



Research Paper

## The Influence of Competency and Organizational Culture on Performance Lecturer Kopertisregion IX Employed On PTS in Makassar

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**ABSTRACT:** Purpose do research is to analyze and test influence, competence cultural, organization motivation and commitment to satisfaction lecturer PTS employed kopertis the ix in Makassar, to analyze and test influence, competence cultural, organization motivation and commitment to lecturer PTS performance employed kopertis the ix in makassar, and to analyze and test influence satisfaction with the performance of lecturer pts employed kopertis the ix in makassar. To apply these objectives then used the technique of data collection through the dissemination of a questionnaire and documentation-documentation, using the methods of analysis i.e. analysis descriptive, statistical analysis of inferensial using SEM analysis and testing of validity and reliability.

The results of the study conducted found that competence effect significantly to job satisfaction, organizational culture is not significant effect against lecturers, job satisfaction, work motivation with job satisfaction lecturer Kopertis region IX employed on building in Makassar, shows there is a significant influence of motivation with a lecturer job satisfaction. The results of the analysis on the influence on performance competence significantly influential professors. Organizational culture with the performance of the region IX Kopertis lecturers employed at the institution in Makassar showed there was significant influence towards the satisfaction of region IX Kopertis lecturers employed at the institution in Makassar. influence the motivation of working towards a performance lecturer Kopertis region IX employed on PTS in Makassar. Research results influence organizational commitment towards job satisfaction lecturer there is significant influence on performance lecturer. The results of the analysis of organizational commitment not significantly to the performance of a lecturer

**Keywords:** Competences, organizational culture, the performance of lecturers

### I. INTRODUCTION

Education is essential to human life. Because human cultured and capable of continuing to develop the culture for the sake of achieving a better life. As well as play a role not only in the formation of the individual but also in the formation of the culture of the community towards a better quality of life. With qualified, humans can actualize himself continuously in maintaining and improving the quality to a better direction in many areas of civic life.

The national education system should be able to be equitable educational opportunities, improved quality and efficiency of the determinant in management education to face the challenge in accordance with the demands of the changing life of the local, national and global so that the required updates programmatically, directional and continuous (ACT. No. 8 of 2003)

The importance of the implementation of the system of national education College as a higher education providers which is a sub system in the national education system. UU.No. 12 in 2012 section 22 which says that a college education is a unit of organized higher education. In organizing the education and development of science and higher education academic freedom and liberty applies the pulpit as well as academic autonomy and academic colleges have autonomy in the management of the institution as a central organizer of higher education, scientific research and public service.

The College is very important in doing higher education as the highest level of formal education. College success in conducting its activities, supported by the very existence of a lecturer. The ACT. No. 14 of 2005 article 1, which confirms that the lecturers are professional educators, with the main task to transfer, develop and disseminate science, technology and the arts through education, research and community services.

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The importance of the functions and role of the lecturer in College, any college professors need to improve performance in doing the work. According to the Mangkunegara (2005:9) who suggested that the performance of human resources is the result of work in the quality and quantity of accomplished person in doing his duties in accordance with the responsibilities given the leadership. From the opinions expressed by Mangkunegara, it can be said that the performance of human resources urgently needed to support the Organization's success in achieving its vision and mission. Such is the case with College as an institution of higher education, very organized, supported by the existence of a performance lecturer in the process of learning to the learners. According to the MOE in Trisnarningsih (2011) which States that the performance of lecturers is the ability to perform a job or task that you have in your finished work.

Competence is the most important part in the achievement of the performance. Usmara in Kusnandar (2007:19) which said that competence is a thing that describes the qualifications or ability of a person, whether quantitative or qualitative in nature. Kusnandar (2007:55) give the restriction that the competence of the lecturer is a set of abilities that mastery must exist inside of professors, in order to improve the performance of appropriately and effectively. High competence that owned a lecturer as educators within the scope of the College is the effect on job satisfaction and performance lecturer.

