

# Factors Affecting Lecturers' Performance

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**Keywords:** Attitude, discipline, circumstance, work performance.

**Abstract:** This paper examines the factors that affect lecturer performance. The purpose of this study to determine and examine the influence of attitudes on the profession. Discipline and work environment on the performance of lecturers. The research by using quantitative approach, the sample in this research is 51 people. The data were collected by questionnaire. Analysis of data using SPSS statistics program computer version 22.0. The results showed that attitudes in the profession, discipline, and work environment have a significant influence on the performance of lecturers, either simultaneously or partially. It is advisable to the lecturer to constantly improve the ability possessed and to the leadership of universities to provide rewards to the lecturers who have the best performance, the lecturer's performance can increase.

## 1 INTRODUCTION

The performance of lecturers is the ability to carry out the work that becomes the responsibility, namely in the field of education and teaching, research, and community service. The performance of lecturers will have a major impact on the effective implementation of education (Ali, 2015). The performance of lecturers in the field of education is the ability to apply the competence in carrying out their duties to plan, apply learning and assess learning outcomes (Kempa & Herenz, 2016).

The performance of lecturers can be influenced by various factors, in this research the factors that are suspected to affect the performance of lecturers are attitudes toward the profession, discipline, and work environment. Attitude is an internal situation that can affect a person in performing activities or actions. As things can affect one's actions, then attitude can foster courage in doing something. A person's attitude is related to the person's personality and the value he or she believes. Attitudes are always concerned with objects, and attitudes toward these objects are accompanied by positive and negative feelings. Attitudes to the occupational profession can cause differences in one's performance (Trivedi, 2012; Bhargava and Pathy, 2014). Work discipline is a process of constructive development for an employee with an interest because the discipline of work is demonstrated in the action rather than the person.

Discipline is also an exercise process for employees so that employees can develop self-control and to be more effective at work. Work discipline can affect employee performance (Apalia, 2017). Work discipline can also increase employee productivity (Arsyad, 2014). Work environment is a sphere in which a person performs activities in his work. Work environment is one factor that can support in the creation of performance for employees. Basically within the working environment it provides a certain booster or reward in relation to individual needs. If the individual needs can be met from a working environment it will lead to a satisfaction in work. Working environment conditions are said to be good, if humans can carry out activities optimally, healthy, safe, and comfortable. As a lecturer, the working environment is inseparable from the social environment or the interaction of the academic community with the surrounding, the environment related to the learning facilities, the environment related to classroom layout, the environment related to air temperature, and also the environment related to noise or disturbing noise. In the world of work environment education also affects the performance of teachers (Affandi and Supeno, 2016)

Research on attitudes in the profession to the lecturer performance important to do because of previous research that the results have not been consistent. In his research, Ahmed concluded that attitudes toward students were at the lowest level

compared to teaching methods and teacher characteristics (Ahmed, Maqsood, et al., 2012). Later in his research Trivedi also concluded that, attitudes to the occupational profession cause differences in one's performance (Trivedi, 2012). Thus, the study on the performance of this lecturer is expected to obtain a profile of lecturer's performance at the University of Kanjuruhan Malang (Unikama) as an improvement of lecturer's competence.

## 2 METHODS

Research approach used in this research is quantitative research, where quantitative method is conducted to examine hypotheses taken by measuring research variables with numbers.

Population of this research include all lecturers in Faculty of Teacher Training and Education lecturers in Universitas Kanjuruhan Malang. And the sample was 51 people. The data were analyzed descriptively and statistically. Descriptive analysis is used to describe research's variables. Statistical analysis was used to examine hypothesis formulated in this research. Hypothesis examination was processed by using SPSS 22.00 for windows. All of the statistical examination used significance level of 0.05.

## 3 RESULTS AND DISCUSSION

The results of data processing to describe the variables in the research presented in Table 1.

Table 1: Frequency distribution of research variables.

Categories	Lecturers' Performance	Profession Attitude	Work Discipline	Work Circumstance
Very Good	29,41%	29,41%	23,53%	21,57%
Good	58,82%	50,98%	60,78%	49,02%
Enough	11,77%	19,61%	15,69%	29,41%
Bad	0%	0%	0%	0%
Very Bad	0%	0%	0%	0%
Total	100%	100%	100%	100%

Source: Processed data prime

Based on Table 1 it can be explained: 1) that the performance of lecturers within the Faculty of Teacher Training and Education Universitas Kanjuruhan Malang showed a very good performance of 29.41% and 58.82% good, cumulatively 88.23%. The results of this study indicate that lecturers have good performance in implementing the Tri Darma Perguruan Tinggi. 2) That attitude on profession in the area of Faculty of Teacher Training and Education in Universitas Kanjuruhan Malang shows a very good attitude 28.41% and good 50.98%, cumulatively 80.39%. The result of this research shows lecturers have good attitude on profession in the implementation of duties along with the ability in knowledge and enough experience. Profession as lecturer can be understood well, that it supports lecturers to work better. 3) That work discipline of lecturers in the Faculty of Teacher Training and Education in Universitas Kanjuruhan Malang shows a very good work discipline 23.53% and good 60.78%, on cumulatively 84.31%. The result of this research shows lecturers have good work performance in implementing the duties. Work discipline as lecturers can be understood well, that supports lecturers to work better. And 4) that

lecturers' work discipline in the Faculty of Teacher Training and Education in Universitas Kanjuruhan Malang shows a very good work discipline 21.57% and good 49.02%, cumulatively 70.59%. The result of this research shows lecturers have good work circumstance which can be used to implement the assignment. A good work circumstance will support lecturers to work better.

