

Productivity Optimization: Analysis of the Impact of Technology Adoption and Employee Training

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Citations: Akhdar, Rab Rabul., Eswan, Eswan., and Zulfadli, Zony., (2025). Productivity Optimization: Analysis of the Impact of Technology Adoption and Employee Training. *World Journal of Business, Project and Digital Management (WJBPD)*, 6(1), 1-8.

Academic Editor:

Received: 2 September 2025

Accepted: 10 October 2025

Published: 31 October 2025

Abstract: This section consists of single paragraph and about 250 words maximum. For research articles, abstracts should give a pertinent overview of the work. We strongly encourage authors to use the following style of structured abstracts, but without headings: An analysis of the effects of technology adoption and employee training on organisational productivity is presented in this article. In the digital age and the Industrial Revolution 4.0, these two factors are the most important factors in increasing operational efficiency and effectiveness. While technological adoption promotes automation, data-driven decision-making, and human understanding, employee training increases SDM competency and adaptability to technological changes. Literature review highlights various empirical studies in the industrial and UMKM sectors that demonstrate a strong connection between technological advancements and SDM capabilities. Additionally, this article identifies implementation challenges such as resistance to change and anggaran keterbatasan, as well as opportunities such as improvement and innovation. Strategic recommendations include developing an adaptable learning model, developing a technology adoption strategy, and developing organisational practices that support learning in a variety of contexts. According to this study, the success of organisations in the digital age is largely due to the close cooperation between technology and SDM development.

Keywords: Digitalization; Employee Training; Productivity; SDM Development; Technology Adoption



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1. Introduction

In the current era of widespread globalization and digitalization, the primary objective of an organization is to enhance its productivity. The increasing competition has compelled the company to continue to innovate and enhance its operational efficiency. The adoption of technology and employee training are two critical factors that have a significant impact on productivity (Alwy, 2022; Putro, 2024). The adoption of technology enables the automatic assignment of tasks, the enhancement of process efficiency, and the development of more accurate decisions based on data. Additionally, student counseling ensures that the human population (SDM) possesses the necessary skills and knowledge to effectively utilize the technology (Handayani & Wening, 2016; Utami, 2023).

The dynamic technological landscape, as evidenced by the Industrial Revolution 4.0, necessitates that the workforce continue to adapt and develop new capabilities (Alayida et al., 2023). Digitalization has transformed the way businesses operate, from production to distribution, and has necessitated the development of an adaptive and responsive SDM strategy (Putro, 2024). It is crucial to provide appropriate training to ensure proficiency and ensure that employees can contribute effectively in the new work environment.

The primary objective of this literature review is to conduct a comprehensive analysis of the impact of technology adoption and employee training on productivity optimization. Specifically, the aim of this

research is to: 1) Identifying the impact of technology adoption on the operational efficiency and effectiveness of an organization; 2) Evaluate the effectiveness of employee training in enhancing individual and organizational capabilities and performance; 3) Exploration of the relationship between technology adoption and employee training in the context of productivity enhancement; 4) Identifying the challenges and opportunities associated with the implementation of technology and employee training; and 5) Provide a recommendation for an effective productivity enhancement strategy.

This literature review will include studies that are pertinent to the topics of productivity optimization, technology adoption, and employee training. The scope of this research will encompass a variety of industries, with an emphasis on empirical research and the development of research questions. An analysis will be conducted regarding various types of technologies that have been adopted, the training models that have been implemented, and the productivity metrics that have been employed.

2. Materials and Methods

2.1 Search Strategy

Literature review is conducted through various academic databases, including Google Scholar, SINTA, and other academic journals. The following keywords are employed in the study: "productivity," "technological adoption," "child care," "digitization," "human resource management," "child labor," and combinations of these keywords. Additionally, the research is supported by the inclusion of relevant articles as references to identify additional studies.

2.2 Inclusion/ Exclusion Criteria

Criteria for article inclusion include:

1. Articles published in academic journals or conference proceedings that have undergone peer review.
2. Research that concentrates on the impact of technology adoption and/or employee training on productivity.
3. Research that employs clear methodologies and valid data.
4. Articles that are written in the Indonesian or English language.
5. The exclusive criteria include: • Articles that are not pertinent to the research topic.
6. Research that employs unclear methodologies or invalid data.
7. Articles that are editorials or opinions without empirical evidence.

