Technological Strategies to improve job performance: Using the internet in Scientific Research Algerian Researcher "A field study"

الاستراتيجيات التكنولوجية لتحسين الأداء الوظيفي لدى الباحثين الجزائريين: استخدام الإنترنت في البحث العلمي"دراسة ميدانية"

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Abstract:

The objective of the present study is to identify technological strategies to improve job performance: the use of the Internet by Algerian researchers in scientific research, and the nature of the differences according to the following demographic variables: (gender), A scale developed by the researcher was applied to a sample consisting of (N=256) participants ,using a descriptive syllabus, the research yielded the following result:

It Can Guess Job Performance: through Technological Strategies for Algerian Researchers Using the Internet in Scientific Research.

There aren't statistically significant differences at a level of ($\alpha \leq 0.01$) in mean technological strategies of using the Internet in scientific research by the Algerian researcher According to variables (Gender).

There are statistically significant differences at a level of ($\alpha \leq 0.01$) in mean job performance by the Algerian researcher According to variables genderin favor of females.

Keywords: *Strategy; The Internet; scientific research; Job performance.*

الملخص:

هدف الدراسة هو تحديد الاستراتيجيات التكنولوجية لتحسين الأداء الوظيفي: استخدام الأنترنيت من قبل الباحثين الجزائريين في البحث العلمي، وطبيعة الفروق وفق المتغيرات الديمغرافية التالية: (الجنس)؛ وقد تم تطبيق مقياس من إعداد الباحثة على عينة قوامها (ن= 256) باحث، تمّ اعتماد المنهج الوصفي، وقد أسفرت النتائج على أنّه:

يمكن التنبؤ بالأداء الوظيفي من خلال الاستراتيجيات التكنولوجية للباحثين الجزائريين باستخدام الأنترنيت في البحث العلمي.

ليست هناك فروق ذات دلالة إحصائية ($\alpha \leq 0.01$) في متوسط درجات الاستراتيجيات التكنولوجية لدى الباحثين الجزائريين باستخدام الأنترنيت في البحث العلمي تعزى لمتغير الجنس.

هناك فروق ذات دلالة إحصائية ($\alpha \leq 0.01$) في متوسط درجات الأداء الوظيفي لدى الباحثين الجزائريين باستخدام الأنترنيت في البحث العلمي تعزى لمتغير الجنس.

الكلمات المفتاحية: الاستراتيجيات التكنولوجية؛ استخدام الإنترنت؛ البحث العلمي؛ الأداء الوظيفي.

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Introduction:

Algerian researchers face many challenges when using the Internet to conduct scientific research. Due to lack of internet access and high cost. To solve this problem, Algerian researchers need more support from the government. No wonder researchers have been using the internet for work for some time. The Internet has become a valuable resource for academics and researchers and has been used in all aspects of their work, namely, the advancement of careers, the use of mechanisms such as data strategic analysis and data analysis deluge, and data term analysis; and the use of search technologies to advance scientifically and Searching for data-related topics is required; this means benefiting from both electronic and print resources. Scientifically search for and apply technology and engineering research that will advance your career as a researcher. In this article, we will share some strategies to overcome it. In addition, surfing the Internet is in the order of milliseconds Ah Distractions that may kill researchers' time on research activities. The topic of the current research has a vital importance at the level of theoretical treatment and sociology by virtue of the fact that they interact with each other to form in their realistic context the phenomenon that is the subject of research, and this is through answering the following research questions:

•Can guess the job performance: through Technological Strategies for Using the internet in Scientific Research Algerian Researcher?

•Are There statistically significant differences at a level of ($\alpha \leq 0.01$) in mean degras technological strategies of using the Internet in scientific research by the Algerian researcher & in mean degras the job performance According to variables (Gender)?

Hypotheses:

It can guess the job performance: through Technological Strategies for Using the internet in Scientific Research Algerian Researcher.

There aren't statistically significant differences at a level of ($\alpha \leq 0.01$) in mean degras technological strategies of using the Internet in scientific research by the Algerian researcher & in mean degras the job performance According to variables (Gender).

