

The Effect of Lecturer Professionalism And Teaching Motivation on Lecturers Strengthening The Nation's Competitiveness (Survey on XYZ College Lecturers in Central Jakarta City)

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Abstract

The purpose of this study was to determine the effect of Lecturer Professionalism and Motivation Teaching Lecturers equally against National Competitiveness in Higher Education XYZ in Central Jakarta. The research method used was a survey with correlation analysis and regression. Data on lecturer professionalism, teaching motivation, and national competitiveness obtained through a questionnaire compiled by researchers, namely those that measure things related to the three things above. The results showed: 1) There was an influential independent variable lecturer professionalism and lecturer teaching motivation together with the dependent variable of the nation's competitiveness. This is proven by the results of testing hypotheses through multiple regression analysis that the value of Sig = 0,000 and Fcount = 27,746, whereas F table = 3.25 so that the Sig value <0.05 and Fcount> F table which means the regression is significant. 2) There is a significant influence of the lecturer professionalism independent variable on the variable nation's competitiveness. This is evidenced by the results of testing the hypothesis obtained that the value Sig = 0.001 and tcount = 3.808, while table = 1.68 so the value of Sig <0.05 and tcount> table which means there is a significant influence. 3) There is a significant influence of variable free motivation to teach the nation's competitiveness variable. This is proven by the results Hypothesis testing obtained that the value of Sig = 0.001 and tcount = 3.772, while table = 1.68 so that the Sig value <0.05 and tcount> t table which means that there is an influence significant. The equation shows that there is an influence of professionalism lecturer on the nation's competitiveness.

Keywords : Lecturer, Survey on XYZ College.

I. INTRODUCTION

Education is a dynamic process, therefore every activity or the action taken by the lecturer must be directed to achieve education goals. The object of education is students who have character, different abilities. The delivery of education must be supported by qualified human resources. This is a professional lecturer, where with quality HR then education is projected to be able to take measurements of the value local traditions which are seen as good at once New values are seen more prospective and productive so that they can achieve excellence in competition global. Education is a conscious effort to grow and develop potential sources of human power through teaching activities. There are two related education concepts with others, namely learning and learning. The concept of learning ends at learners and concepts learning is rooted in educators. Education is essentially business conscious to prepare students through activities through activities guidance, teaching or training for its role in the future (UUSPN No.2. 1989, article 1). So in developing lecturers' duties required to be able to educate, teach and train so that mastery of the concept is more embedded. In the most statutory regulations of the Republic of Indonesia discussing education is RI Law No. 20 of 2003, because this law can be referred to as parent of the legislation education. This law regulates education in general, it means everything to do with education, starting from preschool to education height is determined in this education. Educational success is influenced by change and renewal in all elements which supports. All of these elements interrelated in strengthening the achievement of educational goals. The development of the education world changes year after year along with the challenges in preparing quality human resources and being able to compete globally. One of the problems faced by the nation is that we are still of low quality on every level. Many things have been done to improve the professionalism of lecturers including various training and lecturer quality improvement ... However thus the professionalism of lecturers in strengthening the nation's competitiveness yet as expected. That fix done by the government will have no meaning if without the support of lecturers, students and society. Talking about competitiveness then the nation will not escape the process of learning how to teach.

Where in the process teaching and learning lecturers must be able to carry out their duties and roles with professionals. Lecturer as a professional educator has the main task of planning learning, carrying out learning, assessing learning outcomes, guiding and train students, who are supported by the competencies that should be possessed by a lecturer, as is hinted at in a Ministerial Regulation National Education Number 16 Year 2007 about Academic Qualification Standards and Lecturer Competencies include: (1) pedagogical competence, (2) competence personality, (3) social competence, and (4) professional competence. As a designer the future of the child lies to him the responsibility to empower and civilize all students. [1]

In strengthening competitiveness the nation there are factors which affect as follows:

a. Education

It is an attempt to give the possibility of changing attitudes based on motivation for achievers. Someone who knows the scope of work and deftness, usually will be too more productive or have better competitiveness.

b. Skills

Produced by education and training and dexterity training have a relationship with personality, lifestyle and energy available in his body. The more skilled a person is then the higher competitiveness.

c. Discipline

If the lecturer is teaching based on the attitude of professionalism and good discipline, then the results will increase its strength in strengthening the nation's competitiveness.

d. Attitudes and Work Ethics

Lecturer attitude in running his work is accompanied by work ethics that will support a competitiveness nation.

e. Motivation

Represents a force of motion that encourages humans to act. If this motivation is strong then power the competition is strong too. Generally the motivation of someone who is productive is to always be achievers in maintaining the nation's competitiveness.

f. Job Opportunities and Opportunities

Achievers If someone gets job opportunities and opportunities achievement accompanied by a supportive environment, existence adequate equipment, then power such a person's competitiveness will be high.