3. Results

3.1. The Effect of Technology Adoption on Productivity

The adoption of technology is a strategic decision to enhance the organization's productivity. According to Zulham et al. (2023), technology enables the automatic execution of routine tasks, the improvement of human welfare, and the acceleration of the process. In the context of UMKM, digital marketing optimization, such as the enhancement of social media marketing, online research, and website development, is effective in enhancing customer acquisition and retention (Hartana, 2022).

The research indicates that the optimal implementation of the barcode system at PT. Langkat Nusantara Kepong can be achieved through the WO strategy, which involves enhancing employee motivation, skills, and performance (Zulham et al., 2023). Additionally, the advancement of information technology has been observed to have a positive impact on employee performance, as it facilitates the performance of critical tasks and has a social benefit (Trijayanti & Ariyanto, 2018).

The integration of Artificial Intelligence (AI) into the business process also results in the enhancement of operational efficiency through the automatic assignment of tasks, the generation of decision-making based on data, and the optimization of inventory management (Latipah et al., 2025). However, obstacles such as large initial investments and infrastructure deficiencies must be addressed.

3.2. Behavior of Employees in the Context of Improved Performance

Employee training is a critical investment in the enhancement of individual and organizational capabilities and capabilities. Effective training ensures that employees possess the necessary skills to utilize new technologies and acclimate to the changing work environment (Alwy, 2022). The case study of SMK students demonstrates that the development of competencies through practical work experience (PWE) is highly relevant to the curriculum and assists students in enhancing their cognitive, affective, and psychomotor abilities (Handayani & Wening, 2016).

The role of SDM in the digital era at UMKM is also significant. This enables UMKM to adjust to the advancement of digital and information technologies and to capitalize on opportunities to increase revenue (Suhariyanto, 2023). The development of SDM competencies is also necessary to become a Career Ready Professional, with strong commitment and communication as the foundation of success (Azmy, 2015).

3.3. Technology Adoption and Employee Training Relationship

The two are particularly relevant in the context of enhancing productivity. The successful adoption of technology necessitates the employee's ability to effectively utilize and implement it (Putro, 2024). Employee training must align with the organization's technology implementation.

The efficiency of recruitment, selection, training, and operations has been enhanced by SDM management based on information and communication technology (TIK) (Ali-Mustafa, 2021). However, TIK also needs to ensure the system's security and the development of SDM that is ongoing. Alayida et al. (2023) argue that digitalization has significantly altered the way in which goods and services are produced, as well as the choices of employment. Consequently, relevant training is extremely important.

3.4. Challenges and Opportunities in Implementation

The implementation of technology and patient care is not always straightforward. There are several factors, including:

- a. Resistance to change from the individual.
- b. The fluctuation of interest rates for technology and education investments.
- c. The relationship between new technology and human beings.
- d. Organizational cultural change that is necessary to foster technological innovation.

However, there are also numerous opportunities for improvement:

- a. Enhancement of operational efficiency and effectiveness.
- b. The development of more relevant employee performance.
- c. Increasing employee motivation and retention.
- d. Organizational growth.

4. Discussion

4.1. Subjective Research (Gap)

Despite the numerous studies that have been conducted on the adoption of technology and student training, there are still some gaps in the literature. Initially, there is a lack of research that concentrates on the long-term impact of technology adoption and employee training on productivity. The majority of studies continue to concentrate on the effects of dehydration or dehydration. Secondly, research that compares the effectiveness of various types of technologies and treatment models is currently underway. Third, there is a lack of research that specifically examines the factors that influence the successful implementation of technology and employee training in various industries.

4.2. Studying Directions

The current research project aims to increase the demand for AI technology in SDM management and the development of more adaptable and personalized patient models. Additionally, there is an increased emphasis on the importance of digitalization in UMKM and SDM strategies to enhance employee productivity in the digital era (Hartana, 2022; Putro, 2024).

4.3. Research Methodology for Deep Learning

The future research should concentrate on the development of a more adaptable and personalized treatment model, utilizing technologies such as AI.