It is based on research conducted from Zainuddin (2015) examined the influence of the competence and motivation of working towards job satisfaction and its implications on the performance of a lecturer. The results showed there was a significant positive influence and competence of professors and lecturers both in partial motivation as well as simultaneously towards job satisfaction and there is significant influence the competence of professors, professors, motivation and job satisfaction either partially and simultaneous performance against professors. While Zamharil and Hidayati (2015) examined the influence of competence towards improved performance lecturer. Results of the study stated that competence (competence of pedagogy, professional competence, social competence and personality competence) take effect simultaneously on performance lecturer

Other factors that affect the performance of lecturers is organizational culture. Mulyadi (2015:95) which says that the culture of the organization is the fundamental spirit and value in the way of managing and organizing, so that the organizational culture is the most important part in the development within an organization. Sopiiah in Tepeci (2001) concluded that organizational culture affect the level of job satisfaction, the level of desire to remain in the Organization and a willingness to give recommendations to the other party.

In conjunction with the description above, but which becomes varaibel in this study was to examine the influence of competency and organizational culture on performance lecturer Kopertis region IX employed on PTS in Makassar. Reason being a lecturer in performance Scope Kopertis region IX employed on PTS in Makassar has not been in accordance with the targeted by Kopertis region IX Makassar.

## **II. LITERATURE REVIEW**

### **The Notion Of Competence**

In the legislation of the Republic of Indonesia number 14 in 2005 about a teacher and lecturer, competence is a set of knowledge, skills and behaviours that must be owned, lived and ruled by the lecturer or lecturer in performing the task keprofesionalan. In conjunction with the educational personnel, competency refers to acts that are rational and meet specific certification in carrying out educational tasks. Produce educators in this case is a lecturer. Lecturers must have a sufficient competency in order to perform tasks well.

Sahertian (2009:73) competence is the ability to do the work of professors teach and educate acquired through education and training. Competence of the lecturers do complex combinations of knowledge, attitudes, skills and values that attempted a lecturer in the context of the performance is given to him.

The dimensions of the competence of teachers and professors the competence of teachers and professors associated with the authority carry out its task, in this field of study as the use of learning materials which act as an educational tool, and pedagogical competence with regard to the functioning of teachers and professors in observing the behavior of learners learn (student). From the sense of the above it can be concluded that the competence of teachers and professors are the result of the merging of capabilities that many of its kind, can be either a set of knowledge, skills, and behaviors that must be owned, we appreciate it, and mastered by teachers and professors in the running task to a professional.

Indicator of Competency Competency lecturer is a set of abilities that mastery should have in order to embody the lecturer self performance appropriately and effectively. Appropriate REGULATION No. 19 of 2005 about education standards of article 28 States that competencies should be owned by a Professor as a lecture agent, where indicators used in measuring the competence of the lecturers includes: pedagogic competence, social competence, personality, competencies, and professional competence.

### **Understanding organizational culture**

organizational culture is a social force that doesn't look, that can move people in an organization to perform a work activity. Unconsciously each person in an organization learn the culture that prevails in the

organization. Especially when he as new people so that it can be accepted by the environment of the place of work, he attempted to learn what is prohibited and what is required, what is good and what is bad, what is right and what is wrong, and what should be done and what should not be done in the organisation of work that. So, to socialize and internalize the organizational culture at the members of the organization. Sutrisno (2010:2)

Organizational culture is the customs, traditions, and common procedures in doing something and the majority comes from the founder of the organization. Traditionally, the founder of the Organization has a great influence towards the early culture of the organization. They have a vision of what the organization is going to be later. They also do not have the constraints due to habit or previous ideology. The small size of the organization that is the hallmark of the new organization when first established, the easier the founder to impose their vision to the sekluruh member of the organization. Sunyoto (2012:226)

The culture of the Organization as expressed McKenna and Nic Beech (2008:62) as the pattern of the fundamental assumptions on which the existing group creates, finds or develops in the process of learning to cope with the difficulties in adapting to external and internal integration. Then opinion Sudarmanto (2009:165) says that the culture of the organization is a cognitive framework which consists of attitudes, values, norms of behaviour and expectations along with the perceived by member organizations

Indicators organizational culture organizational culture is a high esteem by characteristics of the Organization and be role models for the Organization as a differentiator between one organization by another organization, or it can be said that the culture of the Organization as well as the values and norms of behavior that is accepted and understood by members of the Organization as a basis in rules of conduct contained in the organization.

