



Organizational Commitment, Satisfaction and Performance of Lecturer (Model Regression by Gender of Man)

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ABSTRACT

The lecturers are to be the most important thing in the Universities as an educational problem here. So many improvement that university did to improve the quality of the university. There are included by increasing job satisfaction, building commitment and improving performance where they are concerned by universities. The variables in this research are commitment, satisfaction and performance so they are based on the man gender. The type of methodology is qualitative research where data analysis tool is analysed by SPSS statistical which uses some questionnaires. The Questionnaire is divided into 3 parts, they are 18 items for commitment, satisfaction is 12 items, and performance is 16 items. The result of sampling method is 53 lecturers at Putera Batam University in Riau Islands province of Indonesia. All of the sample is man that is a gender analysis. The results of the research is addressed that organizational commitment to a positive performance is not significant, job satisfaction to positive performance is significant, commitment and job satisfaction to the positive performance is significant. If the organizational commitment and job satisfaction are high so performance will be high, that is what to improve lecturers' performance correlates with their commitments and satisfaction. For further research is need to be developed with a view of the woman.

Keywords: Organization, Commitment, Satisfaction, Performance, Man, Lecturers

JEL Classifications: I23, J28, L2

1. INTRODUCTION

Today as generally, many Universities are faced by problems how to increase lecturers' abilities to support their performances. They are included satisfaction, commitment, and performance become important to note in this case. Based on this research's, it is needed research comprehensive as systematically and analyze the influence of commitment and satisfaction toward lecturer's performance at the University. On the other hand, in Putera Batam University is still lack about its research which conducted with commitment, satisfaction, and performance. This research aims to know the influence commitment, satisfaction toward performance. The focus of this research is variable commitment, satisfaction on performance between one variable with another variable or each other.

Nowadays, Putera Batam University is also faced by some challenges to cover what the university contribution for people. Some of the challenges are sophisticated education and industry. So the curriculum should be conducted and answered industry requirement, it is concerned in local curriculum and organized in an effort to increase the quantity and quality of the University output. Putera Batam University is hoped and be able to be answered whatever challenges of the future are demanded the existing industry in Batam. However, the competitor is going on to follow Putera Batam, as the new comer, they effort something different and interesting in Batam.

The performance is a description of a work of job functions expected of the behavior that was reached by a person in the exercise of duties charged based upon experience and seriousness,

such as part of a aktviti quality improvement staff work during a specific period (Bernardin nd Russell, 1993; Gibson et al., 1996; Mangkunegara, 2000; 2001; Hasibuan, 2001; Nawawi and Martinis, 1985; Simamora, 2004; Wirawan, 2009; Veitzhal, 2011; Syamsir, 2013).

While job satisfaction is also as a positive emotional state of assessing a person’s work experience, feeling happy or disappointed that someone with a compare between opinions on the achievements with the harapan-harapannya and is the general attitude of the individual towards his work which has the tendency of how someone acts against the stimulus in the attitude of emotion that is consistent, positive or negative attitude of the individual to do the job (Locke, 1976; McNesse-Smith, 1996; Mathis and John, 2001; Kotler, 2003; Robbins, 2003; Kreitner and Angelo, 2001; Wexley and Yukl, 1984; Spector, 2000; Greenberg and Baron, 2003; Gobson et al., 2000; Wibowo, 2011). Humans are social beings as basically can’t live alone in an attempt to meet her social life and purposes. So is the case in the context of this research, if linked to this research that a lecturer at Universities in particular Putera Batam University, also the individual as social beings that need to interact, mingle, and communicate as well as related to the environment.

Organizational commitment is a State of psychological features characteristic of the relationship between employees with the Organization, and implies a decision to continue its membership in the Organization and to a stage where someone favoring employees at a specific organization and its aims, and intend to maintain membership in the Organization (Meyer and Allen, 1997; Robbins, 1998).

Kristina and Thomas (2001) conducted a study that shows that the relationship between the effective commitment towards performance. McCausland et al. (2005) conducted a study that shows that the performance gave a positive impression to the salaried workers ‘ job satisfaction is high.

The research results obtained are useful for some interesting, on behalf of the University this research gives information about factors that could affect the performance improvements which should run and lecturer at the University. In addition, the results of this research should be able to be the guidelines in resolving problems faced by the University. As for lecturers also can better get to know the influence of variable commitment, satisfaction toward performance. This research can be used as a source of reference to the universities to solve the problem so that the various programs designed can be run smoothly and as a guide to researchers to examine more deeply about commitment, satisfaction and performance, and this research could be as consideration for the development of science and University researchers in the reference, the research results can be used to add knowledge of commitment, satisfaction and performance.

