



## IoT Relationship with Work Effectiveness and Individual Behaviour

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**Abstract:** IoT is developing in many sectors, especially in the industrial and household sectors. IoT is expected to be a new solution in daily activities, especially those closely related to objects or machines. The IoT concept itself is developing innovative technology into an object, with the aim of innovation that makes activities more effective and efficient. Examples of the application of IoT in the industrial and household sectors are 1) Automatic curtain covers, 2) automatic water faucets, 3) automatic folding umbrellas, and 4) and automatic parking scan sensors. This time, the research method is descriptive qualitative method, by obtaining data based on relevant previous research and developing according to the researcher's thinking. The results of this study are: 1) Work Effectiveness, related to IoT, where every job will be easier to do with the help of existing technology in the form of IoT, 2) Individual Behaviour, related to IoT, where every job will be easier to do with the help of existing technology in the form of IoT.

**Keywords:** Internet of Things, Work Effectiveness, Individual Behaviour

### INTRODUCTION

In an era of digitalization, it cannot separate any form of activity from the role of technology. Starting from the smallest scope, such as family to industrial scope, all cannot be separated from technology, as in a supply chain or a company's supply chain, where the application of IoT is also included. Then an IoT can also affect the effectiveness of a person or an organization's work because its existence facilitates human work. Then another indicator of the existence of IoT is that it changes the behaviour of an organization or a person, which previously had to spend more energy or effort. However, with the existence of IoT, a person does not need to spend effort or move from the work chair. (F. Saputra, 2022)

This article discusses the relationship between IoT (Y1) and Supply Chain (X1), Work Effectiveness (X2), and Individual Behavior (X3).

Based on the background that researchers have described above, the researchers determine the formulation of the problem as follows:

1. How is Work Effectiveness relate to IoT ?.

2. How is Individual Behavior relate to IoT ?.

## LITERATURE REVIEW

### Internet of Things

The Internet of Things is a new paradigm in Information Technology. The term Internet of Things or IoT is formed by two words: Internet and Things. The Internet is a global computer network system that is interconnected using the Internet Protocol Suite (TCP/IP) standard to accommodate billions of users worldwide. The Internet Protocol Suite consists of private, public, business, corporate, government and academic networks both locally and internationally, connected to a variety of existing electronic, wireless, and optical network technologies. Until now, there are more than 100 countries connected in the exchange of data, information, news and opinions on the internet.

Internet of Things is growing and making the latest breakthroughs and becoming popular in Information Technology. In recent decades, the Internet of Things has attracted the attention of many users by presenting the goal of a global infrastructure of physical network objects, which allows connectivity anytime, anywhere and by anyone. Internet of Things is also referred to as a global network that can communicate between humans and humans, humans to objects and things to objects, which exist in the world by providing detailed unique information about each object. (F. Saputra, 2022)

IoT describes a world where anything can connect and communicate in a more thoughtful way that has never existed before. Most of us think of "connected" electronic devices such as servers, computers, tablets, phones, and smartphones. In the so-called Internet of Things, sensors and actuators embedded in physical objects, from highways to pacemakers, are linked via wired and wireless networks, often using the same Internet IP that connects the Internet. These networks generate large amounts of data that flows into computers for analysis. When objects can sense their environment and communicate, they become tools for understanding complexity and responding quickly.

Internet of Things or IoT has been studied by previous researchers, including: (Nugroho & Ali, 2022), (Faisal et al., 2021), (Ali et al., 2020), (Thanh Nguyen et al., 2019), (R. Saputra, 2022).

### Work Effectiveness

Effectiveness is a concept that is quite important in a company because it can provide a view of the company's success in realizing its goals. Effectiveness can be related to achieving previously planned goals or inversely related to actual results. Effectiveness is more directed to the evaluation results of the process, which will later produce an observable output.. Work effectiveness is completing work on time with a predetermined time. It means that whether the implementation of the activity can be said to be good enough or not depends on the activity being carried out, how to implement it, and how much it costs.

In addition to realizing work effectiveness, some things become obstacles, for example, changes in work jobs in a company which, of course, will impact the obligations of employees. Every employee is advised to be creative in finding a new idea or idea to achieve work effectiveness and efficiency within a company. When a company reduces the number of employees, the company will later depend on the performance of the employees that they currently have and impose more tasks or work on them. Of course, this is very contrary to work effectiveness.

