JUMPA
Jurnal Manajemen Pendidikan

Pascasarjana
UNIVERSITAS NURUL JADID
PROBOLINGGO - INDONESIA

THE INFLUENCE OF QUALITY ASSURANCE INSTITUTIONS ON EMPLOYEE PERFORMANCE AT NURUL JADID UNIVERSITY

Khoirul umam ,Mohammad Wali,Hasan Baharun.
qonitafariha3@gmail.com,Walysimple2@gmail.com,
Pascasarjana Universitas Nurul

Abstract :

Quality is currently a "flagship" and becomes a competition arena in all higher education institutions and is maintained with the aim of being recognized more widely by the world of education, a college was founded for the first time, which was named the Nurul Jadid Islamic Institute (IAINJ). Several years later, in 1992, a higher education institution was also built called the Nurul Jadid Technology High School (STTNJ). in 2009 a higher education institution related to health was built with the name College of Health Sciences (STIKES). With global developments and challenges in the world of education, the Nurul Jadid Islamic Boarding School Foundation took the initiative to unite all higher education institutions in the Nurul Jadid Islamic Boarding School environment to become a university, in 2017 the three institutions united to become a university and was inaugurated directly by the Minister of Research and technology, and after the inauguration of the three higher education institutions by the minister of Research and Technology changed their name to Nurul Jadid University This type of research uses a Quantitative Descriptive approach using a Likert scale, namely to analyze the influence of quality assurance agencies on employee performance at Nurul Jadid University data analysis in the form of Quantitative Descriptive, with the aim of testing hypotheses that has been set. (Billy Renaldo Potale, Viktor Lengkong, 2016)The table above explains that it is known that the Constant (a) value is 48.506 while the Quality Assurance value (b/ Regression coefficient) is 0.128. Based on the data analysis and interpretation of the research results above, it can be concluded as follows: From the simple correlation and regression analysis between Quality Assurance Institutions (LPM) and Employee Performance, it shows that there is a positive relationship between Quality Assurance Institutions (LPM) and Employee Performance. Also, the coefficient of determination shows that the Quality Assurance Institute (LPM) contributes or influences 21.1% to the performance of Nurul Jadid University employees. so the results of testing the hypothesis show that the hypothesis that reads "there is an influence of the Quality Assurance Agency (LPM) on Employee Performance at Nurul Jadid University"

Key words: Quality, SDM, Kinerja

PENDAHULUAN

Quality is currently a 'flagship' and becomes a competition arena in all higher education institutions and is maintained with the aim of being recognized more widely by the world of education, and quality itself becomes world competition. At this time, there are many different opinions that tend to be more towards quality competition,

to be more recognized by the world, one must have a license that is recognized by the world, which seems to want that quality or (Quality) is to be made into a medium or a very accurate method. from various higher education institutions in order to compete in a very tight event. It can be seen from the current reality, there are still many higher education institutions as if they are "required" to be labeled "international quality," even though an organization must be registered beforehand in order to have an ISO (International Organization for Standardization) license. The same goes for higher education institutions. Higher education institutions, both in basic, medium educational institutions and higher education institutions, are currently competing in implementing a way to ensure the quality of a product produced can meet the highest desires of consumers, so that the provisions carried out by domestic licensed ISOs can owned. (Gumiandar, 2013)

Some of the determining components of a quality process include graduates, higher education institutions consisting of several components, namely, the quality of academic programs, human resources, infrastructure, and academic climate. How to improve quality, it is necessary to carry out continuous improvement with the aim of fulfilling internal provisions in education. In 2005 the government has stipulated PP No. 19 article 2 related to (SNP) that in the context of implementing education refers to eight provisions on the quality of education. including: content standards, processes, graduate competencies, educators and education staff, infrastructure, management standards, financing, and educational assessment standards. (Latuconsina, 2018)

Therefore, the government has made quality assurance measures for all tertiary institutions through the Higher Education Quality Assurance System (SPM Dikti), which has long been announced by the government. Based on Law no. 12 of 2012 concerning Higher Education, this SPM Dikti includes the Internal Quality Assurance System (SPMI) and the External Quality Assurance System (SPME) internal and external quality assurance systems after the issuance of Government Regulation (PP) No. 19 of 2005 concerning National Education Standards, which among other things states that every education unit on formal and non-formal channels is required to guarantee the quality of education. (Bancin, 2017)

The current impact of globalization is not only on the life sector but also has a significant impact on higher education institutions. Of course the problem of globalization is becoming a problem that is very urgent for the quality of a higher education institution, how to find a solution related to this problem so that it can be resolved immediately so it doesn't drag on too late. How is the process of implementing a learning in higher education institutions must be of quality in accordance with existing provisions. Existence is a challenge for higher education institutions how the public views it. Therefore, it is necessary for a tertiary institution to make efforts for a quality assurance system for the implementation of education. (Sumardjoko, 2010)

