, Knowledge Sharing, Teamwork, Productivity, Lecturers*

INTRODUCTION

The development of science, technology, and information, along with the ever- changing dynamics of social, cultural, and global economic conditions, has made the role of higher education institutions increasingly complex in their task of improving the capabilities and quality of human resources (Tupamahu et al., 2021). Higher education institutions, as the highest educational institutions, are obliged to carry out tasks that demand continuous improvement in quality and productivity (Tupamahu et al., 2021). STRADA Indonesia University is one of the private universities in Kediri, located at Jln. Manila No. 37, Tosaren, Pesantren District, Kediri City, East Java 64123. In order to

produce quality output, a good and quality process is certainly needed so that it always strives to produce graduates who are competent in the cognitive, affective, and psychomotor aspects. To achieve this goal, lecturers as teaching staff are required to have good abilities and performance (Tupamahu et al., 2021).

The importance of human resources means that an organization should be able to create a supportive work environment so that employees feel comfortable in carrying out their assigned tasks and responsibilities efficiently. The work environment, as a factor surrounding employees, influences how they complete their tasks. Therefore, collaboration and cooperation between employees in carrying out their duties are essential to achieving organizational goals (Wijaya et al., 2016). To ensure that organizational management runs smoothly during organizational activities, it is necessary to ensure that existing human resources have high skills and knowledge so that organizational productivity continues to increase (Sanjaya & Tania, 2023).

However, creating a professional team within an organization often faces obstacles. These obstacles can arise from internal organizational factors or from the characteristics of the individuals themselves (Ayuningtyas et al., 2024). In general, this research was conducted to analyze the influence of workload, knowledge sharing and teamwork on the productivity of lecturers at Strada Indonesia University.

METHODS

The researcher will use a quantitative approach, where a quantitative approach is research in the form of numbers to test a hypothesis. According to Kerlinger & Lee (2002), quantitative research is a systematic scientific approach to formulating and testing hypotheses using numerical data. They emphasize the use of statistical analysis to interpret data and find the natural laws of observed phenomena. This approach is based on efforts to measure the variables involved in the study and examine the relationships between these variables objectively. This study uses a quantitative approach with a non-experimental type of research because the researcher aims to understand the conditions of a group without providing special treatment. In terms of research design, this study is descriptive research, which is a method focused on describing and interpreting objects according to existing conditions (Sukardi, 2008). Descriptive research is generally conducted to systematically describe the facts and characteristics of the object or subject being studied carefully (Suryabrata, 1983). The next goal is to determine whether there is an influence and relationship between one variable (factor) and another. Through these approaches, the research aims to determine how much influence Workload, Knowledge Sharing, Teamwork have on the Productivity of Lecturers at STRADA Indonesia University.
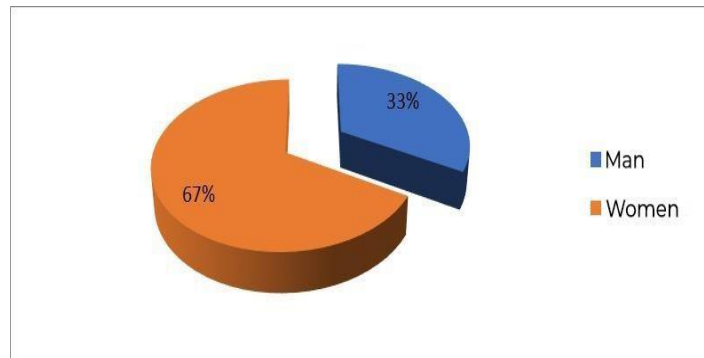
RESULTS

Figure 4.1 Respondent characteristics based on respondent age at Strada Indonesia University which was conducted on August 1-30, 2024 with a total of 94 respondents.
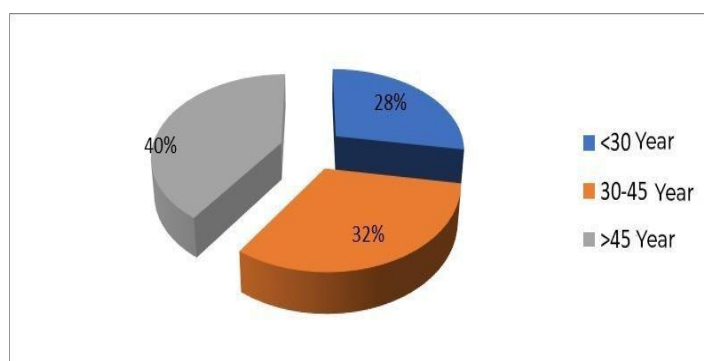
Based on Figure 4.1 above, it is known that almost half of the respondents are aged >45 years, namely 38 respondents (40%).

Figure 4.2 Characteristics of respondents based on gender of respondents at Strada Indonesia University which was conducted on August 1-30, 2024 with a total of 94 respondents.

Based on Figure 4.2 above, it is known that the majority of respondents were female, namely 63 respondents (67%).

Tabel 4.1 Distribution of respondent frequency based on respondent workload at Strada Indonesia University which was conducted on August 1-30, 2024 with a total of 94 respondents.

	Criteria	Frequency (f)	Precentage (%)
Workload	High	13	13.8
	Currently	42	44.7
	Low	39	41.5
	Total	**94**	**100**
Knowledge	High	36	38.3
	Currently	42	44.7
	Low	16	17
	Total	94	100
Team Work	Good	36	38.3
	Enough	45	47.9
	Not Enough	13	13.8
	Total	94	100
Productivity	High	37	39.4
	Currently	43	45.7
	Low	14	14.9
	Total	94	100

Based on table 4.1 above, it is known that almost half of the respondents have a workload in the moderate category, namely 42 respondents (44.7%); knowledge sharing category, namely 42 respondents (44.7%); teamwork, as many as 45 respondents (47.9%); have productivity in the medium category, as many as 43 respondents (45.7%).

DISCUSSION

The impact of workload on the productivity of lecturers in higher education institutions, such as Strada Indonesia University, is a relevant topic in human resource management in the education sector. Lecturers' workloads encompass a wide range of tasks, from teaching and research to community service and administrative responsibilities, all of which can impact overall productivity. According to research by Fitriani et al. (2022), excessive workloads can lead to mental and physical fatigue in lecturers, negatively impacting productivity. Lecturers' productivity is not only measured by the number of teaching hours, but also by their contributions to research and scientific publications, as well as their involvement in other academic activities. When the workload exceeds capacity, productivity can decline significantly, both in terms of quality and quantity.

Another study by Setiawan and Haryanto (2023) found that an unbalanced workload can affect the balance between lecturers' professional and personal lives. This imbalance often impacts academic performance, where lecturers may be unable to optimally meet research or teaching targets. As a result, productivity in teaching and publication aspects can be disrupted, negatively impacting lecturers' academic career development. According to the researchers, workload has a significant impact on lecturer productivity at Strada Indonesia University. Excessive workloads, especially those involving a combination of teaching, research, and administrative duties, can reduce lecturer productivity, both in terms of teaching quality and research output. The results of the study indicate that poorly managed workloads cause physical and mental fatigue, making it difficult for lecturers to achieve optimal performance targets.

CONCLUSION

Based on the results of the Linear Regression analysis, it shows that the p-value is $0.004 < 0.05$, so H0 is rejected and H1 is accepted, so it is concluded that partially there is an influence of workload on the productivity of lecturers at Strada Indonesia University.

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