Work Effectiveness has been studied by previous researchers, including: (R. F. A. Saputra et al., 2021), (Yeni et al., 2019), (Larasati et al., 2018), (Elmi et al., 2016), (Sudiantini & Saputra, 2022)

### Individual Behaviour

Behaviour is the totality or totality of activities derived from experience and learned by conditioning and strengthening processes. Behaviour is a function of a person's interaction with their environment. Individual behaviour is a function of the interaction between a person or individual with their environment. If it is associated with organizational behaviour, then individual behaviour is a learning system from the nature of an organization, such as how the organization begins, develops, and affects more significant individual members

Then the elements that it must consider in organizational behaviour and individual behaviour include: 1) a psychological point of view that defines a person's actions as a result of psychological studies, 2) individual behaviour is a disciplinary action and individuals are influenced by how an organization is regulated and who supervises them, 3) individual behaviour using scientific methods in overcoming managerial problems

Individual Behaviour has been studied by previous researchers, including: (Wijaksono & Ali, 2019), (Masruri et al., 2021), (Harahap & Ali, 2020), (Khalid, S. A., & Ali, 2006), (Doan & Ali, 2021).

**Table 1: Previous Research**

No	Author (year)	Previous Research Results	Similarities to this article	Difference with this article
1	(Bayu Putra & Fitri, 2021)	Literature Review: Lecturer Performance Measurement Model and Organizational Citizenship Behavior Based on Individual Characteristics, Work Culture and Individual Behavior	Discussing Individual Behavior and Organizational Behavior	Discussing Lecturer Performance and Organizational Citizenship Behavior based on individual characteristics.
2	(Tian Sanjaya et al., 2022)	Factors Affecting Leadership: Work Quality, Work Effectiveness, and Work Communication (Literature Review of Work Quality)	Discussing Work Effectiveness	Discussing Leadership, Work Quality and Work Communication
3	(Jaya et al., 2020)	Review of Sustainable Agric-Supply Chain Management: Conceptual, Current Issue, and Future Research	Discussing the supply chain or supply chain	Discusses supply chain management or supply chain of sustainable agricultural products: conceptual, current issues, and future research.
4	(Ben-Daya et al., 2019)	Internet of Things and Supply Chain Management: a literature review	Discussing the Internet of Things (IoT) and Supply Chain	Discussing the development of the Internet of Things and Supply Chain in the manufacturing industry
5	(Madakam et al., 2015)	Internet of Things (IoT): A Literature Review	Discussing the Internet of Things (IoT)	Discussing the development of the Internet of Things globally
6	(Motlagh et al., 2020)	Internet of Things (IoT) and the Energy Sector	Discussing the Internet of Things or IoT	Discussing IoT in the Energy sector
7	(Astuti et al., 2019)	The Effect of Creativity and Innovative Behavior on Employee Performance With Job Satisfaction as a Mediation Variable (Study at Hotel Pandanaran Semarang)	Discussing work effectiveness and individual behavior	Discusses creativity, innovative behavior and employee performance with job satisfaction as a mediating variable
8	(Romli, 2021)	Competitive and Sustainable Human Resources Development Strategy in Sugarcane Agroindustry: Literature Review and Future Research Agenda	Discussing Individual Behavior	Discusses HR development strategies that are competitive and sustainable in Sugarcane Agroindustry

## RESEARCH METHODS

It used descriptive qualitative research methods and Mendeley as a reference for bibliography and citations. Researchers collect data based on previous articles relevant to this variable and then process the data obtained to become this research article. A literature review must be used consistently with methodological assumptions in qualitative research. This means that it must be used inductively so that it does not direct the questions asked by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory (Ali, H., & Limakrisna, 2013).

## FINDINGS AND DISCUSSION

Based on the theoretical study and the formulation of the problem above, the researchers will discuss this as follows:

### 1. Work Effectiveness relationship with IoT

The Internet of Things or technology-based IoT makes all activities, jobs or activities more effective. It is due to technological innovations that continue to develop following the needs of society and global needs. Activities or work that were previously done manually, with the existence of IoT, make work assisted by this technology. For example, automatic curtains found in our bedrooms or hotels are now starting to use automatic curtain covers or curtains so that people who use them can close the curtains without getting out of bed using only the remote control (Mukhtar et al., 2016).