From the results of previous research, it was stated that there was a very significant impact or influence between the internal quality assurance system and the ISO quality management system on the performance of Organizational Employees. If the internal quality assurance system and the ISO quality management system are improved together, it will have an impact on the performance of the Organization's employees and can be maximized. In terms of a coefficient of determination of 0.8270, it indicates the influence of the internal quality assurance system and the ISO quality management system on the performance of Organizational Employees at Warmadewa University by 82.70% while the remaining 17.30% is influenced by other variables. (Wismaya, 2016)

In connection with the current problem, it is difficult to implement a quality education in a higher education institution related to implementation techniques in general in private higher education institutions. there are still many tertiary institutions and they pay little attention seriously to the quality of education. However, we need to realize together that quality assurance techniques can basically be used as an improvement for higher education institutions. The general public certainly wants to choose higher education institutions with quality graduates. (Rabiah, 2019)

In 1988, at the Nurul Jadid Islamic Boarding School, a college was founded for the first time, which was named the Nurul Jadid Islamic Institute (IAINJ). Several years later, in 1992, a higher education institution was also built called the Nurul Jadid Technology High School (STTNJ). in 2009 a higher education institution related to health was built with the name College of Health Sciences (STIKES). With global developments and challenges in the world of education, the Nurul Jadid Islamic Boarding School Foundation took the initiative to unite all higher education institutions in the Nurul Jadid Islamic Boarding School environment to become a university, in 2017 the three institutions united to become a university and was inaugurated directly by the Minister of Research and technology, and after the inauguration of the three higher education institutions by the minister of Research and Technology changed their name to Nurul Jadid University

Based on our observations that occurred at the quality assurance institution within the Nurul Jadid University environment, it has never been published regarding the achievements of the programs that have been implemented so far and the extent to which the impact or influence of the quality assurance institution has on the performance of employees within the Nurul Jadid University environment. Therefore we want to explore further how much influence the quality assurance institution has on employee performance, commitment and work climate at Nurul Jadid University.

B. Research focus

To determine the influence of quality assurance institutions on the performance of Employees Employees at Nurul Jadid University.

METODE PENELITIAN

A. Research approach

This type of research uses a Quantitative Descriptive approach using a Likert scale, namely to analyze the influence of quality assurance agencies on employee performance at Nurul Jadid University using 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 certain populations or samples, data collection based on research instruments, data analysis in the form of Quantitative Descriptive, with the aim of testing hypotheses that has been set. (Billy Renaldo Potale, Viktor Lengkong, 2016)

Place of Research and Time

B. Population & sample

The population in this study were educational staff at Nurul Jadid University. the number of educational staff from the total population referred to is 39 people in all Nurul Jadid University environments

C. Research Place

Research related to the influence of quality assurance institutions on employee performance at Nurul Jadid University. The determination of the research location was compiled by Khoirul Umam and Mohammad Wali, in this case it was based on several considerations including cost, time, manpower owned by the researcher, and the location which was so strategic and easy to reach by the researcher.

D. Time

In this research activity, to obtain complete, valid data and meet the research objectives, this research was carried out for approximately 1 month, from December to January 2023.

Data Collection Techniques

The method used in collecting research data is:

1. Observation

more specifically says that observation is not only about simple principles, it has different differences. there are several kinds of characters in making observations, and become stages in carrying out observations. while the implementation of the Observation includes various selections, selections, notes, giving codes, behavior and atmosphere, to obtain empirical goals. (Hasanah, 2017)

In general, observation is a way or method of collecting information or data that is carried out by observing and systematically recording the phenomenon that is being used as a means of observation.

2. **Interview**

The interview is an interactional communication process between two parties, at least one of the parties has a goal of anticipation and purpose and usually includes questions and answers. (Hansen, 2020)

3. Questionnaire

Table of Likert Scale Values

Score Perception	IKM Interval Value	Interval Value SMI conversion	Quality Service	Unit Employee Performance Service
1	1,00 – 1,75	25 – 43,75	D	Very Not Good
2	1,76 – 2,50	43,76 – 62,50	C	Not good
3	2,51 – 3,23	62,51 – 81,25	B	Well
4	3,26 – 4,00	81,26 – 100,00	A	Very good

Questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer. (Karimah et al., 2014)

D. Data Analysis Techniques

The data analysis technique that we use is Simple Linear Regression using the SPSS Application.