Formulation of the problem in this research are:

1. How does the commitment of a significant effect on performance of male’s professors at the Putera Batam University?

2. How the satisfaction performance is significantly to influential lecturer in Putera Batam University?
3. How commitment and satisfaction are significant effect on performance of male’s professors at the Putera Batam University?

The purpose of this research is:

1. To know how the commitment to the performance of male’s lecturers of Putera Batam University.
2. To know the influence of customer satisfaction on performance of male’s professors at the Putera Batam University.
3. To know the influence of commitment and satisfaction toward performance male’s lecturer in Putera Batam University.

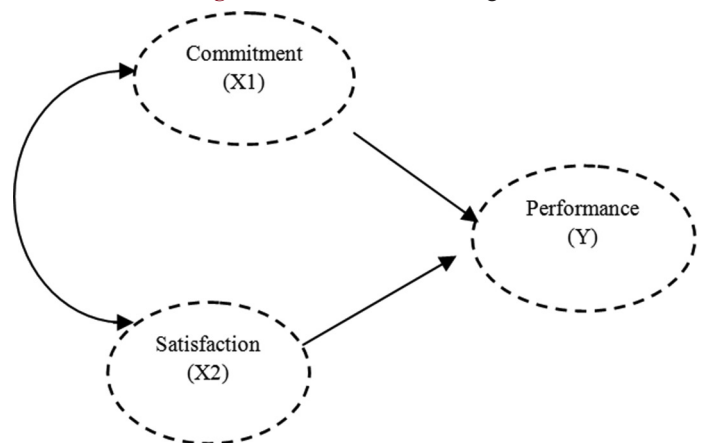
The hypothesis in this study are:

- H₁: Commitment to the performance of lecturers of Putera Batam University.
- H₂: Satisfaction influence on performance of professors of Putera Batam University.
- H₃: Commitment and satisfaction influence on performance of professors of Putera Batam University.

2. RESEARCH METHODS

This research was carried out quantitatively with data collection through questionnaire and subsequent research report done based on quantitative results. This research use descriptive research that aims to decipher and explain the circumstances. For the purposes of research these types of research with quantitative approach. The population of the 53 faculty and sample the same populations. Questionnaire items in this study for organizational commitment 18 items (Adaptation/adoption of Mowday et al. (1979), Stephen and Timothy (2008), Samuel and Twaha (2014), job satisfaction 12 items (Adaptation/adoption of Mellor et al. (2003), Robbins (2001), Stephen and Timothy (2008), Veitzhal (2011), Kreitner and Angelo (2001) and the work achievement of 16 items (Adaptation/adoption of Business, Blanchard, and Johnson, Mc Clelland, Prawirosentono, 1999, Armstrong and Angela, 1998, Ravianto, 1988, Monday and Noe 1996, Syamsuddin, 2006, Pasolong, 2008, Timpe, 1992, Gibson et al., 1996) that has been adjusted.

Figure 1: Frameworks of thought



Explanation: (X1) Commitment, (X2) Satisfaction, (Y) Performance

The variable in this study, consisting of:

1. Commitment (X1)
2. Satisfaction (X2)
3. Performance (Y).

The questionnaire in this research is based on invalid constructs- invalid constructs in research tailored to the development of local education needs, progress and the State of the environment. The analysis of research data is related to the commitment, satisfaction, and performance of a lecturer at the Putera Batam University. The analysis of the data used in this investigation is a descriptive statistic. Test validity of test is measured as reliability test normality and regression test. Regression test in the study test is influence of commitment to performance, satisfaction on performance, commitment and satisfaction toward performance.

3. RESULTS AND DISCUSSION

A descriptive analysis of the respondents against variable commitment, job satisfaction and performance are as follows:

The results of the descriptive analysis on Table 1, indicates the average score overall 3.49 are on good category, job satisfaction is at 3.57 good category, performance requirements on good 3.91. Those results can be stated that based on an analysis of descriptive statistics then commitment, satisfaction and performance of the male Putera Batam University on the category either.

Validity of the test results shows that all the items of value with a valid commitment >0.30 which is ranging between 0.503 and 0.828, satisfaction among 0.493 and 0.782 and performance between 0.449 until 0.824 thus all items from commitment, satisfaction and performance is valid. Reliability test results in Table 2, shows the Alpha Cronbach's of commitment (0.949) are at a very high category, satisfaction (0.923) are at a very high and performance category (0.945) are very high on the category, so it can be concluded that the value of those items to reserved selidik commitment, satisfaction and performance is reliable.

Data normality test results in Table 3, showed commitment, satisfaction and performance has value $P > 0.05$ (0.538, 0.231, 0.177 > 0.05), thus the data can be spread to normal.