I- Theoretical framework:

First - TheStrategies: Professor HamriMintzberg at McGill University in Canada gave a specific description of the concept of strategy as a plan, a trick, and a condition. Or situation style and method or Perspective. He promised that any one of these considerations is a necessary way of thinking in order to understand what strategy is, and he considered that relying on one without the others is not sufficient to approach the concept of strategy (Omar. 2017: 109).

The theoretical concept of strategies is the steps that must be followed and the information that the organization needs to implement its vision and mission by focusing on the needs of stakeholders (Allison &Kaye. 2011) As for the procedural concept, it is the extent to which the executive steps in the drug control units are consistent with the vision and mission of the General Directorate and the extent of clarity of its strategic objectives (Alalwan. 2021: 19).

Second - Concept Of Job Performance:I drove multiplied definitions that I had the performance career We will focus here on The most important one: Some of them defined performance as: it is the interaction between behavior and achievement, or it is the sum of behavior and results that are achieved together, with a tendency to highlight achievement or results, due to the difficulty of separating behavior on the one hand and achievement on the other hand. Al-Daman (2016) defined job performance as: the performance that indicates the degree of implementation and completion of tasks because it is the job of the individual, and it reflects how the individual achieves or satisfies his job requirements, Often confusion and overlap occurs between performance and effort. Effort

refers to the energy expended, while performance is measured on the basis of the results achieved by the individual. It is clear that the definitions related to job performance revolve around the amount of effort and energy expended by workers with the tasks assigned to them. Between the results achieved and the goals set (Bilal, 2022: 691).

I-1- Improving job performance: Improving job performance is the use of all available resources to improve output and productivity of operations, achieving integration between the right technology that employs capital in the optimal way, and therefore ways to improve job performance are:- Developing human resources through training.- Creating motives and incentives for employees.- Management by objectives.- Participation and teamwork.- Work design.- Removing unproductive elements at work (Al-Aklaby. 2022: 12).

I-2- Functional performance elements: The effective performance of any employee is the outcome of the interaction of many factors, the most important of which is:

A. Employee Competencies: It refers to his information, skills, attitudes, and values. An employee's competencies are his basic characteristics that produce an effective tool for that employee to perform..

B. Work (job) requirements: It refers to the tasks, responsibilities or roles required by a job.

C. The organization environment consists of internal factors and external factors. Among the internal factors that affect the effective performance of the employee are the objectives of the organization, its structure, the procedures used in it, its resources and its strategic position. Among the external factors that form the organization environment are the social, economic, technological, political and legal factors.(Kehelil. 2022: 616).

3. Importance of Job Performance:

Its importance lies in the following indicators:

A. It expresses the effectiveness of the organization and its ability to produce acceptable results.

B. B is the basis for assessing the success or failure of the organization in its decisions and plans.

C. An essential indicator of the capabilities of the organization that reflects the extent of success it achieves in investing the human, material, technical and information resources available to it (Ameer. 2022: 194).

Third - the concept of the Internet: Internet meansThe global information network, in which a group is connected to each other in many countries by telephone and satellites and has the ability to exchange information between them through central computers called servers, in which it can store basic information and control the network in general. Computers used by an individual are also called user computers (USERS).And also, "It is a group of global networks connected to millions of devices around the world, to form a group of huge networks, which transmit huge information at high speed between different countries of the world, and include constantly evolving information"(Boudiaf. 2011: 427).

1. Advantages of the Internet in scientific research:

- Exit from the narrow circumference of the country to the space of the world.
- Multiple sources and continuous updating.
- Ease of access to information and saving the time of the researcher.
- Freshness of information.
- Non-compliance with specific hours or specific places.
- Freedom of information and prevention of monopoly(Boulfelfel. 2013: 55).

2. The role of the Internet in scientific research: The Internet plays a major role in developing scientific research skills, and that role is as follows:

- Developing the concept of conducting joint scientific research among researchers in different countries of the world.
- Assisting researchers in contacting research supervisors to discuss the difficulties they face.

