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Affecting Factors Performance of Lecturer Remains in the University of Muhammadiyah Buton

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Abstract: Lecturers are one of the essential components in an education system in higher education. The roles, tasks and responsibilities of lecturers are very meaningful in realizing the goals of national education, which are to educate the life of the nation, improve the quality of Indonesian people, cover faith and piety, noble character, and mastery of science, technology, and adaptation. Therefore it is necessary to pay great attention to matters relating to improving the performance of lecturers so that lecturers can carry out their tasks more professionally. This study aims to analyze the factors that influence the performance of Permanent Lecturers at Buton Muhammadiyah University. These factors are motivation, competency, leadership, and work environment. The subjects in this study were Permanent Lecturers at the University of Muhammadiyah Buton. The study was conducted using a questionnaire as an primary data collection instrument. Samples taken as many as 40 lecturers using the convinience samling method. To measure the factors that influence the performance of Permanent Lecturers at Buton Muhammadiyah University, multiple analysis is used. The results showed that the motivation, leadership competency, and the work environment of the lecturer had a positive influence on the performance of the Permanent Lecturer at Buton Muhammadiyah University.

Keywords: Motivation, Competency, Leadership, Work Environment, Performance.

1. Introduction

Tight competition with other nations, especially in the field of education can not be avoided anymore in the current era, because it is the effect of the globalization of the world of education that also reached Indonesia. Higher education institutions in Indonesia are required to always maintain and improve their competitiveness in order to survive in the increasingly fierce competition.

According to the results of a survey conducted by the THES-QS World University Rankings which is an annual ranking of universities worldwide published by The Times Higher Education Supplement (THES) and Quacquarelli Symonds (QS), in 2007, more than 2850 universities in Indonesia, no one has been able to penetrate the world top 200 ranking. Six universities in Indonesia are under the world's top 500. The universities are Gadjah Mada University at 360, Bandung Institute of Technology at 360, and Universitas Indonesia at 395, while Diponegoro University, Airlangga University, and the Agricultural Institute Bogor is ranked 400th in the world (Kedaulatan Rakyat, 28 July 2009). Another international survey, the Shanghai Jiao Tong version, did not show better results. Until the end of 2007, not a

single university in Indonesia had penetrated the world's top 500 according to the research of this renowned university in China.

The data above shows that large, reputable tertiary institutions in Indonesia have not been able to talk much at the international level. Other tertiary institutions, both public and private, are of course even lower in rank. From the data it can also be seen that none of the private tertiary institutions at Muhammadiyah University of Buton have been able to enter the ranks of elite universities in the world.

The survey results about the ranking of leading universities in the world certainly need attention. Efforts should be made to improve the quality of higher education in Indonesia in general and Muhammadiyah Buton University in particular. A comprehensive overhaul of the interrelated elements is needed. One element that has a very important role in improving the quality of higher education is the teaching staff, in this case the lecturer.

Lecturers are one of the essential components in an education system in higher education. The roles, duties and responsibilities of lecturers are very meaningful in realizing the goals of national education, namely to educate the life of the nation, to improve the quality of Indonesian people, including the quality of faith and piety, noble character and mastery of science, technology and art and to realize a progressive, fair, prosperous and civilized.

Professional lecturers are needed to carry out the functions, roles and positions that are very strategic. As mandated in Law Number 14 of 2005 concerning Teachers and Lecturers, it is stated as a professional educator and scientist with the main task of transforming, developing and disseminating science, technology and arts through education, research and community service (Chapter 1 Article 1 paragraph 2). Meanwhile, professionals are stated as work or activities carried out by someone and become a source of income for life that requires expertise, skills or skills that meet certain quality standards or norms and require professional education.

In building the roles and functions of lecturers towards professionalism, it requires the work of lecturers who have the power, lecturer motivation, competence, leadership, environment to improve the quality of lecturers, there needs to be motivation or enthusiasm.

