

## Professional Certification and Motivation toward Lecturer Performance in Bekasi, Indonesia

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**Article History** Received: 10 January 2021; Revised: 12 February 2021; Accepted: 27 March 2021; Published online: 28 April 2021

**Abstract:** The purpose of this study is to analyze the effect of certification and Motivation to improving lecturer performance, both partially and simultaneously. This research involved 37 lecturers who taught at the University located in Bekasi. The research was conducted by distributing research instruments through Google forms in several Lecturer Associations. The analytical method used is multiple regression, testing the closeness of the relationship between variables with correlation analysis and testing the hypothesis with the t test and F test. The results of the study show that, certification significantly and motivation can significantly improve the lecturer performance. The results of this study can be a references for stakeholders both the University and the Ministry and Lecturer Associations to more focus in increasing appreciation for the achievement of lecturers' performance and Motivation.

**Keywords:** Profesional certification, Motivation, Performance, Lectures, Bekasi-Indonesia

### 1. Introduction

Education is one of human rights, so getting proper education is the right of every human being [1][2]. The success of the state in opening access to education for its people is one measure of the success of sustainable development set in the country.

Education is included in the service sector, where service quality is the spearhead of the success of a series of university knowledge delivery processes to students [3]. This makes the Lecturer position as a key factor in ensuring the quality of learners and the quality of education in the future [4].

Human Resources is an issue that is very much related to discussions on improving the quality of Education. In improving the quality of education, it requires human beings who have high Motivation, motivation and dedication to jointly advance the world of education [5]. One measure of good and bad quality of teaching staff is to measure the level of lecturer performance. In general, lecturers' performance in Indonesia is measured based on the implementation of "Tridarma". Many things can affect lecturers' performance, including motivation, Motivation, work environment, regulations, communication patterns, leadership and others

A very popular issue in the past 10 years in Indonesia is the Professional Certification of Lecturers. Each Lecturer is required to have a Lecturer Certification. The government continues to strive to improve the quality of education, one of which is the certification of lecturers and teachers. Certainly, the demands of lecturers' professionalism must be related and built through real performance improvement and mastery of competencies in carrying out and completing tasks and jobs as lecturer. It then becomes interesting that lecturer certification holders will get a certification allowance, provided that the lecturer implements and reports "Tridarma" activities, namely; Implementation of teaching, research and publications, community service and additional components for self-development.

In the lecturer certification manual in 2010, what is meant by lecturer certification is the process of giving educator certification to lecturers. This program is an effort to improve quality national education, and improve the welfare of lecturers, by encouraging lecturers to continuously improve their professionalism, educator certificates are given to lecturers through the certification process is formal proof recognition of lecturers as staff professionals at the higher education level (6).

To produce good performance, it must be accompanied by an increase in quality of Human Resources as executors, in this case Lecturers. The fact that is often raised in the communication between lecturers is the absence of standard rules on standardization of rewards for increasing lecturer Motivation. And this goes down to the University's policy, where each University interprets different things about the value of appreciation for increasing Motivation. This difference is then interesting to study further.

Seeing the dynamics that are quite volatile in an effort to improve the performance of lecturers, and see the latest issues, the researchers limit the problem only to the variable of professional certification and variable Motivation to be associated with improving lecturer performance. Based on the research background, research frame work is shown in figure 1.