- Assisting researchers in exchanging experiences, scientific documents, and research immediately and at low costs.
- The Internet facilitates the process of continuous communication despite the distances.
- The Internet has helped researchers to contact scientific research centers and local and international universities to obtain the necessary information and data to conduct their research.
- Assisting researchers in direct contact with electronic libraries, and viewing the book indexes available in the most famous international libraries.
- Assisting researchers in publishing their research worldwide to benefit from the scientific results they reached in their studies. Specialized research in a subject finds its purpose in its field of specialization. A study in the field of medical libraries showed that the Internet provides researchers and workers in the research field:
- Participating in electronic conferences in the medical field and getting acquainted with the latest medical theories.
- Introducing scientists to international or Arab medical results in general.
- Examination of new titles for books and magazines (Mohammad 2014: 88-90).

3. Recommendations for adopting the Internet in scientific research: There is a set of recommendations developed by experts in the use of research on the net The Internet and the most important:

- Helpful first To get acquainted with the search engine and the technologies used in this engine in order to employ them in the search process.
- Determine what you want from the Internet in a precise form (a specific topic, specific sites).
- Try to use accurate and direct words for the topic you want to search for.
- Do not be satisfied with one method in entering the search word, try in many synonyms and formulas for the search words.
- When searching for abstract concepts, use the singular forms. When searching for tangible things or people and groups, use the plural forms.
- Do not use general and frequently used phrases (such as prepositions and conjunctions).
- Be aware of the topic you are looking for and its interactions with the topics.
- When you are not satisfied with the results of your search, use the advanced search offered by most international and Arab search engines.
- If you are looking for a specific topic, try to familiarize yourself with the search enginesSuch as a search engine for medicine, economics, or society (Hamdaoui, 2011: 478-479).

fourth- The concept of scientific research: There are many definitions of scientific research, and these definitions reflect different intellectual and historical starting points, and we can summarize some of them in the following points: "Scientific research is an investigation or organized investigation, and by following specific scientific methods and methods of scientific facts, with the intention of ascertaining their validity, modifying them, or adding something new to them"; Scientific research, therefore, is the in-depth study of all branches and fields of knowledge. Its main objective is either to complete the missing by adding the new, or to arrange, modify and refine it, to ensure its validity or clarify the vague ones.**And he** It consists of two words: the search word that you correspond to in the French language "recherché", which means "la Rousse" according to the Scientific Encyclopedia, is a collection of works with the aim of revealing new knowledge in a scientific field. They have well-organized knowledge related to some categories of events or phenomena related to some categories of events or phenomena, while science in the Arabic language means knowledge, i.e. what we have of knowledge about things (Farida. 2019: 163).Also, it is the scientific methods used by the individual in the investigation of knowledge, his endeavor to control the environment, and the discovery of its manifestations, and it is a means of systematic and accurate inquiry and investigation, which is carried out by the researcher, with the aim of discovering new information or relationships, in addition to developing or

correcting or realizing the information that already exists. In this careful examination and inquiry, the steps of the scientific method should be followed (Kadri. 2017: 987).

1.Strategies for developing scientific research in Algeria: The purpose of the researcher in the first place is to discover knowledge and to search for the truth, and the ease of his access to that It depends on the kind of obstacles it encounters, and on the facilities it receives, in addition to the general scientific climate that surrounds it, providing an environment conducive to scientific research, funding scientific research, and appreciating scientific research as mechanisms for developing scientific research. Providing an environment conducive to scientific research, and having a strategy for scientific researchThe strategy developed by the Ministry of Higher Education is a clear one, in which it emphasizes that all research topics of interest to laboratories and research professors are related to the reality of industry, social and economic matters, and others. Providing research facilities that help conduct research and increase scientific productivity. The use of scientific and technological information sources because the researcher's use of scientific and technological information sources forms the backbone of his professional development And thus increasing his productivity, and that is through the use of e-mail, holding meetings and meetings, exchanging information and experiences with colleagues, whether inside or outside the Internet, participating in local, Arab or international associations or periodicals on the Internet, facilitating the electronic publishing process, and in this regard it is clear The researcher's use of information and communication technology has a significant impact on reducing research productivity problems (Al-Hams. 2015: 21).

