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THE INFLUENCE OF ORGANIZATIONAL COMMITMENT AND MOTIVATION ON LECTURER PERFORMANCE OF PAMULANG UNIVERSITY

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ABSTRACT

This study aims to determine the effect of organizational commitment and motivation on lecturer performance of Pamulang University. The research method used is quantitative. The number of samples used is 200 respondents with the Slovin formula, and the sample technique used is proporsionate random sampling. Analytical methods used are multiple linear regression, consist of descriptive analysis, validity test, reliability test, classical assumption test, partial test, simultaneous test and test of determination. Result of research proves organizational commitment have significant effect to lecturer performance equal to 0,485. Motivation has a positive and significant effect on lecturer's performance of 0.304. Simultaneously commitment and motivation have a significant effect on performance with contribution of 44.5%.

Keywords: Organizational Commitment, Motivation, Lecturer Performance

PROEM

The era of globalization brings many changes and progress, it is felt in many sectors of life (economic, social, business, politics, law and education). The progress of this century is not only significantly visible in the industrial sector, but changes are also evident in the education sector. Therefore, in order to face the challenges of globalization, there should be a development effort of Human Resources (HR) quality, human resources ready to compete with global competence, scientifically tested, mature in skill and character through Education.

University as one of the education providers and highest level, of course, has a tough task to deliver the son of the nation's daughter of superior competitiveness, cultured and character. Therefore, universities should consider aspects of educational quality that are oriented towards the formation of character, scholarship and mature expertise. One of the efforts undertaken by universities is to implement the best Tri Darma colleges (Education, Research and Community Service).

Based on Forlap Dikti data, it is known that the level of lecturers education in Banten province, where the level of education of Diploma III as much as 86 (2%), Strata 1 (S1) as much as 1.307 (26%), Strata 2 (S2) amounted to 3.186 (64%) and lecturers with level of education strata 3 (S3) as much as 405 (8%). This condition is very apprehensive, in this contemporary age there are still teachers in universities that are substandard, so do not be surprised if the quality of education as one that represents the quality of life of a region in this case Banten Province is left behind from other provinces.

Based on the real conditions mentioned above, it is not surprising if the level of human development Banten province entered in the category of slow growth. Banten province is ranked 17th away from the provinces of Riau, North Sulawesi and Kalimantan, but if you look at the geographical location of Banten region is very strategic. Its existence is close to the capital city of Indonesia (Jakarta), meaning that the ease of access can be obtained easily compared to other provinces, but in fact Banten in the metropolitan area is experiencing slow growth.

Seeing the above problems cannot be underestimated, there needs to be real action from various parties, especially higher education institutions in this case is Pamulang University. It is undeniably one of the allegedly strong birth problems, caused by the low performance of teachers. If an education is representative of the progress of a Nation, then the second person after the government responsible for the quality and quality of human resources is the lecturer in this case the lecturer.

Therefore, lecturers must consciously understand the role and function as agents of change through the implementation of maximum education, the implementation of research in an effort to solve public problems and dedication to the community in order to educate the nation. In addition, the role of higher education institutions as an external factor is very important in an effort to encourage the improvement of lecturer's performance, among others by providing stimulus in the form of appropriate compensation, striving to build a conducive working environment and make disciplinary rules as working order. Thus will build a synergy that will answer the various problems as mentioned above.

THEORETIC

Human Resources (HR) has an important role in achieving the vision, mission and goals of the organization. Even its existence becomes vital in advancing the company to be able to compete in the midst of global competition. However, the existence of human resources is not enough, it needs qualified human resources and international competitiveness, ie human resources that have superior performance (good). No wonder many companies dare to pay top-notch employees who perform well and even they are looking for qualified human resources to various Countries.

Bernardin (2010) explains performance is define here the record of outcomes produced on specified job functions or Activities during a specified time period. According to Bernardin and Russel (2013) performance refers to a set of outcome produced during certain period and does not refer to the trait, personal characteristics, or competencies of the performance.

According to Valentin, Jackson, and Mathis (2014) argue organizational commitment is a degree to which the organization believes in and accept organizational goals and desire to remain with the organization. Sheldon into Mowday, Porter, and Steers (2013: 20) defines commitment an attitude or an orientation toward the organization which links or attaches the identity of the person to the organization.

According to Mathis dan Jackson (2010) motivation represents the forces within a person that affect his or her direction, intensity, and persistence of voluntary behavior. Another view of Robbins and Coulter (2012) motivation refers to the process by which a person's efforts are energized, directed, and sustained toward attaining a goal.

