

Development Model of Improvement Performance Lecturer (Empirical Study at Colleges in Jember Indonesia)

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Abstract: Good faculty performance is very important for the survival of a university, either public universities or private universities. Improved performance can be improved by planting lecturer spiritual motivation, Islamic values and OCB. This study aimed to analyze the role of spiritual motivation variables, values of Islam and the OCB to the improved performance of lecturers at private colleges in the county. The population in this study are all lecturers enrolled in private colleges in Jember. Sampling was conducted by sending questionnaires to all Colleges totaling 15 private colleges. The number of questionnaires that were sent as many as 280 and returned as much as 200. Thus the questionnaire return rate amounted to 71.43%. The method used in this research by using descriptive statistical analysis. This analysis is used to determine the extent to which the third variable that is variable spiritual motivation, spiritual values and behavioral organizational citizenship can improve the performance of the lecturers at the College of Jember. The results showed that motivation variable has an average value of 3.8175. Variable spiritual values have an average value of 3.682 and organizational citizen behavioral variable has an average value of 3.732.

Key Words: Performance Improvement Model, Performance of Lecture, Colleges

I. Introduction

Education is one of the ways in an effort to educate the younger generation. In the national education system mentioned that the government provide an opportunity for private educational institutions to play a role in mencerdaskan younger generation. Lecturer very important role in improving the quality of education services at the college. The quality of human resources in higher education becomes an important key to the success of the transfer of knowledge from faculty to students. Therefore, improving the quality of human resources in higher education is very important considering the lecturers are the spearhead of the college both public universities and private universities. The application of spiritual motivation, spiritual values and the application of Organizational Citizenship Behavioralbe one way in improving the performance of lecturers in private universities in Jember Indonesia (Mundiarti, 2007).

College become a major pillar in the birth of qualified human resources, this can be done through increasing science, technology and behavioral changes. Universities should be able to create competent human resources, has the competitive ability, which eventually able to work more effectively and efficiently in various fields. Therefore, leaders and lecturers in universities need to reform education-reform every component in it. One of the important components that need to be addressed is the lecturer performance. Improved performance college lecturers should be done 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 dedication to the community (Kusrini, 2006).

The quality of educational institutions is strongly influenced by input to the education system include students, faculty and infrastructure facilities supporting the learning process. These three factors are interdependent and influence each other in creating a successful learning process. Lecturer very important role in improving the quality of education in Indonesia. Lecturer is a person who by education and expertise is appointed by the organizer college with the main task of teaching. According to the Law on Teachers and Lecturers number 14 of 2005, the lecturer is a professional educator with a primary task of the scientists metransformasikan, develop and disseminate science, technology and the arts through education, research and community service (Lisnayetti, 2006).

The main factors causing low quality of education is teaching conditions are not feasible or teaching qualifications are not appropriate expertise. Challenges related to the quality of teachers include personal challenge, personal competencies and skills of educators in their duties. Performance is measured based on the workload of lecturers lecturers include the following principal activities of the learning plan, implement the learning process, learning evaluation, guiding and training, conduct research, perform community service and perform additional tasks. Lecturer workload equivalent to 12 credit units and as much 16 units of credit. The learning process is a process that contains a series of actions educators and learners on reciprocal relationships that take place in an educational situation to achieve the goal. Learning is a process of interaction of students with educators and learning resources in a learning environment. The ability of faculty to teach the most

important dimensions to be monitored. This assessment can be done by the lecturers themselves, leaders of universities and by students through perception (Mundiarti, 2007).

Improved performance college lecturers should be done to achieve national education goals as set forth 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 of potential participants students to become a man of faith and fear of God Almighty noble, healthy, knowledgeable, capable, 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 universities. Efforts to improve the performance of lecturers one of them can be done by planting a spiritual motivation, spiritual values and organizational citizenship behavioral. With the increased role of spiritual motivation, Islamic values and organizational citizenship behavioral expected to improve the performance of existing faculty at private universities in Jember.

