



THE EFFECT OF COMPENSATION ON LECTURERS PERFORMANCE

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Abstract:

This study aims to determine the effect of compensation on lecturer performance at UNUJA. The performance of lecturers in Indonesia, especially at UNUJA, still needs to be improved compared to lecturers at State Universities (PTN). It is suspected that the main factor causing this is compensation, which is still considered low. This type of research uses a quantitative descriptive approach. The sample for this research was lecturers at UNUJA, totalling 33 people. The technique used is Interview and Questionnaire. The data analysis technique uses simple regression analysis with the help of SPSS software. The results of the study show that compensation has a significant effect on the performance of lecturers at UNUJA. The factors that influence lecturer performance are compensation. The results of this study provide input for the improvement of UNUJA in Probolinggo Regency because, if seen from the income of permanent lecturers at UNUJA in Probolinggo Regency, it is still below the average decent income of a lecturer.

Keywords: *Compensation, Lecturer Performance*

INTRODUCTION

In this case, humans are also a significant factor in running an organization; many influencing factors become an obstacle in carrying out activities, and it is not easy to calculate the excellent performance achievements of each individual. However, the achievement of a vision in an organization can be determined by the quality of human resources (HR). (Paramitadewi, 2017)

Education is one way to make Quality Human Resources. Efforts in educating the nation's life are based on and guaranteed in laws related to strategies to build high nationalism. Based on the observations of researchers at several universities in the Province of South Sumatra, they obtained information regarding the performance of lecturers who tended to be below average in carrying out their duties as teaching staff by the tri dharma of higher education, which was not by standards. Some permanent lecturers live in several tertiary institutions and have been unable to properly carry out the tri dharma of higher education. (Armanto & Gunarto, 2020)

One factor that becomes a problem is related to the lecturer performance system in an organization. Currently, many have started to conduct studies related to problems related to the decreased performance of lecturers; in this case, it is necessary to get severe treatment. While the lecturers themselves have the right to resign (PKH) due to one of the reasons being the lack of human resource skills themselves. As for the factors that affect the low performance of lecturers in an organization. In this case, the lack of lecturer performance also affects the relationship between lecturers and students, while other factors include: compensation, job satisfaction, work discipline and motivation. (Kusuma, 2012)

Lecturer job satisfaction is a factor that needs to be considered because lecturer job satisfaction can have a positive impact if the lecturer feels satisfied with what has

been done. Job satisfaction itself is a pleasant thing if the person can carry out their duties properly; it can also positively impact each individual's performance. (Wiastuti & Chandra, 2019)

So in previous research, it was said that compensation had a positive or significant impact on performance; referring to the results of data processing that was carried out, this researcher concluded that compensation affected performance. (Nugraha & Tjahjawati, 2018)

Based on the results of observations shows that in the UNUJA environment related to lecturer performance which is still very low, it can be influenced by several factors, including compensation because it is not by what lecturers have given UNUJA. When compared to other universities the compensation provided by UNUJA is much higher. Therefore, I want to research how much impact or influence the compensation provided by the University has on the performance of lecturers at UNUJA.

RESEARCH METHODS

This type of research uses a Quantitative Descriptive approach using a Likert scale to analyze the effect of compensation on the performance of lecturers at UNUJA using a Quantitative Descriptive analysis. Sugiyono (2012: 8) suggests that the Quantitative Descriptive research method can be interpreted as a research method based on philosophy and positivism, used to examine specific populations or samples, data collection based on research instruments, data analysis in the form of Quantitative Descriptive, to test hypotheses which have been set. (Billy Renaldo Potale, Viktor Lengkong, 2016) Observation, Interview, and Questionnaire are used in collecting research data.

RESULTS AND DISCUSSION

A. Sampling

In this study, sampling was carried out by interviewing lecturers. The sample was 33 lecturers with several questions about the effect of compensation. The interviews conducted can be seen in the table below:

B. Sampling Results

Based on the results of a sample of 33 lecturers' questions with several questions about the effect of compensation on lecturer performance, it can be seen in the table below:

NO	Trust (X)	Partisipan (Y)
1	29	30
2	29	29
3	28	28
4	28	29
5	28	29
6	28	29
7	28	28
8	28	29

9	28	28
10	28	27
11	27	26
12	28	27
13	27	27
14	27	28
15	26	28
16	27	29
17	27	29
18	27	29
19	26	28
20	28	29
21	28	29
22	29	30
23	29	28
24	30	28
25	29	28
26	30	28
27	29	29
28	29	28
29	30	28
30	29	29
31	30	28

32	29	29
33	29	29

A. Results of Data Processing Using SPSS

a) Results Variables Entered/Removed

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	kompensasi ^a		. Enter

a. All requested variables entered.

b) Dependent Variable: lecturer performance

The table above describes the variables entered and the methods used. In this case the variables entered are the compensation variable Independent variable and Lecturer Performance as the Dependent variable and the method used is the Enter method.

b) Model Summary Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.557 ^a	.310	.288	.95892

a. Predictors: (Constant), compensation

The table above explains the magnitude of the correlation/relationship (R) value of 0.557. From the output, it is obtained that the determinant coefficient (RS Squer) is 0.310 which means that the effect of the independent variable (compensation) on the dependent variable (lecturer performance) is 31.0%.

c) Anova results

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.828	1	12.828	13.951	.001 ^a
	Residual	28.505	31	.920		
	Total	41.333	32			

a. Predictors: (Constant), compensation

b. Dependent Variable: lecturer performance

The table above explains that from the output it is known that the calculated F value = 13,951 with a significant level of 0.001 < 0.005. So the regression model can be used to predict the compensation variable or in other words there is an effect of the compensation variable (X) on the Lecturer Performance variable (Y).

d) Result Coefficients

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.842	3.170		4.682	.000
kompensasi	.447	.120	.557	3.735	.001

a. Dependent Variable: lecturer performance

The table above explains that it is known that the Constanta (a) value is 14,842 while the compensation value (b/ Regression coefficient) is 0.447, so the regression equation can be written:

$Y = a + bX$ Persamaan tersebut dapat ditrjemahkan :

A constant of 14,842 means that the consistent value of the lecturer's performance variable is 14,842.

1. The regression coefficient X of 0.447 states that for every 1% addition of the compensation value, the lecturer's performance value increases by 0.128.
2. The regression coefficient is positive, so it can be said that there is a positive effect of variable X on Y.

Based on the calculation results above, it states that compensation has a very significant effect on the performance of lecturers at UNUJA.

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