### **Understanding The Performance Of Lecturers**

Understanding performance comes from the word job performance or actual performance (work or achievements accomplishments achieved by someone). Work achievement is generally influenced by the skills, experience, and commitment of the workforce work in question. The performance is divided into two i.e., performance of employee and organizational performance. Employee performance is the implementation of a plan that has been drawn up. Implementation performance conducted by human resources that have the capacity, competence, motivation, and interest. How organizations respect and enforce human resources will affect attitudes and behaviour in running performance. Prosperous (2013:234)

The performance is a blend of motivation that exist in one's self and his ability to carry out a job. Wibowo (2007:47). Performance is the level of achievement of results in order to realize the objectives of the company. Performance management is the overall activities conducted to improve the performance of the company or organization, including the performance of each individual and work group in the company. Individual performance, group performance and the performance of the company, affected by many internal and external factors of the organization.

Sinambela (2012:5) States that an employee's performance is as the ability of an employee to a particular expertise in doing something. Employee performance is absolutely necessary, because with this performance would have known how much the ability of the employee in performing the duties charged to him. It is necessary for the determination of clear and measurable criteria and assign simultaneously used as a reference.

Assessment of performance (performance appraisal or performance review) which were conducted to provide feedback to employees in an effort to improve the performance of the employees and the organization. Performance appraisal is a subjective process involving human judgment. Thus, the assessment of performance is very likely incorrect and very easily influenced by sources that are not actual. Not a few of these sources affect the assessment process, so that should be taken into account and considered with reasonable. Performance assessment deems meets the target when both have an impact on the new labor assessed performance. Wijayanto (2012:259)

The contribution of the results of the assessment is something very beneficial to the planning policies of the organization. The policies of the Organization regarding the naspek individually in the aspect of the organization. As for the benefits of performance appraisal for organization is: a. Adjustment-adjustment of compensation b. c. Performance improvement needs of the exercise and development of d. decision-making in terms of placement of promotions, mutation, dismissal, dismissal and labor planning e. For the sake of research personnel f. Help employees design errors against diagnosis

Performance indicators a performance Lecturer lecturer is the ability to perform a job or task that is owned by the lecturer in completing a job. Indicators used in measuring performance according to the higher education lecturers 2010 are: education and teaching, research and development of scientific works, community services and activities that support careers.

### III. METHODOLOGY

#### Population and Sample

The population is an object which has certain characteristics and quantity specified by the researchers to be studied and draw the conclusion (Poltak, 2012:94), who become the respondents are all over the region IX Kopertis lecturers seconded on PTS in Makassar. The following data will be served a lecturer DPK 2015

The sample is a portion of the amount and the characteristics possessed by the population (Poltak, 2012:5), a determination of the sample can be calculated with the formula slovin

$$n = \frac{N}{1 + N (e)^2}$$

$$n = \frac{704}{1 + 704 (0,05)}$$

n = 255,07 or be rounded up 255 respondents

#### Analysis of Data

1. descriptive Analysis aims to menginteraksi the respondent's argument on the statement and the statement of frequency distribution of respondents with data that has been collected. In the descriptive analysis is meant to know the demographics of respondents and in addition used to elaborate on the response of each variable of research i.e. competence, organizational culture, motivation, commitment, satisfaction and performance lecturer with the SPSS program release 21.
2. Statistical analysis inferensial Analysis inferensial aims to test the hypothesis and empirical model in this study. Inferensial statistical analysis used is a structural equation models (SEM), the reason for using SEM has the edge because it is where the SEM can incorporate the concept model with Latent variables, can correct the error of measurement, it can test the effects of mediation-mediation, Latan (1995:5).

### IV. RESULT & DISCUSSION

#### Discussion

The result of model test showed on table above was evaluated based on goodness of fit indices on table below which presented with model criteria and critical value that have suitability with the data

**Table 1:** Criteria Evaluation Goodness of Fit Indices Overall Model

Goodness of fit Index	Cut of Value	Model Result*	Description
Chi Square	Expected to be small	335,52	Chi square with df = 306 is 335.52 so the value of the chi square looks 388.18 is great
Df		306	
Signifikan of Probalitas	≥ 0,05	0,118	Marginal
RMSEA	≤ 0,08	0,019	Good Fit
GFI	≥ 0,90	0,913	Good Fit
AGFI	≥ 0,90	0,892	Marginal
C Min DF	≤ 2	1,096	Good Fit
TLI	≥ 0,95	0,984	Good Fit
CFI	≤ 0,95	0,986	Good Fit