Test results of F as shown in Tables 4 and 5 shows the influence of commitment and satisfaction toward performance ($R^2 = 0.268$, $P = 0.000$), this means that the commitment and satisfaction towards the achievements of the influential work of significant value and $0.268 P < 0.05$ ($0.000 < 0.05$).

T test results in Table 6 indicates that there is no significant influence on performance commitments ($B = 0.046$, $P = 0.741$), satisfaction on performance ($B = 0.556$, $P = 0.012$) indicates there is a significant and positive influence. T test results showed a commitment to performance had no effect, while a significant effect on performance satisfaction.

Table 1: Item statistics

Variable	Laki-laki (n=53)		
	Mean	Standard deviation	Explanation
Commitment	3.49	0.94	Good
Satisfaction	3.57	0.91	Good
Perfomance	3.91	0.80	Good

Table 2: Reliability statistics

Variable	Cronbach's alpha	n of items	Reliabilitas
Commitment	0.949	18	Very high
Satisfaction	0.923	12	Very high
Perfomance	0.945	16	Very high

Table 3: One-sample Kolmogorov-Smirnov test

n	Commitment	Satisfaction	Performance
	53	53	53
Normal parameters ^{a,b}			
Mean	62.83	42.83	62.49.00
Standard deviation	12.386	8.064	9.494
Most extreme differences			
Absolute	0.110	0.143	0.151
Positive	0.077	0.128	0.113
Negative	-0.110	-0.143	-0.151
Kolmogorov-Smirnov Z	0.804	10.038	10.101
Asymp. Sig. (2-tailed)	0.538	0.231	0.177

^aTest distribution is Normal. ^bCalculated from data

Table 4: Model summary

Model	R	R ²	Adjusted R ²	Standard error of the estimate
1	0.518 ^a	0.268	0.239	8.281

^aPredictors: (Constant), Satisfaction, Commitment

Table 5: ANOVA^b

Model 1	Sum of squares	Df	Mean square	F	Sig.
Regression	1.258.170	2	629.085	9.173	0.000 ^a
Residual	3.429.075	50	68.582		
Total	4.687.245	52			

^aPredictors: (Constant), Satisfaction, Commitment. ^bDependent Variable: Performance

From the results of the regression test/determination on Table 7, indicates the direction of regression of b1 and b2 0.046 was 0.556. Coefficient (a) 35.797.

For regresinya equation is $Y = a + b1X1 + b2X2$

The regression equation obtained are: $Y = 35.797 + 0.046 X1 + X2 0.556$

- a. Coefficients 35.797 shows if there is no commitment and satisfaction, then a performance worth 35,797.
- b. 0.046 Coefficients indicate when a commitment to performance rose by 1 unit, then the performance will increase of 0.046.
- c. 0.556 Coefficient indicates if satisfaction on performance rose by 1 unit, then the performance will increase of 0.556.

4. CONCLUSION

Based on this reseach can be made conclusion as follows:

Table 6: Coefficients^a

Model 1	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Standard error	Beta		
(Constant)	35.797	6.503		5.505	0.000
Commitment	0.046	0.138	0.060	0.332	0.741
Satisfaction	0.556	0.212	0.472	2.623	0.012

^aDependent variable: Performance**Table 7: Coefficients^a**

Model 1	Unstandardized coefficients	
	B	Standard error
(Constant)	35.797	6.503
Commitment	0.046	0.138
Satisfaction	0.556	0.212

^aDependent Variable: Performance

4.1. Commitment to Performance

A commitment to performance has no effect significant, this is not in line with the findings of research conducted by Kristina and Thomas (2014). It should be presumed that the lecturer as educators at once-servants in the individual factors of the University plays a role in the formation of the commitments that support on the achievement of performance. Good performance ought to be presumed solely not only lecturers who have commitments but rather on the ability of the lecturers concerned, lecturer required to do the teaching, research and community service, meaning that if a lecturer is committed or not these tridarma remain running.

4.2. Satisfaction on Performance

Significant effect on performance satisfaction, this finding is consistent with research done McCausland et al. (2005). Considering the significant effect of satisfaction on performance then the universities need to pay attention to the satisfaction of a lecturer in performance improvement and the need to also pay attention to other variables aside from such satisfaction; work motivation, leadership.

4.3. Commitment and Satisfaction toward Performance

Commitment and significant effect on performance satisfaction, this finding is consistent with research conducted by McCausland et al. (2005). For that party of the University also needs to give attention to the commitments and satisfaction together in improving the performance of a lecturer at the University. In addition to other variables in addition to commitment and job satisfaction needs to also note like; Awards, professionalism.

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