According to the Decree of the Minister of National Education Number 045/U/2002 concerning the Core Curriculum of Higher Education, it states that competence is a set of smart, responsible actions that a person has as a condition to be considered capable by the community in carrying out tasks in certain fields of work.

According to Robbins (2006) Leadership is the ability to influence a group to achieve goals. While the results of the study Hardn, at al, (2019: 10) declare that the application of this transformational leadership in the campus environment of the University of Muhammadiyah Buton, has had an influence on the performance of the lecturers of the University of Muhammadiyah Buton. there are 15 lecturers who write in the international journal Scopus, there are lecturers' works in the form of books and IPR, this proves that some of the lecturers have realized their duties and responsibilities as lecturers and culture that must be developed within the campus environment is that the name of the lecturer must have an identity scopus (ID Scopus), so that all can register their names in the international world, not only register their names only in the area of the City of Baubau, or only in the territory of Indonesia, but it is part of this world.

A comfortable and conservative work environment is an environment where employees do their daily work feel safe and allow the employees to work optimally (Mardiana, 2005). The role of lecturers is very important in improving the quality of education. The government needs to pay attention to this matter, give appreciation and acknowledge the existence of

lecturers by increasing the welfare of lecturers. This is needed so that lecturers can work better or in other words to improve lecturer performance.

One of the government's efforts to improve the quality of national education and improve the welfare of lecturers' lives by encouraging lecturers to continually improve their professionalism is through the lecturer certification program. Lecturer certification is the process of giving educator certificates to lecturers. Educator certificates given to lecturers through the certification process are formal proof of the recognition of lecturers as professionals in higher education. This educator certificate will be related to the increase in compensation received by the lecturer from his work.

Educational certificates that will be obtained by lecturers after going through the certification process certainly require lecturers to be able to show good performance in advance. Improving lecturer performance requires several things such as high motivation, adequate competence, good leadership and a work environment that supports lecturers to be able to improve their performance.

Mastery of competence also determines the performance of lecturers, because it will determine the quality of the implementation of educational Tridharma. Lecturer competence is defined as a set of knowledge, skills and behaviors that must be possessed, internalized, mastered and realized by lecturers in carrying out their professional duties. These competencies include pedagogical competencies, personality competencies, social competencies and professional competencies (Law Number 14 of 2005).

Lecturers in carrying out their duties are also inseparable from good leadership in the conditions of the work environment in which they work. A good leader certainly has a positive value for a lecturer. He will be able to guide, motivate and influence lecturers so they can work well. The work environment of the lecturer will also affect how the lecturer carries out the tasks he is assigned to. Lecturers will be more active in their work and produce useful works if supported by a good work environment.

Based on data from SINTA Ristekdikti in 2018, it turns out that there are many lecturers of Muhammadiyah Buton University who do not yet have academic ranks, 83 lecturers, 26 expert assistants and 13 lecturers as lecturers, so there are still many lecturers who have not yet taken care of rank. Whereas Law Number 14 of 2005 also requires that lecturers must have functional positions of at least an Expert Assistant. Based on this fact at the University of Muhammadiyah Buton it turns out there are still many lecturers who do not yet have functional positions, whereas functional positions are one of the requirements that must be owned by a lecturer as a determinant of teaching authority. Likewise with lecturer certification, of course there are still many who have not been certified in the absence of academic rank. Based on the description above, the authors are interested in conducting research with the title "Analysis of Factors Affecting the Performance of Permanent Lecturers at Muhammadiyah University Buton".

Based on the background of the problem above, the problem is formulated as follows: (1) Does motivation have a significant influence on the performance of permanent lecturers at the University of Muhammadiyah Buton?; (2) Does competency have a significant influence on the performance of permanent lecturers at the University of Muhammadiyah Buton?; (3) Does leadership have a significant influence on the performance of permanent lecturers at the University of Muhammadiyah Buton?; (4) Does the work environment have a significant influence on the performance of permanent lecturers at the University of Muhammadiyah Buton?