Organizational commitment has a strong sense of acceptance in the individual toward the goals and values of the company, so that the individual will work and have a strong desire to stay in the company. In order for a professional working climate can be created required a good commitment between the organization and employees. It is clear that organizational commitment is very influential on performance, because employees who have a high commitment to the organization tend to have attitude partiality, a sense of love, a sense of pride to the organization, and feel obliged to advance the organization. The explanation above, supported by

the results of research conducted by Abdul Malik (2015), Salma (2016), and Prapti Ningsih (2016) that organizational commitment proved to have a positive and significant impact on performance. This reinforces and reinforces if the concept of thinking or framework constructed in this study is strong, as it is supported in theory and empirical (the results of previous research). Therefore, it can be concluded that there is an influence of organizational commitment to performance.

Referring to the understanding of Davis in Mangkunegara (2007) describes the motivation as a person's attitude to the work situation in the work environment, so that if someone is positive about the work situation will show high motivation also produce high performance as well. Conversely, if employees behave negatively to their work situation, showing their motivation in working low, its performance also becomes low. The work situation referred to in the above explanation can be a working relationship, work facility, leadership policy, leadership and work conditions. In Other word motivation is part of the directing management function. The existence of motivation will encourage individuals behave certain. Therefore, the leader must be able to understand the differences in behavior and reasons, to be able to motivate employees, and direct the individual's behavior to fit the goals of the organization. One of the goals to be achieved in the organization is the achievement of a positive performance. The above theoretical explanation has been confirmed by the results of previous research conducted by Ikhsan Abd. Wahid (2016), Dewa Putu Meles Arta and Ni Ketut Lisna Deni Sari (2015), and Ary Sutrischastini (2013) suggested that work motivation proved to have a positive and significant effect on performance. This reinforces and reinforces if the concept of thinking or framework constructed in this study is strong, as it is supported in theory and empirical (the results of previous research). Therefore, it can be concluded that there is influence of job satisfaction on performance.

METHOD

This research uses quantitative method and analysis method used is multiple linear regression. Population in this research is lecturer at Pamulang University, and the sample technique used was proporsionate random sampling. The systematic analysis begins with the distribution of questionnaires, data collection, tabulation, descriptive analysis, validity test, reliability test, classical assumption test, partial

test, simultaneous test and determination test. The objective is to explain the aspects that are relevant or relevant to the observed phenomenon and explain the characteristics of the phenomenon or problem.

RESULT

Result of validity test, show all items of questionnaire of commitment, motivation and performance variable has validity value greater than 0.3, it is concluded that all questionnaires deserve to be used as research data. Furthermore, in the reliability test both the commitment variable, motivation and performance variables have Cronbach Alpha value greater than 0.60, then concluded the data in this study has a strong consistency.

Table 1. Partial Test (t test)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.667	2.353		4.958	.000
	Komitmen	.440	.053	.485	8.359	.000
	Motivasi	.277	.053	.304	5.241	.000

a. Dependent Variable: Kinerja

Source: Research data, 2016

The above SPSS output can be explained as follows.

1. Constant value of 11,667, meaning that the lecturers still have performance although not influenced by commitment and motivation. In this case, the performance of lecturers at Pamulang University shows a fairly high number even though the lecturer's commitment to Tri Darma Higher Education. Even though the motivation of lecturers is low, it still has a pretty good performance. These findings confirm a theory that explains if a person has binded himself to an organization, even though everything that he deserves does not exist, it will continue to work well, but not for a long time. Indeed performance consists of teaching, research and community service. The three tasks are obligatory for every lecturer with all the consequences. So, with all conditions that exist should lecturer focus on what is attached it. While the other is the supporting parts that need to be dug, for the lecturer's performance to be maximal. But the basic thing is the lecturer should focus on what has become his responsibility.

2. Organizational commitment proved to have a positive and significant effect on performance with a significance value of 0.000, t arithmetic 8.359 and regression coefficient of 0.485. This finding statistically reads, H0 is rejected and Ha is accepted, with the interpretation if commitment goes up 1 unit, then the lecturer's performance will increase equal to 0.485. These findings prove the theory, that emotional bonding can strengthen a lecturer's belief in the organization.

   Logically, commitment is a person's emotional bond that occurs due to an inherent obligation. So there are many commitments that are built. In other words, commitment has a level, the higher the obligation automatically increases the work commitment, which ultimately affects performance. But on the contrary, one's work commitment will be low in line with the obligations. Therefore, every organization must be creative in involving its members in the activity. Give them space and appreciation as a form of meaningful support, which binds emotionally to every member of the organization. In many cases performance is inseparable from work behavior, but it is fundamental that work behavior is influenced by emotional states.

   Few companies are smart in looking at employees as partners. In today's era, many companies think one-way and much demanding to the employee's obligations, but do not position themselves as friends for existing members of the organization. Organizational learning positions itself as a fun thing for employees, a place of pride and fun. The company gives a lot of meaning and rights to employees.

   The explanation above, supported by the results of research conducted by Abdul Malik (2015), Salma (2016), and Prapti Ningsih (2016) that organizational commitment proved to have a positive and significant impact on performance. This reinforces and reinforces if the concept of thinking or framework constructed in this study is strong, as it is supported in theory and empirical (the results of previous research). Therefore, it can be concluded that there is an influence of organizational commitment to performance.