Results of data processing using SPSS 22.00 for windows obtained the results of the calculation presented as Table 2:

Table 2: ANOVA<sup>b</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	423,420	3	141,140	52,981	,000 <sup>a</sup>
Residual	125,207	47	2,664		
Total	548,627	50			

a. Dependent Variable: Lecturer Performance

b. Predictors: (Constant), Work Environment, Attitude to the Profession, Discipline Work

Table 2 above shows the result or  $F_{count}$  that is 52.981, the next for hypothesis examination, that score is compared to  $F_{table}$  on the level  $\alpha = 0.05$  free

degree  $(n-k-1) = 51-3-1 = 47$  that is 3.305. Thus,  $F_{count} (52.981) > F_{table} (3.305)$  or  $sig. 0.000 < 0.05$  means  $H_0$  is rejected ( $H_a$  is accepted) means attitude on

profession, work discipline, work circumstance simultaneously give significant effects on lecturers' work performance.

Table 3: Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5,069	5,442	,241	4,931	,016
Attitude on Profession	,208	,078		2,673	,010
Work Discipline	,467	,134	,425	3,489	,001
Work Circumstance	,455	,129	,360	3,536	,001

Table 3 above shows affected examination on each of free variable, that is attitude on profession ( $X_1$ ), work discipline ( $X_2$ ), and work circumstance ( $X_3$ ). Submission was conducted by comparing  $t_{count}$  with score on  $t_{table}$  on the level  $\alpha = 0.05$  with free degree  $(n-k-1) = 51-3-1 = 47$  where  $t_{table} = 2.086$ .

- Examination of attitude influence in profession on lecturers' work performance.

Based on the result of the analysis  $t_{count}$  is 2.673 while  $t_{table}$  is 2.086 or  $t_{count} \geq t_{table}$  with significance  $0.010 < 0.05$  thus  $H_a$  is accepted ( $H_0$  is rejected), it can be concluded there is a significant influence between attitude on profession and lecturers' work performance in the Faculty of Teacher Training and Education Univeritas Kanjuruhan Malang.

- Examination of work discipline influence on lecturers' work performance.

Based on the analysis result  $t_{count}$  is 3.489 while  $t_{table}$  is 2.086 or  $t_{count} \geq t_{table}$  with significance  $0.01 < 0.05$  thus  $H_a$  is accepted ( $H_0$  is rejected), that can be concluded there is a significant influence in work discipline on lecturers' work performance in the Faculty of Teacher Training and Education Univeritas Kanjuruhan Malang.

- Examination of work circumstance influence on lecturers' work performance.

Based on the analysis result  $t_{count}$  is 3.536 and  $t_{table}$  is 2.086 or  $t_{count} \geq t_{table}$  with significance  $0.01 < 0.05$  thus  $H_a$  is accepted ( $H_0$  is rejected), that can be concluded there is a significant influence in work circumstance on lecturers' work performance in the Faculty of Teacher Training and Education in Univeritas Kanjuruhan Malang.

Based on the results of data analysis performed shows that attitudes on the profession, work discipline, and work environment either simultaneously or partially have a significant influence on the performance of lecturers. The results of this study indicate that there is a significant effect of attitudinal variables on the profession on the performance of lecturers Faculty of Teacher Training and Education Universitas Kanjuruhan Malang, meaning the better attitude on the profession the better the performance of the lecturer concerned. As a professional lecturer educator must always have an attitude on a good profession. If the lecturer can show a good attitude, then a person can be a role model for his environment, that is how lecturers improve their services especially services to students, increase their knowledge, give direction and encouragement to their students and how lecturers dress, talk, get along well with students, as well as community members.

Work discipline is the ability of lecturers to understand the rules and implement the right rules, both in the process of teaching and learning in the classroom and in relation to other activities. Discipline for a lecturer is an integral part in carrying out duties and obligations in implementing tri darma high deviation. The results of this study in line with the study concluded that there is influence between work discipline depleted employee performance (Iriani, 2010; Amran, 2010).

Work environment in a college is important to note, because the work environment has a direct influence on the lecturers in carrying out their work. If the working environment conditions are good or appropriate, then the lecturer can carry out activities optimally, healthy, safe, and comfortable. Working relationships between fellow lecturers and educational personnel is needed in doing the daily

work. A good working relationship between one and the other can increase morale for lecturers, where they work together or help each other in completing tri darma perguruan tinggi. The results of this study are in line with the research conducted by Widodo, 2014; Parlinda and Wahyudin, 2004); Tri Widodo, 2010).

## 4 CONCLUSIONS

Attitude on profession, work discipline, and work circumstance have significant effects on lecturers' work discipline in the Faculty of Teacher Training and Education in Universitas Kanjuruhan Malang, both simultaneously and partially. Thus, to improve lecturers' work performance, the leader must guide the attitude of lecturer as a profession, implement work discipline, and create good work circumstance for lecturers to support the achievement of organization purpose. The leader can also give chances or opportunities for lecturers to develop potencies or skills they have. Besides, the leader should also give reward and punishment by creating a proper and objective system for lecturers, as a kind of leader founding to lecturers.

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