2. Literature Review

Management is basically an effort to manage everything (resources) to achieve organizational goals (Hardin, 2019). Human resource management (HRM) is an integral part from organizational management that focuses its attention on the elements human. The human element (man) is developing into a field of science specifically to learn how to regulate the process of resource utilization humans effectively and efficiently to achieve certain goals and can provide satisfaction for all parties (Ardana, et al. 2012: 3 *dalam* Hardin, 2019).

Gibson et al. (2003) defines motivation as the force that drives employees to do something that gives rise to and directs behavior. According to Ranupandjo and Husnan (2002) positive motivation can increase morale and productivity in the long run. Motivation is one of the determinants of performance. Motivation is formed from the attitude of an employee in dealing with work situations. Motivation is a condition that moves employees to achieve organizational goals. In this case there is a positive relationship between the achievement motive and the achievement of performance. Achievement motive is an activity or task as well as possible in order to be able to achieve high work performance (Arjantoro, 2004).

The definition of motivation as stated by Robbins and Judge (2017: 127) in Hardin, LM Mustari and WODDP Sari, (2019: 12) that motivation as a process that explains the strength, direction, and perseverance of someone in an effort to achieve goals. Because motivation in general is related to efforts towards each goal, we will narrow the focus to organizational goals on work-related behavior.

Performance is a function of motivation and ability. To complete the task or work of a person should have a certain degree of willingness and level of ability. Performance is a real behavior that is displayed every person as a work achievement generated by employees in accordance with their role in the organization or company. Employee performance is very important in the efforts of the organization or company to achieve its goals (Rivai, 2005).

Competence is the main character, character, knowledge, skill and motivation of a position holder that has been linked causally with superior managerial performance. Competence can be used as a tool to determine or predict the success of one's work in a position, because competence can provide information about the main knowledge, skills or behavior needed to succeed in a particular position (Agustina, 2002). According to Nasution (1999), work climate has a positive and very strong relationship with lecturer performance.

3. Methodology

This type of research is quantitative research. This research is an explanatory research, which aims to explain the relationships between variables that affect other variables (Hardin, LM Mustari and WODDP Sari, 2019: 16). Added by E Suhartini, S. Milawati and Hardin (2019: 5) Quantitative approach is a method for testing certain theories by examining the relationships between variables.

The population in the form of Permanent lecturers of the University of Muhammadiyah Buton is 83 lecturers. Determination of the number of samples in the study using the census method is by taking all populations (Edy et al., 2019). Sources of data in this study are primary data obtained directly from research in the field and secondary data collected from library materials and documents that support this research (Dewi et al., 2019: 4).

4. Results and Discussion

The hypothesis in this study was tested using multiple regression analysis and the data obtained were managed by a computer with the SPSS Version 19.0 program to test hypotheses 1, 2, 3 and hypothesis 4. The regression results can be seen in table 1.

Table 1 Results of Motivation, Competence, Leadership and Work Environment Regression Against the Performance of Permanent Lecturers at Buton Muhammadiyah University

Variable	Unstandardized Coefficients	Beta (Standardized Coefficients)	T count it	Sig.	Information
Motivation	.195	.167	2.375	.023	Signifikant
Kompetence	.358	.375	5.110	.000	Signifikant
Leadership	.349	.349	4.513	.000	Signifikant
Work environment	.139	.113	2.325	.026	Signifikant
Konstanta	23.022		32.824	.000	
F Count it = 2597.885 R = .998 ^a R Square = .997 Adjusted R Square = .996					

Source: Processed Data Results Using SPSS Version 19

1. Hypothesis Testing 1

Based on table 1 it can be concluded that hypothesis 1 which says that motivation has a significant influence on the performance of permanent lecturers at the University of Muhammadiyah Buton can be accepted, because the probability <0.05 (Beta = 0.167, sig. = 0.023). Based on the regression results it can be concluded that the increase in motivation lecturers will improve the performance of permanent lecturers at the University of Muhammadiyah Buton.

