

THE EFFECT OF COMPENSATION ON LECTURER'S PERFORMANCE AT PANCA SAKTI COLLEGE OF TEACHER TRAINING AND EDUCATION, BEKASI, INDONESIA

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ABSTRACT:

Purpose of the study: The purpose of this study is to find the effect of compensation on lecturer's performance at Panca Sakti Teachers College in Jakarta, Indonesia. Compensation is one of major factors that is believed to contribute on worker's performance. This research is to find whether the hypothesis is also true for educational personnel, especially lecturer. The importance of the profession is seen as the main reason that they have been chosen as the subject of this research.

Methodology: This study used a survey methodology with a correlation analysis technique. By using the Slovin formula from a population of 88 lecturers with a significance level of 10%, the sample taken amounted to 47 lecturers taken using random sampling techniques.

Main Findings: Compensation affects lecturer's performance with 90.8% coefficient determination. With such high percentage, it can be concluded that compensation is a major factor that affects lecturer's performance in Panca Sakti teachers college, Jakarta.

Applications of this study: This study can benefit for the managerial in Panca Sakti Teacher College as a consideration in enhancing lecturer's performance by raising compensation given. It also provides insight on how an assessment can be conducted by considering compensation as weighing factor to lecturer's quality of work.

Novelty/Originality of this study: This study focuses on lecture in Teacher College, which reveals a new result that can be used by managerial whereas the study might have been conducted on various field especially business and economic.

KEYWORDS: compensation, performance, lecturer, college.

INTRODUCTION:

In the era of globalization, Indonesian education has its own challenges in improving the quality of human resources to be more productive and can compete with other nations (Janawi, 2011). Enhancement quality human resources can be built through education and training. Quality education must be supported by an educator who has good quality at work. Good education is education supported by future technological developments as well The support with the ability of an educator (Fasli Jalal, 2008). In line with this statement, STKIP Panca Sakti Bekasi is working to make a better college. To make this happen no regardless of the role and performance of a lecturer who is able to transfer knowledge to students. Lecturers are the resources that determine success an education in a college. Panca Sakti has an obligation to follow Tri Darma. It is the task of lecturers to carry out educational activities and teaching, research activities, and service activities to the community with a workload of 12 credits or a maximum of 16 credits. Role lecturers as educators must have good performance for activities knowledge transfer and quality improvement go according to plan (Ruky, 2002).

LITERATURE REVIEW:

Performance is measured by the quality and quantity achieved by lecturers (Mangkunegara, 2000). Performance is also interpreted as a person's appearance that can be measured in terms of quantity and quality (Ilyas, 1999). According to Armstrong's performance, "performance is often defined simply in the output terms - the achievement of quantified objectives. But performance is a matter not only of what people achieve but how they achieve it ". Performance is a result that influences the goals of an agency or institution (Wibowo, 2013)

The results of Jane Nelima W (2013) stated that: "based on findings the study concluded that fair compensation has an effect on public secondary school teachers' performance this is because the compensation policy in place demoralizes the teachers, does not enhance task performance and negatively affects the productivity of the teachers in the schools ". High compensation affects the performance of an educator.

To improve the performance of lecturers there are external factors, one of which is in the form of compensation. Seriousness in working will be maximized if the desired needs are met through compensation (Al fajar, 2013). Everything that is received as a sign of service is called compensation (Hasibuan, 2011). Compensation is a payment that is intended as an incentive to motivate employees to increase productivity (Suparno Eko Widodo, 2014).

METHODOLOGY:

This research uses survey research methods with Data analysis which uses correlation analysis. Research population is lecturer at STKIP Panca Sakti.

The sampling technique used is random sampling. Data collection using compensation instruments and lecturer performance instruments. Instrument compensation is valid

and has a reliability with the alpha cronbach value of 0.872. Instrument performance is valid and has a reliability with the alpha cronbach value of 0.795.

Data analysis techniques using correlation analysis where compensation as the independent variable (X) and lecturer performance (Y) as the dependent variable. In this study, samples were taken randomly using technique simple random sampling with a population of 88. The way, (Silaen & Widiyono, 2013:1).

$$n = \frac{N}{1 + Ne^2}$$

Information:

- n : Number of Samples
- N : Total Population
- 1 : Constant Value
- e : Significance Level (10%)

Based on the above formula, the size of the sample size is used in this study with a total of 47 lecturers and 10% error then:

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{88}{1 + 88(10\%)^2}$$

$$n = \frac{88}{1,88}$$

$$n = 46.808 = 47 \text{ Lectures}$$

DISCUSSION / ANALYSIS:

The description of compensation data is presented in the following table.

Table 1. Description of Compensation Scores and Lecturer Performance

		Compensation	Lecturer's Performance
N	Valid	47	47
	Missing	0	0
Mean		83.3333	2.9500
Std. Deviation		8.75595	42351
Minimum		7	10
Maximum		40	36

The results of regression analysis using SPSS software, as follows:

Table 2. Results of Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B				
1	Constant Compensation	82.86 0.364	1.852 0.074	0.873	24.474 20.598	.000 .000

a. Dependent Variable Lecturer's Performance

From the table above we get the regression equation: $Y = 82.86 + 0.364X$. From the analysis results obtained, t value = 20.598, and p-value = 0.000 < 0.05 or H_0 is rejected. In a result,

"Compensation has a positive effect on lecturer

			Sum of Squares	df	Mean Square	F	Sig.
Lecturer Performance x Compensation	Between Groups	(Combined)	2025.247	7	256.566	140.327	.000
		Linearity	1954.073	1	1954.073	1092.232	.000
		Deviation from Linearity	180.198	7	24.743	14.460	.000
	Within Groups		99.265	65	1.879		
	Total		2224.826	46			

performance."

Table 3. Anova Table

The linearity test for the regression line equation is obtained f-count (T_c) = 14.460, with p-value = 0.000 < 0.05. This means that H_0 is accepted or the regression equation Y over X is linear.

Table 4. Anova

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1954.073	1	1954.073	436.91	.000
Residual	278.814	45	4.441		
Total	2232.814	46			

- a. Dependent Variabel Lecturer Performance
b. Predictors (Constants, Compensation)

Significance test of the regression line equation is obtained F calculation (b/a) = 436.91, and p-value = 0.000 < 0.05 or H_0 is rejected. Therefore,

Y regression over X is significant or compensation influential with lecturer performance.

Table 5. Summary model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.953 ^a	.908	.906	2.10528

a. Predictors (Consistent), Performance

Significance test correlation coefficient obtained (r_{xy}) = 0.953 with p-value = 0.000 < 0.05. This means H_0 is rejected. With thus, the correlation coefficients X and Y are significant. While the coefficient of determination is R Square = 0.908, which means that variation 90.8% of the lecturer performance variables have an influence with competency variables.

The results of the study stated that there is an effect of compensation on the performance of lecturers. Improved lecturer performance is done by various factors. In addition it was also found that increased work lecturers not only arise from motivation but are based the feedback given. So the results of this study support the results of the research conducted by Nur Hidayanto (2016), states: existence the effect between compensation and the balanced performance of the lecturer with education and training activities for lecturers.

CONCLUSION:

This study concludes that compensation has significant influence on lecturer performance. This is indicated by the coefficient determination equal to 90.8%. it means giving high compensation can result an increase in lecturer performance.

LIMITATION AND STUDY FORWARD:

It should be considered that this study only covers a scale of one institution only. There may be other factors which must be taken into account in order to increase the accuracy of this

research as well. A further study must be conducted in the future in order to gain deeper understanding on the subject matter and be implemented on larger scale.

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