

The Influence of Performance Improvement Strategies and Work Discipline on the Professionalism of Lecturers at PGRI Jombang University

Yudhi Ferdi Andri Asmawan
Universitas PGRI Jombang, Indonesia
*Corresponding author e-mail: yudhiferdi@gmail.com

Abstract: Improving the quality of higher education is impossible without improving the quality of its lecturers. Improving lecturer performance to support the implementation of quality education. Higher education is an educational unit that has the main task of producing quality human resources. The purpose of this study is to determine the description of the variables of lecturer performance improvement strategies, work discipline, and lecturer professionalism. To determine and analyze the influence of lecturer performance improvement strategies partially on lecturer professionalism. To determine and analyze the influence of work discipline partially on lecturer professionalism. To determine and analyze the influence of lecturer performance improvement strategies and work discipline simultaneously on lecturer professionalism. The method used in this study is quantitative analysis method. The results of the study indicate that the description of the variables of lecturer performance improvement strategies, work discipline, and lecturer professionalism are normally distributed. Partially, the performance improvement strategy variable has a significant effect on lecturer professionalism. The work discipline variable has no significant effect on lecturer professionalism. The lecturer performance improvement strategy variable has a significant effect on lecturer professionalism, while the work discipline variable has no significant effect on lecturer professionalism.

Keywords: Performance improvement strategies, work discipline, lecturer professionalism

1. Introduction

Education is an effort to educate the nation's life and improve the quality of Indonesian people carried out through teachers and lecturers. According to Law of the Republic of Indonesia No. 14 of 2005, it is stated that lecturers are professional educators and scientists with the main task of transforming, developing and disseminating science and technology and the art of education, research, and community service (Salim, 2017). The Tri Dharma of Higher Education which includes education, research, and community service must be carried out and practiced by every lecturer during their professional term of office in order to improve the quality of national education (S. A. A. K. Putra, Muhammad, et al., 2024). As professional staff, lecturers could develop their professionalism continuously by learning throughout their lives (Sakti et al., 2018)

According to government regulation Number 60 of 1999 concerning higher education, the purpose of higher education is to prepare students to become members of society who have academic and professional abilities who can apply and develop the treasury of science and technology, as well as disseminate knowledge and strive for its users to improve the standard of living of the community (Rabiah, 2019). In relation to the quality of education in higher education,

lecturers are an important factor in producing a reliable generation both in terms of arrangement in the fields of morals, ideology and intellectual fields as well as science and technology (Taufiq, 2018).

Professionalism uses instruments developed by Dikti in lecturer certification with indicators, namely pedagogical competence, professional competence, personality competence and social competence (Wibawa, 2017). Work discipline plays a very important role in the organization of educational institutions because the benefits of discipline are very large, both for the benefit of the organization and lecturers as teachers. Lecturer performance is measured by indicators of the implementation of the Tridharma of higher education which are carried out both in the fields of education and teaching, research and development of scientific works, community service and support (Priyono et al., 2023).

in their fields through training, maintaining the profession through improving performance and committing to behave according to the code of ethics for the public interest (Rachmadana et al., 2022). Improving lecturer performance can be interpreted as an effort to expand knowledge, improve teaching skills, and foster a professional attitude so that lecturers become more expert in managing learning (Depdikbud, 1994). The existence of work discipline for the organization is to ensure the maintenance of a set of rules that have been determined by the higher education institution and for the smooth implementation of tasks to obtain optimal results. As for work discipline for lecturers, namely the creation of a pleasant working atmosphere so that it will increase work enthusiasm in carrying out work. Therefore, lecturers can work optimally and can complete their tasks with full responsibility and can improve their abilities in order to achieve goals in the organization of higher education institutions.

2. Research Method

To obtain detailed, good, and correct data, researchers use several methods by collecting primary data sources (S. A. A. Putra et al., 2021) to find out whether the strategy of improving lecturer performance and work discipline influences lecturer professionalism. A questionnaire is a data collection technique carried out by giving written questions to respondents to answer. According to Sugiono in (Viana et al., 2022) a questionnaire, whether it is called a form, interview form, measurement instrument, is a series of questions formulated to obtain information from respondents as completely as possible. Documentation according to Moleong in (Aminudin et al., n.d.) is searching for data on things or variables in the form of notes, transcripts, books, newspapers, magazines, inscriptions, meeting minutes, agendas and so on. In implementing the documentation method, researchers investigate written objects, such as books, documents, regulations, meeting minutes, and so on (S. A. A. K. Putra, ZA, et al., 2024). This technique is used to collect internal data of higher education institutions such as university history, university profile, and organizational structure.

The method used in this study is the quantitative analysis method. This quantitative analysis is intended to estimate the magnitude of the quantitative influence of changes in one or more other events using a numerical approach. In this case, researchers use questionnaires and documentation so that researchers use SPSS (Statistical Package for the Social Sciences) data analysis techniques.

