

IMPROVEMENT OF LECTURER PERFORMANCE IN PRIVATE UNIVERSITIES IN THE DISTRICT JEMBER

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ABSTRACT

This study aims to analyze the role of spiritual motivation variables, values of spiritual and organizing citizenship behavioral (OCB) to increase the performance of professors at private universities in Jember. The population in this study are all lecturers enrolled in private colleges in the district of Jember totaling 15 universities. This study used a sample of 200 respondents with a sampling stratified random sampling. The method of analysis used in this study using multiple linear regression analysis. This analysis is used to determine the effect of variable spiritual motivation, spiritual values and behavioral organizational citizenship to the performance professor at the College of Jember. The results showed that the variables of spiritual motivation, spiritual values and behavioral organizational citizenship can improve the performance of lecturers.

Key Words: spiritual motivation, spiritual values, organizational citizenship behavioral performance of lecturers

INTRODUCTION

Education is one of the ways in an effort to educate the younger generation. In the national education system is mentioned that the government provide an opportunity for private educational institutions to play a role in educating the younger generation. The role of the lecturer is important in improving the quality of service in higher education. The quality of human resources in higher education becomes an important key success of the transfer of knowledge from lecturers to students. Therefore, improving the quality of human resources at universities is important to remember the lecturers are the spearhead of the college both public universities and private colleges.

The college became a major pillar in the delivery of quality human resources. This can be done by improving science, technology and behavioral changes. Universities should be able to create competent human resources, capable of competitiveness, which ultimately able to work more effectively and efficiently in various fields. Therefore, leaders and lecturers in universities need to reform the education-reform every component that is inside. One of the important components that need to be addressed is the lecturer performance. Improving the performance of college lecturers must be made to achieve national education goals. The quality of college

graduates is also determined by the competence of lecturers in the implementation of education, research and community service.

The quality of educational institutions is strongly influenced by the input of the education system were students, faculty and infrastructure facilities supporting teaching and learning process. These three factors are interdependent and influence each other in creating a successful learning process. The role of the lecturer is important in improving the quality of education in Indonesia. Lecturer is someone who by education and expertise is appointed by the organizers of the college with the main task of teaching. According to the Law on Teachers and Lecturers number 14 in 2005, lecturers are professional educators with the primary task of the scientist *metransformasikan*, developing and disseminating science, technology and the arts through education, research and community service.

Improving the performance of lecturers should do universities to achieve national education goals as stated in the National Education Act No. 20 of 2003: "National Education serves to develop the ability and character development as well as the civilization that dignity in the context of the intellectual life of the nation, aimed at the development potential participants learners in order to become a man of faith and fear of God Almighty noble, healthy, knowledgeable, skilled, creative, independent, and become citizens of a democratic and accountable ". Thus pursued efforts to improve the performance of existing university lecturers both public universities and private colleges.

In principle, the performance assessment is a way of measuring the contributions of individuals within the agency who made against the organization. The importance of performance appraisal is concerned the determination of the level of the individual contribution or performance expressed in completing the tasks which it is responsible. The performance of an employee is successful in completing the work. Performance is basically what employees do. Employee performance is affecting how much they contribute to the organization which include the quantity and quality of output, the output time period, attendance at work and cooperative attitude. Performance refers to something that is related to the activities of doing the work, in this case include the outcome of the work. According to Rogers's performance is defined as the work itself, because the work provides a strong link to the objectives of the organization's strategy, customer satisfaction and economic contribution. Performance is a tool that is multidimensional, the measurement also varies depending on the complexity of the factors that shape the performance. Performance refers to the level of achievement of the tasks that make up an employee's job. Performance reflects how well the employee meets a job.

Efforts to improve the performance of lecturers one of which can be done by planting spiritual motivation. Spiritual motivation is a psychological process that increases and direct behavior to achieve the goal (Shofwa, 2013). In another sense of motivation is a term used to indicate the presence of a number of impulse, desire, needs and strengths, means the company / organization is doing something to give satisfaction to the motives, needs and wishes of workers that do something to be desire and purpose. Motivation can be defined as an internal state of individuals who bear the power, excitement and dynamics as well as direct behavior on purpose (Muafi, 2003). Humans need a portfolio of three-dimensional goal to measure itself in three layers, namely: material, intellectual and spiritual. While Maslow divides the two classifications of motivation: the primary motivation and spiritual motivation (Rivai, 2004). Spiritual needs is a pure necessity whose fulfillment depends on the individual human perfection and maturity. Research conducted by Shofwa (2013) states that the spiritual motivation can improve employee performance. Novitasari (2015) also states that the employee's performance can be improved by increasing the spiritual motivation.