2.Useful websites to search for electronic sources and references in the field of scientific research: The task of obtaining electronic sources and references for scientific research and other studies has become an easy task through the capabilities provided by the World Wide Web in this field, which are capabilities that no technology has enjoyed before, and in this context and in order for the researcher to access scientific material Sober and useful for his research, he should not be limited to one engine in searching through the Internet, as evidenced by the presence of several important engines for that, such as: Google, Yahoo, Bing, Google Scholar..., with the need to rely on documented scientific sites affiliated with accredited academic scientific institutions that seek the standard of academic accuracy and academic and objective responsibility away from any bias or favoritism through the information it provides (Abdelhafid. 2021: 12).

II. Method and tools:

1. Method: The descriptive approach can be defined according to (Suleiman, 2014) as "an investigation that focuses on a phenomenon as it exists in the present, intended to diagnose it, reveal its aspects, and define the relationships between its elements and between them and other phenomena, and indicates that the descriptive approach in the research is one of the forms of analysis and interpretation An organized scientific method to describe a specific phenomenon or problem and depict it quantitatively by collecting codified data and information about the phenomenon or problem, classifying it, analyzing it, and subjecting it to careful study (Suleiman 2014: 131).

According to (Al-Assaf, 2010), the descriptive approach is "a method that relies on studying reality or the phenomenon as it exists in reality, and is concerned with describing it as an accurate description and expressing it quantitatively. And the degrees of its association with different phenomena" (Al-Assaf, 2010: 117).

2. Study instruments and their psychometric properties:

a. **the internet Technological Strategies for Using Scale:** from Preparation The researcher, after relying on a set of scales prepared by Arab researchers, where the scale in its final form included (40) phrases distributed on five main axes: ((Strategies for tools to interact with scientific data to

participate in various scientific demonstrations; Promote cooperation with other researchers in the field of scientific research locally and internationally; Strategies for digital libraries and scientific research engines; Obstacles axis)), and the highest score for the scale is (120) degrees and the lowest score is (40) degrees. Individuals answer with the five answer alternatives (disagree – neutral – agree) corrected by the following answers (1-2-3) according to the answer sequence.

b. **job performance Scale :**from Preparation researcher(Al-Azri, 2023: 231) Where the scale included in its final form (07) expessions, and the highest score of the scale (35) degree and less degree (07) score done a Use a five-point Likert scale.

3. Statistical methods: We have adopted some statistical methods in order to facilitate the process of presentation, analysis and interpretation to reach the results of the study that we will produce and can be clarified as follows:

1. Apply the centrality measures of (arithmetic average, standard deviation).
2. Study the significance of the differences by applying, test 'T' to indicate the differences between averages, and the statistical processing of the data was done using the statistical program package in the social sciences ($spss_{28}$).

4. View, analyze, discuss and interpret the results:

4.1- Presentation, analysis and discussion of the first hypothesis: The text of the hypothesis:**''Can Guess the job performance: throughTechnological Strategies for Using the internet in Scientific Research Algerian Researcher''**; In order to validate this hypothesis, the responses of the respondents, who numbered (N=256) on the scale by using the stepwise multi-step regression test, where it is shown that the program has entered all the independent variables in the multiple linear regression equation, and the following table shows this:

Table n°1: represents the results of the analysis of variance Test ANOVA for multiple regression model

variable	*source of contrast*	*sum of squares*	*Df*	*mean of squares*	*F*	*sig*
job performance	***Regression***	658.774	4	164.694	758.4	0.001 statistically significant
	Line	8618.694	249	34.613		
	Total	9277.469	253			

Source: output $spss_{28}$

We note from the table above:

from the statistical processing of the data, it seems that:

Results of one-way ANOVA analysis of variance**Anova**To test the significance of the regression, we note that the value of has reached **F**=91.444 probability value **Sig**=0.000 Younger than0.01,

so we accept the hypothesis that the regression is significant, rather than equal to zero, which confirms that the Power from How Highly Interpretable Multiple Linear Regression Models From a Statistical Perspective "**Guess Job Performance: throughTechnological Strategies for Using the Internet in Scientific Research Through Technological Strategies Algeria Researchers**" However, we are not sure which axes are added to the underlying explanations for the differences. So let's look at the coefficient table of the regression equation to figure this out.