Pendekatan kuantitatif digunakan dalam jenis penelitian ini. Pemeriksaan ini dilakukan di Jl. SMP Darul Lughah Wal Karomah. Jendral Panjaitan 12 Sidomukti, Jawa Timur, Kecamatan Kraksaan, Kabupaten Probolinggo Partisipan dalam penelitian ini adalah 47 guru SMP Darul Lughah Wal Karomah. Data kuantitatif digunakan dalam penyelidikan ini.. Dalam ulasan ini, informasi penting diperoleh dari survei yang diberikan kepada guru dan staf. Informasi penting mencakup karakter responden, khususnya usia, jenis kelamin, tingkat pendidikan, dan sudut pandang responden tentang variabel kepemimpinan kepala sekolah, budaya pesantren terhadap motivasi kerja guru. Sedangkan informasi opsional melalui persepsi sebagai data tambahan di samping profil SMP Darul Lughah Wal Karomah. Pengolahan data menggunakan program SPSS 23.

HASIL DAN PEMBAHASAN

A. Results Variables Entered/Removed

Variables Entered/Removed[b]

Mode l	Variables Entered	Variables Removed	Method
1	Penjaminan Mutu[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Karyawan

The table above describes the variables entered and the methods used. In this case the variables entered are the Quality Assurance variable Independent variable and employee performance as the Dependent variable and the method used is the Enter method.

B. Summary Model Results

Model Summary

Mode l	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.459[a]	.211	.190	2.18193

a. Predictors: (Constant), Penjaminan Mutu

The table above explains the magnitude of the correlation/relationship (R) value of 0.459. From the output, the determinant coefficient (R Square) is 0.211. which implies that the effect of the independent variable (Quality Assurance) on the dependent variable (employee performance) is 21.1%.

C. ANOVA results

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	47.080	1	47.080	9.889	.003[a]
	Residual	176.150	37	4.761		
	Total	223.231	38			

a. Predictors: (Constant), Penjaminan Mutu

b. Dependent Variable: Kinerja Karyawan

The table above explains that from the output it is known that the calculated F value = 9.889 with a significant level of 0.003 <0.005. then the regression model can be used to predict the Quality Assurance variable or in other words there is an effect of the Quality Assurance variable (X) on employee performance variables (Y)

D. Result Coefficients

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	48.506	2.288		21.204	.000
	Penjaminan Mutu	.128	.041	.459	3.145	.003

a. Dependent Variable: Kinerja Karyawan

The table above explains that it is known that the Constant (a) value is 48.506 while the Quality Assurance value (b/ Regression coefficient) is 0.128, so the regression equation can be written:

$Y = a + bX$

$Y = 48,506 + 0,128X$

This equation can be translated:

A constant of 48,506 means that the consistent value of the Employee Performance Variable is 48,506

- The regression coefficient X of 0.128 states that for every 1% addition of the Quality Assurance value, the value of employee performance increases by 0.128.
- The regression coefficient is positive, so it can be said that there is a positive effect of variable X on Y.

KESIIMPULAN

Based on the data analysis and interpretation of the research results above, it can be concluded as follows:From the simple correlation and regression analysis between Quality Assurance Institutions (LPM) and Employee Performance, it shows that there is a positive relationship between Quality Assurance Institutions (LPM) and Employee Performance. Also, the coefficient of determination shows that the Quality Assurance Institute (LPM) contributes or influences 21.1% to the performance of Nurul Jadid University employees. so the results of testing the hypothesis show that the hypothesis that reads "there is an influence of the Quality Assurance Agency (LPM) on Employee Performance at Nurul Jadid University" can be accepted.

DAFTAR PUSTAKA

Bancin, A. (2017). Sistem Penjaminan Mutu Perguruan Tinggi. Jurnal Manajemen Pendidikan, 9(1), 1.

Gumiandar, S. (2013). Komitmen Pimpinan dalam Pelaksanaan Penjaminan Mutu Perguruan Tinggi (Studi Kasus IAIN Syekh Nurjati Cirebon). Holistik, 02(02), 27–56.

Latuconsina, Z. (2018). Faktor-faktor Penentu Manajemen Mutu Terpadu. Jurnal SOSOQ, 6, 93–105.

Rabiah, S. (2019). Manajemen Pendidikan Tinggi Dalam Meningkatkan Mutu Pendidikan. Sinar Manajemen, 6(1), 58–67. https://jurnal.unismuhpalu.ac.id/index.php/JSM/article/view/551

Sumardjoko, B. (2010). Faktor-Faktor Determinan Peran Dosen Dalam Penjaminan Mutu Perguruan Tinggi. Jurnal Cakrawala Pendidikan, 3(3), 294–310. https://doi.org/10.21831/cp.v3i3.359