According to Gorton work motivation lecturers are encouraged to do work, motivation is a tight relation to work or behavior from a lecturer. Individuals act because of the existence of a number of forces which push in themselves, that is represented by terms, wants, needs (needs) and feelings of fear [2]

The work motivation process begins with a sense of lack of need, which moves to get, resulting in a search process. Then people have a series of certain actions. This motivational process is the initial model from James C. Gibson in his book *Organizations Behavior Structure Process* cited by Winardi (2001:23).

In other words it can be interpreted that motivation is someone's encouragement in achieving work performance / performance best marked with several indicators or characteristics which show motivation, like behavior, effort, craft, attention, discipline, perseverance, etc. In strengthening a competitiveness nation then the lecturer must pay attention to the main determining factors productivity of the nation's competitiveness. As explained by Susilo Martoyo that there are six main factors which determines labor productivity i.e. [3]:

a. Work attitude, such as: willingness to work well can accept additional duties from the leadership.

b. Skill level, which is determined by education, training in management and supervision education.

c. The relationship between labor and reflected school leadership in a joint venture between education and workforce to improve quality through quality control circle (quality control circles) and the committee regarding superior work.

d. Educational management, i.e. efficient management regarding resources and work systems to achieve the improvement of students' quality.

e. Labor efficiency, such as: workforce planning and additional tasks.

f. Entrepreneurship, which is reflected in taking risks, creativity in trying and different on the right track.

According to Ministerial Regulation Utilization of Republican State Apparatus Indonesia number 17 of 2013 concerning Lecturer Academic Position mentioned that academic position of lecturer is a position which shows the duties, responsibilities, the authority and rights of someone lecturer in a higher education unit that is in its implementation based on certain expertise and are independent. [4]

To encourage lecturers inside to carry out teaching and learning activities then two motivational factors must be paid attention, be it hygiene factors or causes or motivational factors or booster. In encouraging lecturers to work or carry out activities teaching learning is not enough just a factor only motivators are considered, however health factors are also very important in efforts to encourage lecturers in carry out teaching and learning activities.

These two factors cannot be separated, because there are certain lecturers precisely motivating factor is not a factor booster. Preferably those items designed for healthful factors for lecturers

certainly is not a healthful factor, but rather as a driving factor. This is consistent with what was raised by Davies that the items designed for the motivating factors (motivation factors) for certain people not yet certainly a driving factor, instead the items are designed for hygiene factors for certain groups are not a factor healthful but a driving factor. Mc. Cielland argues satisfying the needs of personnel who raises their motivation, namely: achievement needs, need for power, and affiliate needs.

From the definitions above, it was formulated that Megajar's motivation was conditions that make lecturers have the will / need to carry out his duties and functions as a lecturer in order to achieve the same goal as that set in educational goals. If lecturers have high work motivation, so the results are in accordance with the objective nation to be achieved. Work motivation factors studied on the virgin from within the lecturer (intrinsic) and factors outside the lecturer (extrinsic). Factor intrinsic includes the ability of lecturers, seriousness of the lecturer in implementing tasks, personality, confidence and dedication. Extrinsic factors such as: achievement, support, recognition, appreciation, compensation received, and role models from the leadership.

II. METHODE

The method used in this research is a survey with technique correlational analysis. In analysis correlational, the main thing being analyzed is a correlation coefficient, i.e. a number which shows the degree of relationship between two variables that have a relationship cause and effect and mutual cooperation change. The variables of this research are dependent variable (dependent variable) which strengthens the nation's competitiveness (Y) and independent variable (independent variable) is lecturer professionalism (X1) and motivation teaching (X2). Suspected between independent variables and the dependent variable is related cause and effect and mutual cooperation change. For this reason, analytical techniques and proof of hypothesis must be used in teknik correlational. The constellation model the relationship between variables in this study is as follows:

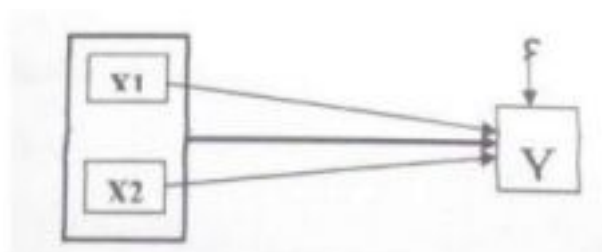


Figure 1.1 Constellation of relationships between research variable

Information :