Then another form is on the search engine google, where voice commands or voice commands are used. It is very effective in helping work because we don't need to type the word we want to find, especially if the sentence is long. Of course, if we type, it will take a long time, and it is not effective. Furthermore, the use of a wireless printer that connects to the network or commands from our device without connecting a cable to our device. And with the wireless, we can carry out activities from a considerable distance. Even up to a distance of 20 meters without having to interact directly with the printer. (F. Saputra, 2022)

### 2. Individual Behavior relationship with IoT

With the Internet of Things or IoT, individual behaviour adapts to existing technology. Individual behaviour can occur between someone and someone, someone with the environment, and between someone and the nature of objects. An individual has more curiosity, which makes them continue to study developing technologies (Lathiifa & Ali, 2013).

It makes each individual have more curiosity to compete with others healthily. And sometimes, with the Internet of Things, people are lazy or neglect their duties or responsibilities. For example, when given a task to write a story, someone only copies the results of someone's performance because, with the development of IoT, there is much access to references. (F. Saputra, 2022)

## Conceptual Framework

Based on the theoretical study and discussion described above, the conceptual framework for this article is as follows:

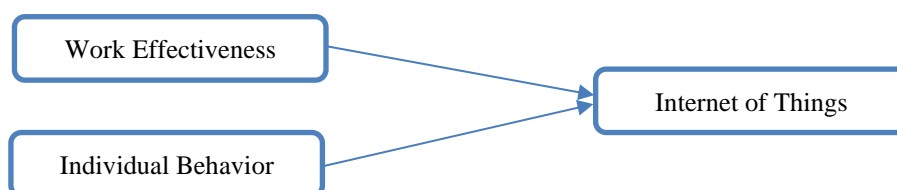


Figure 1: Conceptual Framework

This article discusses the Internet of Things. There are several other variable indicators that discuss the Internet of Things (IoT), Work Effectiveness and Individual Behavior, including:

- 1) Leadership: (Riyanto et al., 2017), (Mansur & Ali, 2017), (Ali, Sastrodiharjo, et al., 2022), (M & Ali, 2017), (Ali, H., & Limakrisna, 2013), (Ilhamalimy & Ali, 2021), (D. A. Setyadi & Ali, 2017), (Octavia & Ali, 2017), (Sari & Ali, 2022), (Kasman & Ali, 2022).
- 2) Culture: (Larasetiati & Ali, 2019), (Fahmi & Ali, 2022), (Hernikasari et al., 2022), (Ali et al., 2016), (Wahono & Ali, 2021), (Iryani et al., 2021), (Hasyim & Ali, 2022), (Kholisoh & Ali, 2020), (Paijan & Ali, 2017), (Putri Primawanti & Ali, 2022), (Putra & Ali, 2022).
- 3) Organization: (Fauzi & Ali, 2021), (Ali, Zainal, et al., 2022), (Suleman et al., 2020), (Maisharoh & Ali, 2020), (A. Setyadi et al., 2017), (BAstAri, A., & Ali, 2020).
- 4) Knowledge: (Masruhin et al., 2021), (Suharyono & Ali, 2015), (Richardo et al., 2020), (Zahran & Ali, 2020), (Yassir Araffat et al., 2020), (Fardinal et al., 2022), (Haitao & Ali, 2022), (Gusfa et al., 2017), (Subronto et al., 2021), (Pitri et al., 2022), (Firmansyah & Ali, 2019), (Hafat & Ali, 2022), (Ismail et al., 2022), (Mukhtar et al., 2017).
- 5) System: (Darwisyah et al., 2021), (Mulyani et al., 2020), (Sivaram et al., 2020), (Agussalim et al., 2016), (Sivaram et al., 2019), (Somad et al., 2021), (Ridwan et al., 2020a), (Ridwan et al., 2020b), (Widodo et al., 2020), (Bimaruci et al., 2020), (Maida et al., 2017), (Desfiandi et al., 2019), (Suleman et al., 2020), (Al Hafizi & Ali, 2021).

## CONCLUSION AND SUGGESTION

### Conclusion

Based on the theory of the study and the discussion of the researchers, the researchers then conclude this article, including:

1. Work Effectiveness, related to IoT, where every job will be easier to do with the help of existing technology in the form of IoT.
2. Individual behaviour, related to IoT, where every job will be easier to do with the help of existing technology in the form of IoT.

### Suggestion

Based on the discussion and conclusions that have been written by the researcher, suggestions are needed to explain examples of each variable related to IoT, Work Effectiveness and Organizational Behavior.

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