II. Theoretical Framework And Hypothesis

Employee Performance

Definition of performance assessment (Rosidah, 2009) is a way of measuring the contributions of individuals in institutions committed to the organization. The importance of performance assessment is related to the determination of the level of individual contributions or performance expressed in completing the tasks which it is responsible. According to Higher Education (2010) faculty performance measurement can be evaluated through the implementation of the Three Principles of Higher Education carried out either in the fields as follows:

1. Education and teaching

Education and teaching intended to produce a well-educated man who has the knowledge, skills and attitudes, which means that through education and teaching is expected to give birth to a graduate or undergraduate knowledge, morality and skills. Therefore in learning activities, a lecturer required to master a wide range of technical and non-technical abilities ranging from designing, implementing up to evaluating teaching and learning activities.

2. Field research.

Universities are expected to give birth to the theory, concepts and methodologies and models and the new information that can enrich the science, technology and culture. For that lecturers are expected to give birth to ideas, concepts and ideas that poured through research activities, manufacture of textbooks, writing articles and other scholarly works. Birth of a wide variety of research works and other written works is an indicator of qualified lecturers and has high performance.

3. Field of community service.

This field is expected existence of institutions of higher education can contribute ideas and energy to the community in order to achieve the progress of the nation. Optimization of processes and aspects of human resource management lecturer has an important position.

Spiritual Motivation

Motivation can be defined as an internal state of individuals who bear the power, excitement and dynamics as well as directing the behavior on purpose (Mursi, 1997). In another sense istilah motivation is used to indicate the presence of a number of impulse, desire, needs and strengths, means that the company / organization is doing something to give satisfaction to the motives, needs and desires of entrepreneurs to do something to be desire and purpose. Motivation to work is an encouragement that will affect human behavior to try to improve the performance because of the belief that something has improved performance benefit for himself. Spiritual moral can be defined as the experience of moral values that are based on the purpose of life is to develop all the skills are coordinated and beneficial (Mannan, 1993).

Spiritual Values

Islamic values it is essentially a collection of life principles, teachings about how people should run their lives in this world, the one with the other principles are intertwined to form a coherent whole can not be separated. The most important thing with a form of Islamic values must be transformed in the field of human life. This is in line with the characteristics of Islam as revealed by Muhammad Yusuf Musa following. : "That teaches the unity of religion, political unity, social cohesion, religion according to reason and mind, a religion of nature and clarity, religious freedom and equality, and the religion of humanity." The field of human life must be a unity between one field and another life ,

Organizational Citizenship Behavioral

Organ (1997) defines organizational citizenship behavioral as free individuals, not directly or explicitly related to the reward system and can increase the effective functioning of the organization. According to the Organ et al. (1988) dimension of Organizational Citizenship Behavioral (OCB) as follows:

1. Altruism

The behavior of employees in helping colleagues who have difficulty in a situation that is being faced by both the tasks within the organization as well as other people's personal problems.

2. Conscientiousness

The behavior shown by trying to exceed the expected company.

3. Sportsmanship

Behavior tolerate less than ideal circumstances in the organization without a raise objections - objections.

4. Courtesy

Maintaining good relations with co-workers in order to avoid problems - interpersonal problems. Someone who has this dimension are people who appreciate and care for others.

5. Civic Virtue

Behaviors that indicate responsibility in organizational life (following the change in the organization, take the initiative to recommend how the operation or procedure - organizational procedures can be improved, and protect the source - the source of which is owned by the organization).

III. Research Methods

The study was conducted at private colleges in Jember. The total number of private universities in Jember is as much as 15 colleges. The study population was all lecturers enrolled in private colleges in Jember. The number of samples in this study were 200 respondents, obtained by sending as many as 280 questionnaires were returned and as many as 200 responses from respondents thus amounted to 71.4% .Methods of data analysis using descriptive statistif.

IV. Finding And Reviews

Description Characteristics of Respondents

Classification of respondents by sex is composed of 75 women (38%) and 125 men (62%). Classification of respondents on Colleges In Jember as respondents according to age is comprised of between the ages of 20-30 as many as 35 respondents, aged between 31-40 as much as 57 respondent, aged 41-50 and as many as 75 respondents over the age of 50 is as many as 43 respondents. Classification of respondents on Colleges InJember as respondents according to education level consists of 50 educated S3 and 150 educatedS2. Classification of respondents on Colleges InJember as respondents according to the functional position is composed of the 50 respondents with a functional position of teachers, 32 assistant respondents with functional experts, 150 respondents with functional lectors, 40 respondents with functional associate professor, and 5 respondents with functional great teacher.