Model evaluation showed that from eight proposed criteria, there are all which meet the criteria. Thus, the model above indicates a good acceptance rate and to be concluded that the model is acceptable, and model as a whole is considered in accordance with facts and may have a further analysis. The empirical model is proposed in this research a testing of hypothesis proposed can be done based on an empirical model proposed. In this research through the coefficient paths. Testing on structural equation models. Hypothesis testing by viewing the P-Value, value. If P-Value is < 0.05 then the relationship between the variables was significant

HIP	Exogenous Variable	Endogenous Variable	Direct Effect			
			Coefficient	CR	P-value	Description
H1	Competence	Performance lecturers	0,217	2,722	0,006	Signifikan
H2	Culture organization	Performance lecturers	0,210	2,746	0,006	Signifikan

For two a direct path make is hypothesized, the two the theme that is significant to interpretation of the table above can be explained as follows:

### **The influence of organizational culture on performance Lecturer Kopertis region IX employed on PTS in Makassar**

The influence on performance competence lecturer Kopertis region IX that was seconded on PTS in Makassar. Where seen from figure pvalue  $0.006 < 0.05$  and besides critical ratio i.e.  $2.722 > 1.96$ . Means there is a positive and significant influence between the competencies with performance lecturer Kopertis region IX that was seconded on PTS in Makassar. It can be inferred that any professor who has high competence can be followed by an increase in kinerejalecturer, so from the second hypothesis test results can be accepted.

Competency Area IX Kopertis lecturers employed at the institution in Makassar, where from of this research it can be said that the competence of the lecturers Kopertis region IX employed on PTS in Makassar terihat is already quite high. Where the respondent's answers about the score of the commitment of the Organization to see that each of the lecturers employed at the PTS already have capabilities in carrying out his duties as teachers. It is seen from the ability of a lecturer in presenting the material from each of the courses being taught to students, and in addition each lecturer Kopertis region IX employed on PTS in Makassar already have a high work ethic and have a high responsibility in doing the teaching to each student.

Then from the results obtained in this study show that in the empirical finding that the competence of a positive and significant effect on performance lecturer Kopertis region IX employed on PTS in Makassar. It can be argued that the empirical basis that competencies can improve the performance of the region IX Kopertis lecturers employed at the institution in Makassar.

### **The influence of organizational culture on performance Lecturer Kopertis region IX employed on PTS in Makassar**

Organizational culture a significant effect on performance lecturer Kopertis region IX that was seconded on PTS in Makassar. Hypothesis test results show that the critical ratio (cr), namely of  $2.746 > 1.96$ . In addition seen from  $\chi^2$  value (P) IE:  $0.006 < 0.05$ . Means the organizational culture positive and significant effect on performance lecturer Kopertis region IX that was seconded on PTS in Makassar.

Based on the results of observation through the dissemination of a questionnaire to a number of lecturers Kopertis region IX employed on PTS in Makassar which found that organizational culture made during this already well underway. It can be seen from the boost that gave the PUBLIC the opportunity to innovate from any job of any professors, in addition due to the push for results-oriented of any work that dealt with, so is impacting on performance lecturer

Then each of the lecturers are given encouragement to always give detailed attention to the work that dealt with. But the efforts should be enhanced in the implementation of cultural organizations that applied for it i.e. further enhance the encouragement to any lecturer to work in teams to complete every job.

Based on the results of the research conducted so far obtained findings that culture affects organizational performance improvement lecturer Kopertis region IX employed in Makassar. then from the results of testing a hypothesis which suggests that the culture of the organization significant effect on performance lecturer Kopertis region IX employed in Makassar.

## **V. CONCLUSION**

From the results of research and discussion has been done then it can drawn some conclusions from the results of analysis and discussion, namely:

1. Based on the results of a multiple regression analysis of the obtained results that competencies have a positive and significant influence on performance lecturer Kopertis region IX employed on PTS in Makassar.
2. From the results of multiple linear regression analysis it can be concluded that the organizational culture has a positive influence but not significantly to the performance of the region IX Kopertis lecturers employed at the institution in Makassar.
3. From the results of testing simultaneously then it can be inferred that the competencies and organizational culture influence simultaneously to increased performance Area IX Kopertis lecturers employed at the institution in Makassar.

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