The next factor that can increase the performance of the lecturer is spiritual values. Spiritual values are the values that must be adopted by someone in life which the principle of religious values. Islamic values are qualities or values that exist in scripture as the basis for deciding the behavior of someone who serves humanity for the provision of living in the world and the hereafter (Nastiti, 2015). Meaning of moral values of Islam that if someone was grateful for the favors given by God, then God will add a sense of pleasure even greater. Spiritual values that provide the motivation to continue to work, strive and be grateful for the results. Thus, the results of the appraisal will be addressed by a Muslim with a positive work attitude / feeling satisfied (Amaliah, 2013). Research on the spiritual values associated with the employee's performance has been carried out by Nastiti (2015) which states that Islamic values can increase employee productivity. Amaliah et al. (2013) also did research on the spiritual values associated with the employee's performance is the result stating that Islamic values were not statistically proven direct effect on performance. But Islamic values positive effect on the performance of employees of small businesses through the implementation of Islamic work ethics.

Behavioral organizational citizenship is a factor that can improve employee performance. Organ (1997) defines organizational citizenship behavioral (OCB) as a free individual behavior, not directly or explicitly associated with the reward system and can increase the effective functioning of the organization. Organizational citizenship behavior (OCB) is the behavior of individuals who voluntarily doing physical work as well as the mind beyond the responsibilities of the job for the sake of the effectiveness of the joint. With the OCB then service performance can be optimal in serving the needs of the community. The concept of OCB in fact contribute to improving organizational effectiveness. Organizational effectiveness will increase when employees work beyond the call of duty and even helping their fellow workers in order to achieve organizational goals. Research Muhdar (2014) states that the OCB and spiritual intelligence can improve employee performance. Fitirastuti (2013) states that emotional intelligence, organizational commitment and OCB significant positive effect on employee performance. Kaori et al. (2014) states that there OCB effect on the performance of the service. Based on theory and the results of previous research, the problem in this research is how to both improve the performance of lecturers on the basis of spiritual values, spiritual motivation and OCB.

Validity and reliability test conducted to test the measuring tool in the form of questionnaires (Ferdinand, 2006). Hypothesis testing is done by using multiple linear regression analysis. The use of regression analysis aims to determine the effect of independent variables on the dependent variable. Spiritual motivation variable uses the measurement of Maslow argued that there are two classifications of motivation, which is the primary motivation and spiritual motivation (such as justice, kindness, unity and order). Variable spiritual values using measurement Islamic values or work ethic of Islam which rests on four main pillars, namely: effort, competition, transparency and morality, responsible and all the elements that can strengthen efforts to the welfare of society (Ali and Al-Owaihah, 2008). OCB variables in this study using measurements Organ (1997) consists of five dimensions, namely altruism, civic virtue, conscientiousness, courtesy, sportsmanship. Variable faculty performance using measurements of Higher Education (2010), which consists of four indicators of performance in education, research and field service and field investigations.

RESULTS AND DISCUSSION

The questionnaire was given to lecturers enrolled at private universities in Jember. Number of questionnaires were returned to the researchers was 200 of 280 ekslemplar, with a response rate of 71%. The questionnaire is then filtered and re-examined the data completeness. According to

the survey, respondents by gender is composed of 75 women (38%) and 125 men (62%). The level of productive age of 20-30 years (18%), ages 31-40 years (29%) and ages 41-50 years (38%) as well as the level of age above 50 years (15%). Respondents by education level consists of 50 educated S3 (25%) and 150 educated S2 (75%). Respondents according to academic positions consisted of 10 with the functional position of lecturer (5%), 43 with the functional position of assistant experts (23%), 120 with the functional position of assistant professor (60%), 25 with associate professor of functional positions (12%).

Test the validity of the data was conducted in order to determine the extent of the validity of the data obtained from questionnaires spreader. Test the validity of this can be done by calculating the correlation between each question or statement with a total score of observation (Ferdinand, 2006). Validity test results showed that all the measuring instruments used in this study is valid, it is because the value of r count larger than the recommended value of r (Corrected Item-Total Correlation) that is equal to 0.3. Results count r values for each variable indicates a spiritual motivation (.860); spiritual values (0.928); variable OCB (0,746) and a variable performance (0,629).

Reliability test is performed to determine the reliability of a measuring instrument. A measuring instrument said to be reliable if someone answers to questions are consistent over time. A construct or variable said to be reliable if it specifies the value of Cronbach Alpha > 0.60 (Ferdinand, 2006). Results of testing the reliability test of this study indicate that the spiritual motivation has an alpha value (0.864); spiritual values (0.834); OCB variable (0.884) and a variable performance (0.933).

Table 1. Results of Multiple Linear Regression Analysis

No.	Variable	Coefficient	P-Value	Alpha	Decision	Conclusion
1	X1	-0,146	0,009	0,05	Reject Ho	Spiritual Motivation effect on Lecturer performance
2.	X2	0,459	0,000	0,05	Reject Ho	Spiritual Value effect on Lecturer performance
3.	X3	0,189	0,000	0,05	Reject Ho	OCB effect on Lecturer performance
Model		R ² =0,423	.000 ^a	F=47,967		

Source: Primary Data Processed in 2015.

Table 1 shows the summary results of hypothesis testing using multiple regression analysis. Values shown are the regression coefficient (β) for each of the relationship between variables. Multiple regression analysis was used to test the effect of variable Spiritual Motivation, Values Spiritual and OCB on the performance of lecturers.