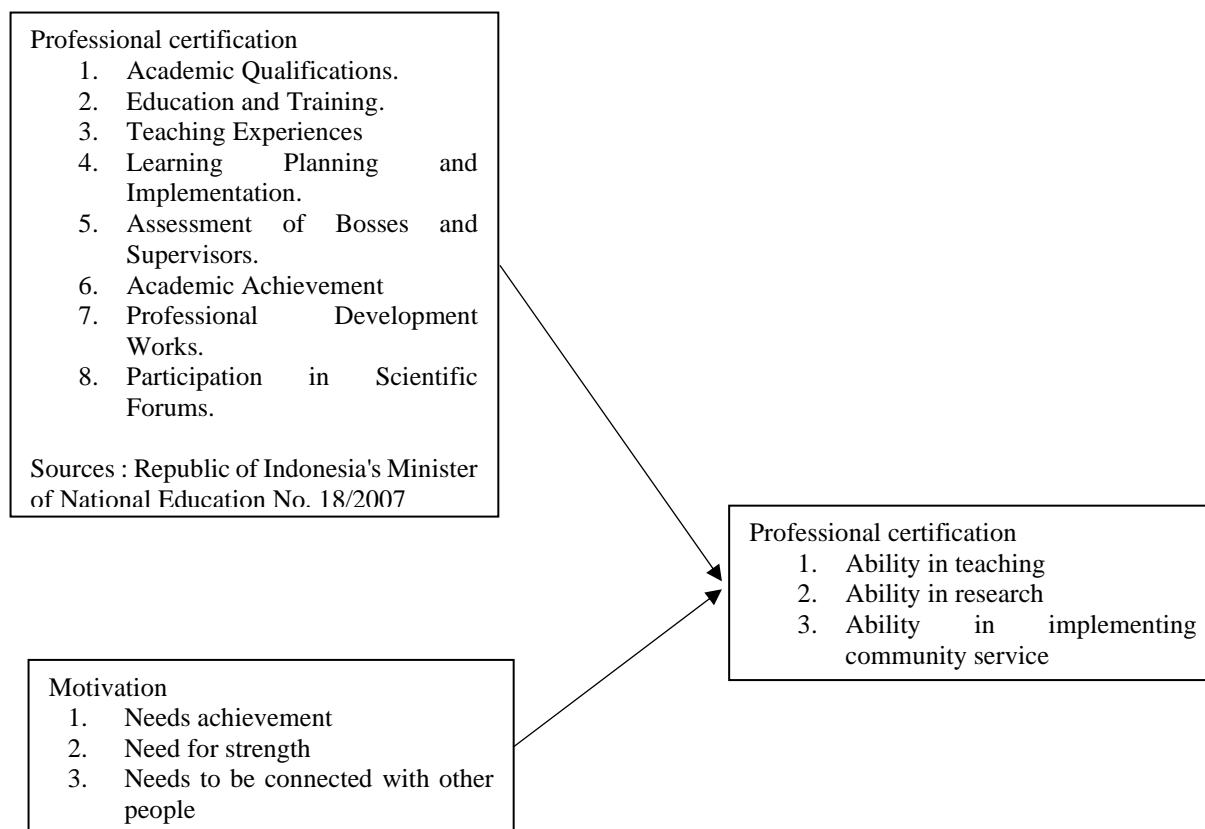


Figure 1. Research Frame Work

This study has the following hypotheses:

1. H1: There is an influence of certification (X1) on the performance of Lecturer (Y)
2. H2: There is an influence of Motivation (X2) on the performance of Lecturers (Y).
3. H3: Simultaneously, certification (X1) and Motivation (X2) has affect the performance of the Lecturer (Y)

### 3. Reserch Methode

The study involved 37 lecturers who taught on campuses around the city of Bekasi. Accidental research by spreading research instruments through Google forms in several Lecturer Associations. The respondent criteria are lecturers who already have Professional Certification (in this case Lecturer Certification). The analytical method used is multiple regression, testing the closeness of the relationship between variables with correlation analysis and testing the hypothesis with the t test and F test.

### 4. Result And Discussion

The research instrument is distributed to lecturers who teach at universities in Bekasi, through Google forms distributed by several Lecturer Associations. 37 replies were collected and then repacked to find out the respondent's profile, the recapitulation results are presented in Table 1.

Tabel 1. Profil Responses

Gender	Male	19
	Female	28
Educational Background	Bachelor	0
	Master	29
	Doctor	8

Age	<30 years old	13
	31 – 48 years old	19
	49 – 65	5

Sources : Data processed, 2020

Based on the recapitulation, it appears that the majority of respondents are women (75.7%). The level of education shows that the majority are Masters educated (78.4%), none have a Bachelor's education, this is in accordance with the minimum requirements of a Masters-educated lecturer, and there is still a minimum of Doctor-educated. Associated with the age of the majority aged 31-48 (50.5%). This profile shows that, the majority of lecturers are still in their productive age, so they do not experience difficulties in carrying out the task of "Tridarma".

Based on the validity test of each questionnaire with the value of r table; with an alpha value of 5%, the r table value is 0.3203. While the critical value of each r is greater than the r table (table 2, table 3 and table 4), thus it can be concluded that all questionnaires are valid. Reliability decision making with Cronbach Alpha statistical test of a variable is determined by comparing the value of r alpha with a value of 0.60 (Ghozali, 2011), in the research the value of Cronbach Alpha is 0.83. It was concluded that the research instrument was reliable for use in research.

**Table 2.** Test the validity of the certification variable

No	r-critical value	r table	Expalination
1	0,420	0,3203	Valid
2	0,390	0,3203	Valid
3	0,421	0,3203	Valid
4	0,387	0,3203	Valid
5	0,611	0,3203	Valid
6	0,570	0,3203	Valid
7	0,383	0,3203	Valid
8	0,581	0,3203	Valid

**Table 3.** Table 1. Test the validity of motivation variables

No	r-critical value	r table	Expalination
1	0,421	0,3203	Valid
2	0,571	0,3203	Valid
3	0,378	0,3203	Valid
4	0,389	0,3203	Valid
5	0,421	0,3203	Valid
6	0,390	0,3203	Valid
7	0,421	0,3203	Valid
8	0,500	0,3203	Valid