Table n°2: It represents the multiple regression coefficients for the axes and the total score

dependent variable	Predictive variables	T	Nonstandard regression coefficientB	multiple correlation coefficientR	contribution percentageR2	*Sign*
job performance	*Strategies of tools for interacting with scientific data to participate in various scientific events*	2.194	0.396	0.963	0.929	0.000 D, statistically
	Strategies to promote cooperation with other researchers in the field of scientific research locally and internationally	2.143	0.333			
	Strategies for digital libraries and scientific research engines	2.070	0.328			
	constant value =29.532					

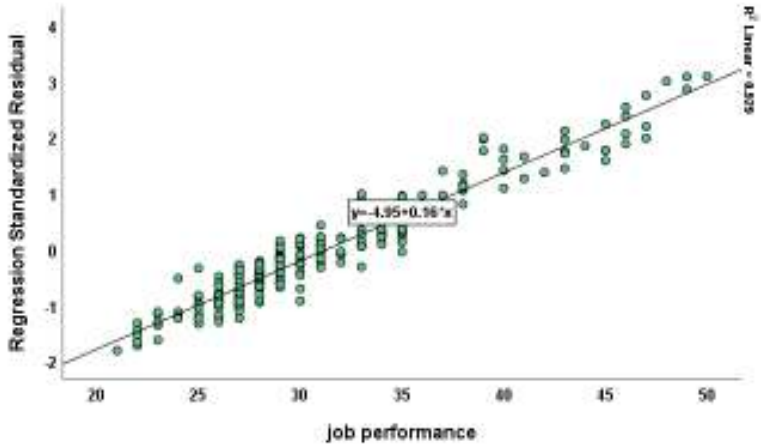
Source: output spss$_{28}$

We note from the table above:
from the statistical processing of the data, it seems that:
Both strategy and total score are statistically significant according to test-t (significance level $P \leq 0.01$), where:
The correlation coefficient between job performance and strategy overall score was 0.963. The square of the correlation coefficient is 0.929, and 93% of the variance is scientifically explained by the technical strategy of Internet search, this ratio is significant, and the significance level sig = 0.001 is less than 0.01 to prove.
The level of job success and the total score for the axis of involving others to promote innovative behavior was significant from a statistical point of view, according to a test-t (at a significant level of $P \leq 0.01$) when the value of 't' between them was estimated to be 2.438 Valued B = 0.770
- The value of 'T' for the strategies of the tools of interaction with scientific data to participate in various scientific events was estimated at 2.194 Valued B =0.396
- The value of 'T' for strategies to promote cooperation with other researchers in the field of scientific research locally and internationally was estimated at 2.143 Valued B =0.333
- The value of 'T' for the strategies of digital libraries and scientific research engines was estimated at 2.070 Valued B = 0.328

Thus, the equation of the regression line = the value of the constant (29.532) + (0.333) Strategies to promote cooperation with other researchers in the field of scientific research locally and internationally + (0.396) Strategies of tools for interaction with scientific data to participate in various scientific events + (0.328) Strategies for digital libraries and scientific research engines.

Therefore, the obtained results show that the strategies are different, because the most important axes in this difference are in the following order: (Strategies of tools for interacting with scientific data to participate in different scientific events - Strategies for promoting and collaborating in local and international scientific research Others Researchers - Strategies for Digital Libraries and Scientific Search Engines).

These results can be interpreted that scientific research is conducted by researchers in a collaborative and open manner, and strategies for using the Internet in scientific research can be predicted by certain factors; researchers are able to invest in Internet infrastructure and higher research use Rate. It allows them to use technology to connect with other researchers from around the world and share their work more easily. Thus, new challenges to the field of technology strategy for using the Internet. And also due to increased bandwidth and speed. This makes it easier for Algerian researchers to access information on the Internet. It also makes their downloads easier. Find and gather information on websites and blogs. Therefore, the role of the Internet in scientific research has become more important, it is a very powerful tool for conducting research work, and most researchers use it for their work and as a platform for scientific collaboration and improving work performance.



