

ABSTRACT

In the implementation of educational programs in higher education, competent human resources (HR) are needed for the implementation of activities in higher education, both teaching and learning activities and administrative activities. Every academic community has an obligation to fulfill the Tridharma of higher education, especially lecturers, which aims to create a generation that has creative, innovative and independent thinking. The purpose of this study was to determine the effect of college Tridharma workload on the performance of generation X and Y lecturers conducted at the Faculty of Economics and Business, Telkom University, Bandung. The method used is quantitative method with data collection techniques using secondary data provided by the Human Resources section of the Faculty of Economics and Business, Telkom University with a total population of 126 lecturers. The sampling technique in this study used non-probability sampling with saturated sampling type and used the SPSS Ver. 29 analysis method. 29.

The results of the research obtained are Tridharma College Workload has a significant effect on the performance of Generation X and Generation Y lecturers and there are no significant differences in terms of workload and performance in Generation X and Generation Y lecturers.

Based on the results of the study, suggestions can be given, namely Educational Institutions are expected to improve lecturer workload management including increased efficient distribution of tasks, utilization of technology for better productivity, and broader support for research and community service. Although there is no significant difference in workload and performance between generations of lecturers, these measures are important to maintain the balance and optimality of lecturers' contributions in all generations for the achievement of academic goals and institutional development.

Keywords: *Tridharma Workload, Performance, Generation X Lecturers, Generation Y Lecturers*