The motivation of permanent lecturers at the University of Muhammadiyah Buton to always make an achievement must always be improved. Lecturers must always strive to complete their duties in the Tridharma of Higher Education, namely education and teaching, research, and community service as well as possible. Lecturers should also not easily give up and always carry out evaluations of the progress of their work to become a professional lecturer.

Lecturers will not be able to carry out their duties properly without the help of lecturers or other people around them. Therefore lecturers must always be motivated to foster close relationships and work well with fellow lecturers or with other employees.

The implementation of the duties of a lecturer is also inseparable from the desire to have an influence on the lecturer or other people around him to have an influence on the lecturer or others around him. The lecturer should also always be motivated to get a promotion and a position or position in his work, so as to improve the quality his life.

Motivation in the form of the needs above will move the lecturer towards a specific goal related to his duties in education and teaching, research, and community service. Lecturers who are motivated in carrying out their duties will be able to show good performance.

2. Hypothesis Testing 2

Based on table 1, it can be concluded that hypothesis 2 which says that competence has a significant influence on the performance of permanent lecturers at the University of Muhammadiyah Buton is acceptable because the probability <0.05 (Beta = 0.375, sig. =

0.000, based on the regression results it can also be concluded that the increase lecturer potential will improve the performance of permanent lecturers at Muhammadiyah Buton University.

For permanent lecturers at Muhammadiyah Buton University, the level of mastery of potential will determine the quality of the implementation of Tridharma as demonstrated in the lecturer professional activities. Lecturers who are competent to carry out their tasks professionally are lecturers who have professional, personal and social pedagogical potential that is needed in the practice of education, research, and community service.

The implementation of the duties of a lecturer requires minimal potential that must be mastered. A lecturer must be able to master the basic principles of learning and learning, which manages the learning process well as well as mastering the subjects or subjects that are widely and profoundly influenced. Lecturers are also expected to be able to develop teaching materials in various media and formats.

Lecturers work not only to teach, but are also required to be able to conduct research and service that can be useful for the community. Dedication of lecturers to the community will be able to help the community in overcoming various existing problems. In social life, lecturers are expected to have the ability to express opinions and respect the opinions of others. He also must be able to foster a good work atmosphere and encourage the role of community sera in positive activities.

Lecturer profession is a noble profession, so that in carrying out their duties, they always maintain their personality. Lecturers should always think positive, be honest and open and can be an example in behaving and behaving both towards students and those around them.

Mastery of the above potentialities will greatly support the lecturer in carrying out their duties. Competent lecturers will be able to show good performance related to their duties as lecturers, namely in carrying out tridharma of higher education.

3. Hypothesis Testing 3

Based on table 1, it can be concluded that hypothesis 3 which says that leadership has a significant influence on the permanent performance of the University of Muhammadiyah Buton is acceptable because the probability <0.05 (Beta = 0.349, sig. = 0.000. Based on the regression results it can also be concluded that the increase in leadership will improve the performance of permanent lecturers at the University of Muhammadiyah Buton.

The leadership will always be a role model for his subordinates, as well as the Chancellor of the University of Muhammadiyah Buton who will always be a role model for lecturers. Therefore, the Chancellor of Muhammadiyah Buton University has broad authority and insight, can provide good examples in completing work, be creative and have the best creative ideas and alternative solutions to all lecturers by helping solve problems faced by lecturers and provide incentives to improve welfare.

The leadership behavior shown by the leaders of higher education in the University of Muhammadiyah Buton in leading and directing lecturers, especially in the task of carrying out the tri dharma of the university will be able to provide direction to the efforts of all lecturers in achieving performance as expected. Trust, admiration, loyalty, and respect for the leader will make the lecturer more motivated to do their work than originally expected of them.