**Table 4.** Test the validity of performance variables

No	r-critical value	r table	Expalination
1	0,355	0,3203	Valid
2	0,456	0,3203	Valid
3	0,429	0,3203	Valid
4	0,394	0,3203	Valid
5	0,401	0,3203	Valid
6	0,591	0,3203	Valid
7	0,571	0,3203	Valid
8	0,602	0,3203	Valid

Sources : Data processed, 2020

After the research instrument is declared valid and reliable, then the next procedure is to test the normality, homogeneity and linearity as a testing tool and determine the next analysis method [14][15]. Normality test is a prerequisite test that must be performed before multiple correlation analysis. Test the normality of data in this study using calculations namely the Kolmogorov Smirnov test (K-S test). Test criteria are the data distribution is declared normal, on the contrary if the significance value <0.05 then H0 is rejected or the data distribution is declared abnormal [16][17][18]. Asymp. Sig. (2-tailed)) in Table 5 shows that X1 = 0.205; X2 = 0.101 and Y = 0.298 (table 5). This means that the significance value of each variable > 0.05, then the data from each of these variables are normally distributed.

**Table 5.** Normality test

One-Sample Kolmogorov-Smirnov Test			
	X1	X2	Y
Asymp. Sig. (2-tailed)	0	0,205	0,298

Sources : Data processed, 2020

Homogeneity test is intended to show that two or more sample data groups come from populations that have the same variance. Homogeneity test in this study uses the Homogeneity of Variance Test. The testing criteria is if the significance value is <0.05, then the distribution of data does not originate from populations that have the same variance [15]. The significance value for Y with X1 is 0.111 (> 0.05) and the significance value for Y with X2 is 0.114 (> 0.05) (table 6). So it can be concluded that all data have the same variation (homogeneous). By referring to the normality of the data and the homogeneity of the data, the data can be processed using the parametric statistical method.

**Table 6.** Homogeneity test

Test of Homogeneity of Variances	
X1	0,111
X2	0,114

Sources : Data processed, 2020

Linearity test is said to be linear if the results of Test of Linearity> 0.05. Based on the results of the study, the significance value between Y and X1 was 0.442 (> 0.05) and the significance value between Y and X2 of 0.126 (> 0.05) (table 7). Based on the results of these calculations the data have a linear relationship, then further researchers can use the multiple linear regression equation.

**Table 7.** Linearity tesy

Table ANOVA	
	Sig.
X1	0,443
X2	0,126

Sources : Data processed, 2020

Based on the results of calculations on the assumption test (tests of normality, homogeneity and linearity), the study continued with further data analysis, namely multiple linear regression. The multiple linear regression equation that results from data processing can be seen in the following table 8,

**Tabel 8.** Output of regression and hypothesis test

Coefficients						
	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,171	2,951		2,031	,001
	Certification	,432	,187	,370	2,123	,000
	Motivation	,281	,109	,209	1,726	,054
a. Dependent Variable : Performance						

Sources ; data processed, 2020

Regression equation is

$$Y' = 5.171 + 0.432 X1 + 0.281 X2$$

The equation shows that the influence of Certification (X1) is greater than the effect of Motivation (X2) on the performance of Lecturers (Y). So from these two independent variables, namely certification and Motivation, the step that needs to be taken by the University is to increase the number of Lecturers who are declared eligible to take certification and provide debriefing for Lecturers to pass the certification examination and then proceed to provide activities to improve Lecturer Motivation can provide better teaching.

T test results for the certification variable (X1) obtained the value of t critical 2,031> t table (2,021), t test results can be concluded that the certification variable (X1) give the significant influences to improve the performance (Y). So the form of testing the hypothesis is Ha is accepted and Ho is rejected. T test results for the competency variable (X2) obtained t critical value 2,123 > t table (2.021) so that the results of the t test can be concluded that the competency variable (X2) also give significant influences to improve the performance (Y).

The test results are the F count shows a value of 13,443. So critical F value is  $13,411 > F$  table 3,52 then simultaneously of the certification variable (X1) and motivation (X2) give the significant affect to improve the performance variable (Y). The results of this F test it can be concluded that certification and motivation simultaneously give the significant affect to improve Lecture performance.

## 5. Conclusion

The research proves that the professional certification and lecturer motivation are in the high category. In general, the level of lecturer performance for the field of research and community service is categorized sufficient, although not as high as the level of performance of the lecturers in the teaching field. This indicates that the lecturer. Private tertiary institutions are high in overall performance because of their high teaching fields. Motivation, competence and commitment of lecturers have a significant effect on lecturer performance either partially or simultaneously. Based on this, the Ministry of Education and higher education managers need to stimulate more intensively, especially in the fields of research and community service. This can be done by establishing a study center and providing incentives for both activities

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