- a. Longitudinal research to investigate the long-term impact of technology adoption and employee training on productivity.
- b. A study that compares the effectiveness of various types of technologies and delivery models in various industries.
- c. The development of a comprehensive work environment to ensure the effective implementation of technology and employee training.
- d. Research on the potential of technology to enhance the quality of Islamic finance and the financial literacy of the Z generation through the use of Islamic banking products (Danardono et al., 2023).

5. Conclusions

This literature review demonstrates that the adoption of technology and employee training has a significant impact on productivity optimization. The adoption of technology enables the enhancement of operational efficiency and effectiveness, while employee training enhances individual and organizational capabilities and competencies (Sapudin et al., 2017). Both are essential and must be implemented in a seamless manner to achieve the best possible outcome.

The organization must address challenges associated with the implementation of technology and employee training, such as adaptability to change and the management of expectations. However, with an appropriate strategy, an organization can capitalize on the opportunity to enhance productivity, employee satisfaction, and profitability. The future research should concentrate on the development of more adaptable training models, longitudinal studies, and the effectiveness comparison of various types of training models and technologies.

This study provides a comprehensive understanding of the critical role of technology adoption and employee training in optimizing organizational productivity. The findings indicate that integrating digital technologies with workforce capacity-building not only enhances operational efficiency but also strengthens organizational resilience in responding to economic fluctuations. The recommendations derived from this research are expected to serve as practical guidance for managers and policymakers in designing effective strategies to improve performance and ensure organizational sustainability.

Furthermore, collaboration among various stakeholders emerges as a key element in achieving successful transformation. The government, educational institutions, the private sector, and civil society organizations must work together to create an ecosystem that promotes innovation, learning, and sustainable growth. Examples such as the digitization of village registers (Suhendro et al., 2023) and the optimization of MSME selling prices (Feranita, 2022) demonstrate the tangible benefits of technology implementation in enhancing local economic development.

In addition, company strategies for managing operational pressures require careful consideration (Dharmajaya et al., 2021). These efforts should be complemented by further research on the implementation of emerging technologies—particularly Artificial Intelligence (AI)—which holds great potential for improving efficiency and supporting data-driven decision-making (Latipah et al., 2025).

Overall, this study contributes to a deeper understanding of the complex relationship between technology, human capital development, and productivity enhancement. It is hoped that this research will serve as a catalyst for further studies and as a valuable reference for practitioners seeking to build adaptive, innovative, and competitive organizations in an increasingly digital era.

5.1. Practical Implications and Recommendations

The content of this literature review provides a valuable foundation for organizations to develop effective strategies for enhancing productivity through the adoption of technology and employee training. The practical implications of this necessitate that managers consider several key factors. Initially, it is crucial to conduct a comprehensive requirements assessment prior to the implementation of technology or a training program (Susyanto, 2022). The purpose of this study is to identify opportunities for improvement, analyze business processes, and evaluate the organization's readiness for change (Alwy, 2022). This ensures that technological investments and services are in accordance with the organization's needs and provide the greatest benefit.

Second, the organization must develop a sustainable and integrated technology adoption strategy. This strategy must be complemented by appropriate technology selection, effective implementation, and adequate protection for employees. Zulham et al. (2023) underscore the significance of the optimal strategy for the adoption of the barcode technology system at PT. Langkat Nusantara Kepong, which indicates that extensive planning is essential for the successful implementation of the technology. Additionally, the organization must address the changes that occur as a result of technology adoption, such as effective communication, intensive training, and psychological support for employees who may be affected by these changes.

Third, the employee training program must be implemented in accordance with the specific organizational requirements and employee characteristics. Effective training must be practical, relevant, and focused on productivity enhancement. In their 2016 study on the competencies of school teachers, Handayani and Wening concluded that instruction that emphasizes practical application and case studies has a greater impact on student performance. Additionally, training must be aligned with the advancement of technology and industrial trends to ensure that employees possess pertinent skills and can adjust to changes.

In conclusion, organizations must establish a work environment that facilitates learning and development. This environment necessitates collaboration, innovation, and a variety of knowledge. This can be facilitated by the organization through various methods, such as providing access to online learning resources, providing opportunities for training and development, and providing guidance and support regarding effective work practices. Putro (2024) underscores the significance of SDM strategies that are adaptable and focused on the development of employees in the digital era.