The validity and the reliability Test Results Data

Results validity and reliability testing can be seen in Table 1 below.

Table : Results Test Validity and Test Reliability

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1	51.7550	72.025	.860	.817	.864
X2	48.6200	65.121	.928	.884	.834
X3	48.3600	56.503	.826	.746	.884
Y	52.2950	80.390	.629	.449	.933

Source: Data Processed

From Table 1 it can be seen that the validity of the test results showed that all 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. To test reliability in this study also showed reliable results for all measuring devices. This is indicated by Cronbach alpha values for all variables is greater than the value required Cronbach alpha is equal to 0.6.

**Description Average Value and Variable Frequency Research
Spiritual Motivation variable (X1)**

Here is the average value of the results of the responses of the respondents expressed about the spiritual motivation in influencing the performance of lecturers in Colleges in Jember. Statistitik descriptive variable results for spiritual motivation can be seen in table 2 below.

Table 2: Average Value Spiritual Motivation Variable

		X11	X12	X13	X14
N	Valid	200	200	200	200
	Missing	0	0	0	0
Mean		3.7750	3.7850	3.9200	3.7750
Std. Deviation		.88787	.77575	.95296	.88787
Minimum		2.00	3.00	2.00	2.00
Maximum		5.00	5.00	5.00	5.00

Source: Data Processed

From Tabel 2 it can be seen that the indicator always do justice to the work (X11) has a mean value of 3.77; always do good to others (X12) has an average value of 3.78; while indicators always put unity in the work environment (X13) has an average value of 3.92; indicator always do order within the work environment (X14) has an average value of 3.77.

Values Spiritual Variable (X2)

Here is the average value of the results of the responses of the respondents expressed about spiritual values in influencing the performance of lecturers in Colleges in Jember. Statistitik descriptive variable results for spiritual values can be seen in Table 3 below.

Table 3: Average Value Spiritual Value Variable

		X21	X22	X23	X24	X25
N	Valid	200	200	200	200	200
	Missing	0	0	0	0	0
Mean		3.7400	3.4750	3.6150	3.7750	3.7850
Std. Deviation		1.04780	.78898	.81861	.88787	.77575
Minimum		2.00	2.00	2.00	2.00	3.00
Maximum		5.00	5.00	5.00	5.00	5.00

Source: Data Processed

From the analysis it can be seen that the indicator is always working hard to achieve something in the works (X21) has a mean value of 3.74; indicator always compete well within reach for something in the works (X22) has an average value of 3.47; while indicators are always open in matters relating to employment (x23) has an average value of 3.62; indicator always uphold morality in the works (X24) has an average value of 3.77; indicator always responsible in completing the work (X25) has an average value of 3.78.

Organizational Citizenship Behavioral Variabel (X3)

Here is the average value of the results of the responses of the respondents expressed about organizational behavioral citizen in influencing the performance of lecturers in Colleges in Jember. Descriptive statistitik results for citizen organizational behavioral variables can be seen in Table 4 below.

Table 4: Average Value Organizational Citizen Behavioral Variabel

		X31	X32	X33	X34	X35
N	Valid	200	200	200	200	200
	Missing	0	0	0	0	0
Mean		3.7400	3.9200	3.7750	3.7400	3.4750
Std. Deviation		1.04780	.95296	.88787	1.04780	.78898
Minimum		2.00	2.00	2.00	2.00	2.00
Maximum		5.00	5.00	5.00	5.00	5.00

Source: Data Processed

From Table 4 it can be seen that the indicator is always working hard to achieve something in the works (X21) has a mean value of 3.74; indicator always compete well within reach for something in the works (X22) has an average value of 3.47; while indicators are always open in matters relating to employment (x23) has an average value of 3.62; indicator always uphold morality in the works (X24) has an average value of 3.77; indicator always responsible in completing the work (X25) has an average value of 3.78.

V. Conclusions, Suggestion, And Limitations

For variable spiritual motivation of each indicator has an average value as follows: indicator always do justice in the work (X11) has a mean value of 3.77; always do good to others (X12) has an average value of 3.78; while indicators always put unity in the work environment (X13) has an average value of 3.92; indicator always do order within the work environment (X14) has an average value of 3.77.

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