   No wonder many companies are progressing, the secret is respect for human resources. Human Resources are trained, developed, and provide many

opportunities to learn. Not even the money spent to get professional employees, but in return the company gets employee loyalty, which costs far more than what the company has sacrificed. Moreover, the Company is making progress, wealth and wealth abound. Even in developed countries advanced companies get the power.

3. Motivation proved to have a positive and significant effect on performance with a significance value of 0.000, t count of 5.241 and regression coefficient of 0.304. This finding statistically reads, H0 is rejected and Ha is accepted, with interpretation if motivation goes up by 1 unit, then lecturer's performance will increase by 0304. These findings prove the theory, that the inner drive and external support can maximize the performance of lecturers.

   Logically, motivation is encouragement. The meaning of encouragement is not built from one side, but two sides, namely the inner and outer sides. Employees can work passionately because they are happy and loved by their environment.

   Employee achievement because he spirit of achieving goals and supported by the leadership. Instead the employee is not disciplined because he has no hope and is not given a chance. Instead employees stop because they have no purpose and not given the trust. This finding underscores the importance of motivation for employees, as its success is influenced by motivation, and its failure is influenced by motivation.

   Therefore, with these findings further strengthen the theory that motivation needs to be fertilized. Organizations cannot demand unilateral employment for employees to work maximally and motivated, without organizational support.

   The organization needs to see what the employee's motives work for. If necessary, the organization provides what is the source of employee morale, such as providing career opportunities, providing decent compensation, providing attractive benefits and providing opportunities in the future. It is expected that motivation will be built optimally and improve employee performance.

   The above theoretical explanation has been confirmed by the results of previous research conducted by Ikhsan Abd. Wahid (2016), Dewa Putu Meles Arta and Ni Ketut Lisna Deni Sari (2015), and Ary Sutrischastini (2013)

suggested that work motivation proved to have a positive and significant effect on performance. This reinforces and reinforces if the concept of thinking or framework constructed in this study is strong, as it is supported in theory and empirical (the results of previous research). Therefore, it can be concluded that there is influence of job satisfaction on performance.

Table 2. Simultaneous Test (F test)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2546.750	2	1273.375	80.914	.000[a]
	Residual	3100.270	197	15.737		
	Total	5647.020	199			

a. Predictors: (Constant), Motivasi, Komitmen

b. Dependent Variable: Kinerja

Source: Research data, 2016

Table 3. Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.672[a]	.451	.445	3.967

a. Predictors: (Constant), Motivasi, Komitmen

Source: Research data, 2016

The simultaneous test results, in line with the partial test, where the commitment and motivation together have a positive and significant effect on the lecturer's performance with F arithmetic of 80.914 and the coefficient of determination of 0.445. These findings provide an explanation if commitment and motivation are able to synergy improve performance by 44.5%, while the rest of 55.5% is explained by other variables. Although these findings prove there is a significant influence of independent variables on the dependent variable. However, the contribution amount is still below 0.50. This is still far from being expected. Nevertheless, these findings confirm previous research that proves there is an influence of commitment and motivation to performance.

Motivation is encouragement and commitment is an emotional bond. Both variables have good synergy in improving lecturer's performance. In the world of education work commitment is the price of death for every lecturer, and motivation is the capital in carrying out the obligations carried. Both are very influential on performance, and employee performance has significance for the organization.

Employee performance means broad, performance is a measure of organizational success, performance is an indicator of organizational vision and mission, performance is a measure of organizational progress and many positive things are explained by performance.

The above findings implicitly give knowledge to Pamulang University to get involved in giving motivation, in the form of appropriate compensation, providing job training, providing opportunities for leadership, providing scholarships, and facilitating promotion. To increase the commitment of lecturers, the campus can involve every lecturer in campus activities, such as providing teaching hours, providing guidance, giving the task of testing to give the task of supervising the exam and so forth.

CONCLUSION

Based on the above analysis and discussion, the research results can be presented as follows.

1. Organizational commitment have a positive and significant effect on performance with a significance value of 0.000, t arithmetic 8.359 and regression coefficient of 0.485
2. Motivation have a positive and significant effect on performance with a significance value of 0.000, t count of 5.241 and regression coefficient of 0.304
3. Commitment and motivation together have positive and significant effect on lecturer's performance with F arithmetic of 80.914 and the coefficient of determination of 0.445.

In line with the above research results, it can be proposed research suggestions as follows.

1. It is expected that the university can provide training and opportunities for lecturer development.
2. It is expected that the university to provide campus activities fairly.
3. It is expected that other researchers may add variables, use different objects, expand the scope of the study and use different analytical methods. So the results of research become more meaningful.
4. It is expected that the lecturers can implement Tri Darma Perguruan Tinggi wisely. Continually learn to improve professionalism.

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