Consequently, the organization must consistently assess the effectiveness of its training programs and the implementation of technology. This evaluation can be conducted using a variety of methods, including employee satisfaction surveys, productivity assessments, and cost-benefit analyses. The evaluation results must be utilized to enhance the training program and technology adoption strategy, thereby enabling the organization to further enhance its productivity and profitability. Daulah and Suwarno (2025) posit that an effective information assurance system has a positive impact on employee performance. Consequently, evaluation of the information system's implementation is crucial.

Based on the practical implications of this, the organization may receive several recommendations. Initially, the organization must allocate funds for technology and training programs. This investment must be regarded as a long-term investment that will provide significant benefits to the organization. Secondly, the organization must involve employees in the development of decisions regarding the adoption of technology and training. Employee engagement can enhance their confidence in the face of change and ensure that the training program is appropriate for their needs. Third, the organization must establish a partnership with educational institutions and training providers to develop training programs that are both relevant and of high quality in accordance with the industry's needs. Organizations must establish organizational cultures that facilitate learning and growth.

5.2. Disturbance and Opportunity in the Middle East

Although the adoption of technology and employee training has numerous benefits, organizations also encounter various challenges. The primary challenge is resistance to change. Employees may be reluctant to accept new technologies or training programs for a variety of reasons, including an expectation that they will lose their jobs, a lack of motivation, or a lack of understanding regarding the benefits of change. In order to address this challenge, the organization must implement effective changes, such as clear communication, effective training, and resilient infrastructure (Alayida et al., 2023).

The other thorn is fear. The implementation of technology and training programs necessitates significant investment on an ongoing basis. The organization must effectively allocate resources and seek methods to optimize investment returns (ROI). There are several strategies that can be employed, including selecting technology that is appropriate for the needs, utilizing online tutoring services that are either free or expensive, and establishing a connection with a school or tutoring provider. In addition, the organization must also increase the cost of the capacity to respond to technological changes and employee performance.

In the future, the organization will face new challenges related to the rapid advancement of technology. The primary requirement is to reevaluate the student's performance. Technology will continue to evolve rapidly, and the solutions that are pertinent at this time may not be relevant in the future. Organizations must develop flexible and ongoing training programs to ensure that employees possess the necessary skills to confront technological challenges in the future. The development of SDM competencies is crucial for the development of Career Ready Professionals (Azmy, 2015).

In addition, the organization must also automate the process of determining the number of employees. Otomatisasi dapat menggantikan berbagai pekerjaan yang dilakukan oleh manusia, tetapi dapat menciptakan pekerjaan yang berkembang. The organization must effectively manage the transition of the workforce, which includes providing guidance to employees who are subject to automation and developing strategies to initiate new projects. In order to address this change, Alwy (2022) posits that SDM management must implement more significant changes within the organization.

However, in these circumstances, there are numerous opportunities for the organization to enhance its productivity and profitability. The most important is the use of artificial intelligence (AI). AI akan digunakan untuk mengotomatisasi tugas-tugas rutin, meningkatkan efisiensi operasional, dan memberikan sebuah layanan pelanggan. The implementation of AI in business process optimization is the focus of Latipah et al. (2025), who demonstrate the significant potential of AI to enhance efficiency and competitiveness.

In addition to AI, organizations may implement additional technologies, including cloud computing, data analysis, and the Internet of Things (IoT). These technologies can be employed to enhance operational efficiency, facilitate more informed decision-making, and establish more intimate customer relationships.

Putri et al. (2022) examine the risk management of cloud computing, which emphasizes the importance of identifying risks associated with the use of new technologies.

One alternative is the development of a more personalized and adaptable training model. The traditional training model is consistently ineffective because it fails to address the individual needs of the employee. A more adaptable and personalized teaching model can be tailored to the needs, learning styles, and abilities of each student. This has the potential to enhance the effectiveness of the training and the productivity of the employees. Suhariyanto (2023) underscores the significance of SDM management in the digital era, particularly for UMKM.