The significance level of spiritual motivation influence on the performance of 0,009 lecturers are smaller than the recommended level of significance of 0.05; while the regression coefficient is equal to -0146. Judging from these values it can be concluded that the hypothesis that there is a spiritual motivation influence on the performance of lecturers proven health. Based on these results through multiple linear regression analysis, then in order to improve the performance of

a lecturer, spiritual motivation should continue to be given to the lecturers. Spiritual motivation as an internal state of individuals who bear the power, excitement and dynamics, and direct behavior to the goal that is based on religious values. The results are consistent with research conducted by Shofwa (2013) which stated that the motivation variable spiritual and spiritual leadership styles simultaneously affect the performance of religious variables. This study supports research conducted by Novitasari (2015) which states that the spiritual motivation affect the performance of employee. Muafi (2003) also states that the spiritual motivation can improve the performance of religious employees.

The significance level of spiritual values influence the performance of the lecturer is at 0, 00 is smaller than the recommended level of significance of 0.05. While the regression coefficient is 0, 459. Judging from the value it can be concluded that the hypothesis that there is influence of spiritual values on the performance of lecturers proven. Based on these results through multiple linear regression analysis, then in order to improve the performance of professors at private universities the spiritual values should be continuously improved in the private colleges in the district of Jember. Islamic values / spiritual will form human beings have a strong work ethic. The work ethic that will appear in the attitudes and behavior which are based on a very deep belief that work is worship and it was wonderful achievement. There is a sort of call from her to continually improve themselves, seek achievement instead of prestige, and performing as part of the best people. The results of this study are not consistent with research conducted by Amaliah et al. (2013) which states that Islamic values were not statistically proven direct effect on performance. The results support the research conducted by Nastiti (2015) which states that Islamic values can increase employee productivity.

The significance level organizational citizenship behavioral effect on the performance of the lecturer is 0,000 less than the recommended level of significance of 0.05. While the regression coefficient is equal to 0.189. Judging from these values it can be concluded that the hypothesis that there are significant behavioral organizational citizenship on the performance of lecturers proven. Based on these results through multiple linear regression analysis, then in order to improve the performance of professors at private universities the behavioral organizational citizenship of the lecturers should be improved within the private colleges in the district of Jember. Behavioral organizational citizenship that will form the man has a sense of caring towards work and colleagues is strong. Behavioral organizational citizenship it will appear in the attitudes and behavior of employees in the work that was always meant and always wants the best for the institution to which the employee works. The results are consistent with research conducted by Fitriastuti (2013), the result is that organizational citizenship behavior proved to be a direct effect on performance. The results of this study also supports research conducted by Muhdar (2014) which states that the organizational citizenship behavior can improve employee performance. This supports the findings, that OCB has a significant role to improve employee performance.

CONCLUSIONS AND SUGGESTIONS

Based on the results of the study found that the spiritual motivation significant positive effect on the performance of lecturers. Increased faculty performance is affected by low levels of high spiritual motivation owned lecturers. According Muafi (2003) motivation is the internal state of individuals who bear the power, excitement and dynamics as well as direct behavior on goal. This is because, the higher the encouragement of the faculty for working the better it will be able to improve the performance of the lecturers in the future to be even better. Therefore, the leader in private higher education institutions must continue to encourage the lecturers to try to improve performance for their belief that things have improved performance benefits for

themselves. Novitasari (2015) which states that the spiritual motivation affect the performance of employee.

Spiritual values influence the performance of lecturers. Lecturers who have the values and high spiritual will always try to do the best for themselves and the organization where he works. This is because the lecturer is sure if he is doing the best it will result in something good, too. Islamic values/spiritual values are qualities or values that exist in scripture as the basis for deciding the behavior of someone who serves humanity for the provision of living in the world and the hereafter (Nastiti, 2015). Spiritual values it is essentially a set of life principles, teachings about how people should run their lives in this world, the other one with the principle of interlocking to form a coherent whole can not be separated. Spiritual values that will shape the man has a strong work ethic. The work ethic that will appear in the attitudes and behavior which are based on a very deep belief that work is worship and it was wonderful achievement. Thus, each employee will strive to improve its performance. Amaliah et al. (2013) which states that Islamic values were not statistically proven direct effect on performance.

Organizational citizenship behavioral effect on the performance of lecturers. Lecturers who have high OCB principle it will increase his performance and organizational performance. Organ (1997) defines organizational citizenship behavioral (OCB) as a free individual behavior, not directly or explicitly associated with the reward system and can increase the effective functioning of the organization. For organizations, increase in self OCB employees is necessary in order to improve the effectiveness of the organization. Organizational effectiveness will increase when employees work beyond the call of duty and even helping their fellow workers in order to achieve organizational goals. This is because the OCB as a behavior that is discretionary, not directly or explicitly recognized by the formal reward system, and that in aggregate increase the effective functioning of the organization. Muhdar (2014) states that the OCB and spiritual intelligence can improve employee performance.

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