Free Variable (X1): Lecturer professionalism

Independent Variable (X2): Motivation teach

Bound Variable (Y): Competitiveness nation

III. RESULT AND DISCUSSION

This research is to find out the influence of lecturer professionalism and teaching motivation of lecturers together towards the nation's competitiveness.

a. Professional Effects of Lecturers and Teaching motivation of lecturers Against the Nation's Competitiveness From the description of the data after Correlation analysis is done then obtained

correlation coefficient amounted to 0.775 and the coefficient determination of 60.06%, after testing with the SPSS program, then it is proven that the correlation coefficient it is significant. This means that there is influence independent variable X1 (lecturer professionalism) and X2 (motivation to teach lecturers) in a manner together with respect to variables bound to Y (nation's competitiveness). Whereas from regression analysis obtained by the regression line equation double $\hat{Y} = 14.165 + 0.236 X1 + 0.325 X2$. Constant value = 14,165 shows that with the influence of professionalism lecturer and teaching motivation the lowest lecturer is very difficult for the lecturer to be able to win the nation's competitiveness good, while the coefficient value regression of 0.236 and 0.325 show that there is positive effect of the independent variable X1 (influence of professionalism lecturer) and X2 (motivation teaching lecturer) together with the dependent variable Y (national competitiveness), and each increment of one variable unit the influence of lecturer professionalism at once with an increase of one unit variable teaching motivation lecturers will be followed by variable increase in competitiveness lecturers amounted to 0.703 units = (0.629 + 0.074). After testing linearity of the regression line using the SPSS program then it is obtained that the line the regression is linear. From significance coefficient testing the regression is also done with the SPSS program obtained that the regression coefficient significant which means true that there is an influence positive independent variables X1 and X2 together against dependent variable Y. Based on quantitative information the researchers concluded that lecturer professionalism and teaching motivation of lecturers jointly affect competitiveness.

b. Effect of Lecturer Professionalism Against the Nation's Competitiveness From hypothesis testing obtained that the value Sig = 0.001 and t count = 3.808, while table = 1.68. Because Sig value <0.05 and t count> t table then HO is rejected which means there is an influence which is significant between independent variables X1 (lecturer professionalism) with respect to the dependent variable Y (power national competitiveness). The results showed that there is an influence significantly between professionalism lecturers on competitiveness. Every increase is one unit lecturer professionalism variable will be followed by an increase variable competitiveness banagsa of 0.236 units, ceteris paribus or motivation variable lecturer teaching doesn't change. From quantitative information then, the researcher concluded that there was significant influence on lecturer professionalism towards the nation's competitiveness.

c. Effects of Teaching Motivation Lecturer Against Competitiveness Nation From hypothesis testing obtained that the value Sig = 0.001 and t count = 3.772, while table = 1.68. Because Sig value <0.05 and t count> t table then HO is rejected which means there is a relationship significant between independent variables X2 (lecturer teaching motivation) with respect to the dependent variable Y (power national competitiveness). The results showed that there is an influence significant motivation variable teaching lecturers on variables nation's competitiveness. Every increase in one unit of motivation lecturer.

d. teaching will be followed with variable power increases national competitiveness of 0.074 units, ceteris paribus or variable professionalism of lecturers not changed. From quantitative information then, the researcher concluded that there was significant influence teaching motivation of lecturers to the nation's competitiveness.

IV. CONCLUSION

Based on data descriptions research and after analysis it can be concluded :

a. There is a significant independent variable of lecturer professionalism and motivation to teach lecturers in a manner together with respect to variables tied to the competitiveness of the nation. This matter proved by test results hypothesis through regression analysis double that the value Sig = 0,000 and Fcount = 27.746, while Ftable = 3.25 so that the Sig value <0.05 and Fcount> Ftable which means regression it is significant.

b. There is a significant influence independent variable of lecturer professionalism to the nation's competitiveness variable. This is proven by the results testing the hypothesis obtained that Sig = 0.001 and t count = 3,808, while table = 1.68 so the value of Sig <0.05 and t count> table which means there is influence significant.

c. There is a significant influence independent variable of teaching motivation to the nation's competitiveness variable. This is proven by the results testing the hypothesis obtained that Sig = 0.001 and t count = 3,772, while table = 1.68 so the value of Sig <0.05 and t count> table which means there is influence significant.

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