In order to leverage these opportunities, the organization must develop a comprehensive and integrated strategy. This strategy must include technology investment, program development, organizational culture change, and employee engagement. Organizations that successfully adjust to technological advancements and expand their workforce will be more productive, competitive, and resilient in the future. The significance of digitalization is also evident in the context of business development and communication (Praditya et al., 2023).

5.3. Comments and Suggestions

Further research is required to deepen our understanding of the impact of technology adoption and employee training on productivity. There are several areas that require further exploration, including:

a. Development of a More Flexible Training Mode

Further research is required to develop a more flexible and personalized training model. Models such as this must consider the individual needs, learning styles, and level of engagement. The study can concentrate on the utilization of adaptive learning technologies, such as online learning platforms that can be customized to meet the individual needs of each student.

b. Longitudinal Study

Longitudinal studies are necessary to determine the long-term impact of technology adoption and employee training on productivity. This study has the potential to provide a more comprehensive understanding of the ways in which technological and educational advancements affect employee productivity, job satisfaction, and retention.

c. Efficient Comparison of Various Technological and Training Models

The research must compare the effectiveness of various technological and training models. The research can concentrate on the comparison between in-person and online massage therapy, as well as the comparison between various types of technology, such as artificial intelligence, intelligent computing, and the Internet of Things.

d. The Influence of Organizational Culture

Research should examine the influence of organizational culture on the success of technology adoption and employee training. Organizational cultures that prioritize innovation, collaboration, and learning can enhance the effectiveness of training programs and technology adoption. PUTRO (2024) emphasizes the role of organizational culture in HR strategy.

e. Automation on the Workforce

Research should address the impact of automation on the workforce. This research can focus on identifying the most valuable jobs in terms of automation, developing strategies to assist employees experiencing automation challenges, and developing new job opportunities.

f. The role of the business in the adoption of technology and education

The research must examine the role of the business in the adoption of technology and education. Effective leadership has the capacity to inspire employees, establish a supportive work environment, and ensure that the training program is in accordance with the organization's objectives. Research on public administration transformation is also pertinent (Utami, 2023).

g. Key Takeaways from Various Industries

It is necessary to conduct case studies in various industries in order to understand the manner in which technology and employee training are implemented in varying contexts. Case studies can provide valuable insights into the risks and opportunities that organizations in various industries face.

Several recommendations may be provided to the organization in accordance with further research. First and foremost, the organization must engage in research and development to develop a more personal and adaptable teaching model. The second step is for the organization to conduct longitudinal studies to determine the long-term impact of technology adoption and employee development. The third step is for the organization to compare the effectiveness of various types of technology and business models. In conclusion, the organization must establish an organizational culture that prioritizes innovation,

collaboration, and learning. In conclusion, the organization must develop a strategy to automatically mitigate the impact of work-related stress. In order to facilitate the adoption of technology and services, organizations must establish effective leadership.

Additionally, the organization must emphasize the importance of SDM management through information and communication technology (Ali-Mustafa, 2021). This results in the utilization of the SDM information system to manage employee data, manage operations, and manage training programs. The use of information technology in SDM management can enhance efficiency and effectiveness, as well as provide more reliable data for decision-making. This is also consistent with the strategy of enhancing employee productivity in the digital era (Putro, 2024).

In the context of UMKM, the management of SDM in the digital era is of great importance (Suhariyanto, 2023). UMKM adalah tulang punggung perekonomian, dan penampilan SDM akan membantu mereka beradaptasi dengan perubahan teknologi dan meningkatkan daya saing. The optimalization of Islamic financial institutions can also facilitate the development of technology for Generation Z (Danardono et al., 2023), thereby establishing a new era in the financial sector that is characterized by technological innovation.

Overall, further research and effective implementation of this recommendation will assist the organization in optimizing productivity, increasing employee satisfaction, and achieving competitive advantage in the digital era. Businesses must also develop strategies to combat operational depression, particularly in challenging periods such as pandemics (Dharmajaya et al., 2021).

The importance of technological adaptation is also evident in more expansive contexts, such as the digitalization of rural water supply (Suhendro et al., 2023). The adoption of technology in various aspects of life, including public administration, indicates that the ability to adapt and utilize technology is a critical factor in the future.

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