Source: output spss$_{28}$

Figure n°1: Nature of the Relationship between Job Performance and Technological Strategies Using the Internet in Scientific Research

4.2- Presentation, analysis, discussion and interpretation of the second hypothesis: the text of the hypothesis:**''There are statistically significant differences at a level of (α≤ 0.01) in mean technological strategies of using the Internet in scientific research by the Algerian researcher and in mean the job performance According to variables (Gender)'';** to verify this hypothesis, the responses of respondents numbered (N=256) on the scale were calculateda test was used**T_test** And calculating the means and standard deviations, in order to find out if there is a difference between individuals (males and females) about the level of each of**Job Performance**and **Technological Strategies Using the Internet** I have the sample, then the calculation of 'T' , the following are the statistical processing results:

Table n°2: represents the arithmetic mean, standard deviation and test results T

variable	Gender	N	$\bar{X}$	S	DF	T	*Sign*
Technological strategies for using the Internet in scientific research	males	119	44.18	3.84	1.001	252	0.318 N D, statistically
	female	135	44.68	4.03			
value(F) =0.312 and a value of sig=0.577							
job performance	males	119	23.45	2.91	2.53	252	0.012 D, statistically
	female	135	22.59	2.55			
value(F) =0.403and a value of sig=0.526							

Source: output spss$_{28}$

We note from the table above:

from the statistical processing of the data, it seems that:

For Technological strategies for using the Internet in scientific research

- The t-values in the level of Job Success amounted to 1.001 at the degree of freedom 252 at the level of statistical significance (0.318), so there are no statistically significant differences among individuals based on gender (males; females), as males reached an arithmetic mean value of 44.18 and the arithmetic mean value for females amounted to 44.68 ; These results can be attributed to the fact that gender does not have any effect on the average degrees of Technological strategies for using the Internet in scientific research among the Algerian researcher According.

For job performance

- The t-values in the level of innovation behavior reached 2.53 at the 252 degree of freedom at the level of statistical significance (0. 012), so there are statistically significant differences among individuals based on gender (males; females), where the arithmetic mean value for males was 23.45 and the arithmetic mean value for females was 2.59 ; These results can be attributed to the fact that gender has effect on the mean scores of job performanceamong the Algerian researcher According to variables genderin favor of females.

These results can be explained by the fact that the use of the Internet for scientific research is nothing new, but the explosion in the availability and use of the Internet has led to a significant increase in its use. This study examines how researchers perceive the effectiveness of different technological strategies for using the Internet in scientific research. This result is also attributable to respondents being given specific information about the types of tactics available to them, increased awareness of the use of these technologies, and both men and women being aware of what these technologies can do.

Research Technology and Techniques is where the functionality requested by researchers is provided. As such, they all strive to enhance performance and careers through the application of

modern technology and advanced research techniques. Potential researchers are developing capabilities with mechanisms such as strategic data analysis and in-depth data analysis, and data terminological analysis...etc.

Conclusion:

To sum up, an Algerian researcher has to use various strategies in order to get the best results in his scientific research and spend some time getting to know and understand new technologies that are being developed to keep up with their latest developments and invest in order to improve work performance, researchers need to develop mechanisms to help them get the correct and needed information faster and more efficiently; and ensure that the correct and appropriate tools are used to access the correct information; From a scientific point of view, it can be said that all the assumptions have been fulfilled and the research work has produced some results, the most important of which are*:*

Job performance in scientific research can be predicted throughtechnological strategies of Algerian researchers using the Internet.

There aren't statistically significant differences at a level of ($\alpha \leq 0.01$) in mean technological strategies of using the Internet in scientific research by the Algerian researcher According to variables (Gender).

There are statistically significant differences at a level of ($\alpha \leq 0.01$) in mean job performance by the Algerian researcher According to variables genderin favor of females.

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