The questionnaire is a closed and direct questionnaire so that respondents only need to choose the answers that are available to get information, and the questionnaire is given directly to respondents. (Nurhidayanti et al., 2022) that closed questions are answers to closed questions that have been provided in advance by researchers, respondents only need to choose their answers.

3. Results and Discussions

Based on the discussion that has been described in the previous section, this study uses lecturer professionalism as the dependent variable and lecturer improvement strategies and work discipline as the independent variables.

The Influence of Lecturer Improvement Strategies on Lecturer Professionalism

The results of this study indicate that lecturer development strategies have a significant effect on lecturer professionalism. In accordance with previous research that was studied by Iqbal in 2008 with his research entitled the influence of lecturer development strategies on lecturer professionalism with the results of the study that the influence of independent variables on performance is partial or simultaneous. This study is also in accordance with the theory put forward by Megary in Riduan, (2009) stating that lecturers are required to develop and utilize their professional abilities, so that they can improve performance in carrying out functional tasks, because future education demands high-quality educational skills. In addition to implementing human resource strategies for lecturer professionalism, organizational support is also a factor that influences professionalism. Work discipline refers to attitudes that reflect the actions and behavior of individuals, groups or communities including compliance and obedience to the regulations and provisions set by the government in the form of ethics and rules that apply in society for certain purposes.

The Influence of Work Discipline on Lecturer Professionalism

The results of the study indicate that work discipline has no significant effect on lecturer professionalism. In accordance with previous research conducted by Fransina in 2010 with the title of research on the influence of human resource development strategies and work discipline on lecturer professionalism. The results showed that there was no development of human resources towards improving quality through organizational support.

This study is in accordance with the theory of UNESCO (1984) which emphasizes that the high position of lecturers is caused by the intensity of lecturer involvement in every activity in higher education. Basically, it is like a driving force for various activities in higher education. This involvement is caused by two things, namely the nature of the higher education organization and the function of lecturers in higher education.

As an organization, higher education is created and maintained to achieve goals related to the inheritance and development of science. For this reason, higher education staff must have the potential to master academic knowledge and understanding, master skills, undergo procedures, and design and implement research, master administration, and community service.

Based on the average calculation of each independent variable, the average for the lecturer improvement strategy variable is the highest. This proves that currently based on respondents' responses, it is known that on average respondents' rate lecturer development strategies as giving a higher rating compared to work discipline. The calculation shows that there is a relationship

between the independent variables of lecturer development strategies and work discipline. The lecturer development strategy variable has a significant effect on the lecturer professionalism variable, while the work discipline variable has no significant effect on the lecturer professionalism variable. This can be described as follows:

- a) Lecturers of the Faculty of Economics, PGRI Jombang, as many as 40 Lecturers feel that the implementation of lecturer improvement strategies affects the professionalism of lecturers. Based on the data presented, it can be understood that Lecturers of the Faculty of Economics, PGRI Jombang as professional educators and scientists with the main task of transforming, developing and disseminating science and technology and the art of education, research, and community service feel comfortable working when a high lecturer improvement strategy is created. Likewise, work discipline also affects the professionalism of lecturers.
- b) Lecturer professionalism depends on two independent variables in the study. Professional lecturers can increase or decrease if the variables of lecturer development strategy and work discipline change. Lecturers of the Faculty of Economics must be able to work well both individually and in groups.

The results of the T-test show that each independent variable of lecturer improvement strategy and work discipline has an influence on lecturer professionalism. The variable of implementation of lecturer improvement strategy has a greater contribution than work discipline.

4. Conclusions

Description of lecturer improvement strategy variables, work discipline, and lecturer professionalism. Based on research objectives to determine the description of lecturer improvement strategy variables, work discipline, and lecturer professionalism. The results of multiple regression analysis tests show that the description of lecturer improvement strategy variables, work discipline, and lecturer professionalism are normally distributed. The influence of lecturer improvement strategy variables partially on lecturer professionalism variables. Partially, lecturer improvement strategy variables have a significant effect on lecturer professionalism. This can be explained by the corrected item-total correlation on the lecturer improvement strategy variable (X1) of 0.452. The influence of work discipline variables simultaneously on lecturer professionalism variables. Work discipline variables have no significant effect on lecturer professionalism. This can be influenced by other factors including the experience of the individual, as well as observations regarding the daily life of the organization in treating someone. The influence of lecturer improvement strategy variables and work discipline simultaneously on lecturer professionalism variables. Lecture improvement strategy variables and work discipline simultaneously have no significant effect. Based on the results of multiple regression analysis testing, it shows that the lecturer improvement strategy variable has a significant effect on lecturer professionalism, while the work discipline variable has no significant effect on lecturer professionalism.

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