4. Hypothesis Testing 4

Based on table 1, it can be concluded that the hypothesis which says that the work environment has a significant effect on the performance of the lecturers of the University

of Muhammadiyah Buton is acceptable, because the probability is > 0.05 (Beta = 0.113, sig. = 0.026).

The results of this study indicate that the work environment influences the performance of permanent lecturers at Buton Muhammadiyah University. The condition of the work environment itself varies, there are conditions for universities that can provide and create an ideal or adequate working environment for lecturers in their work, but there are also those who cannot provide it.

Both the bad working environment of each lecturer apparently can affect the performance of permanent lecturers at the University of Muhammadiyah Buton, besides that it is also because the permanent lecturers at the University of Muhammadiyah Buton have a high internal locus of control that is high self-confidence in themselves, even they are in control of everything that happens to them.

Lecturers who have an internal locus of control will always try to make changes and show high performance because it will determine their own destiny, which is to further improve their welfare. Therefore the lecturers assume that what happens to them depends on what they do. The performance results that they achieve come from their activities, not because of the recognition of the environment in which they work. Therefore lecturers are not only passive and show helplessness in dealing with the state of their work environment.

Based on table 1, the multiple linear regression model formed in this study can be formulated as follows:

$$Y = 23,022 + 0,195 X_1 + 0,358 X_2 + 0,349 X_3 + 0,139 X_4$$

The regression equation above shows that the multiple regression coefficients both the motivation, competence and leadership variables as well as the work environment are positive. A positive sign means that the independent variable is in line with the dependent variable, the intention is that if motivation, potential, and leadership and work environment increase, it will encourage increased performance of permanent lecturers at Buton Muhammadiyah University. Table 1 also shows that the magnitude of the determinant coefficient (adjusted R^2) is 0.996. This shows that about 99.6% of the performance of permanent lecturers at the University of Muhammadiyah Buton can be explained by variables of motivation, potential, and leadership, as well as the work environment while the rest of $100\% - 99.6\% = 0.4\%$ is influenced or can be explained by other variables.

5. Conclusion

This study measures the influence of several factors, namely motivation, potential, leadership, and work environment on the performance of permanent lecturers at Buton Muhammadiyah University. The results of this study are as follows: (1) Motivation has a significant influence on the performance of Permanent lecturers at the University of Muhammadiyah Buton because it gives a significance number of 0.023 or the probability is far below 0.05, so H_0 is rejected and H_1 is accepted, meaning that an increase in motivation will increase the performance of Permanent lecturers at Muhammadiyah University Buto; (2) Competency has a significant influence on the performance of Permanent lecturers at the University of Muhammadiyah Buton because it gives a significance number of 0,000 or the probability is far below 0.05, so H_0 is rejected and H_1 is accepted, meaning an increase in potential will increase the performance of Permanent lecturers at Muhammadiyah University Buton; (3) Leadership has a significant influence on the performance of Permanent lecturers at the University of Muhammadiyah Buton because it gives a significance number of 0,000 or the probability is far below 0.05, so H_0 is rejected and H_1 is accepted, meaning an increase in leadership will improve the performance of Permanent lecturers at Muhammadiyah

University Buton; (4) The work environment has an influence on the performance of Permanent lecturers at the University of Muhammadiyah Buton because it gives a significance number of 0.026 or the probability is far below 0.05, so H_0 is rejected and H_1 is accepted, meaning an increase in the work environment will improve the performance of Permanent lecturers at the University of Muhammadiyah Buton; (5) The magnitude of the determinant coefficient (Adjusted R^2) is 0.996. This shows that about 99.6% of the performance of permanent lecturers at the University of Muhammadiyah Buton can be explained by variables of motivation, potential, and leadership, as well as the work environment while the rest of $100\% - 99.6\% = 0.4\%$ is influenced or can be explained by other variables.

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