
ORGANIZATION CULTURE AND LECTURER PERFORMANCE : CASE OF PAPUA PRIVATE UNIVERSITIES

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ABSTRACT

This study aims to determine the influence of organizational culture on the performance of lecturers of private university in Papua. This study includes the type of survey research and the method of research is utilizes the questionnaire in the main data collection in this case is the primary data of a number of samples from the population. In general, which is the unit of analysis in this survey research is individual. The results showed that organizational culture had a positive and significant effect on lecturer performance as evidenced by CR value of 1,998 and P 0.047 and the results were in accordance with the research hypothesis.

Keywords : Organization, Culture, Performance

INTRODUCTION

The role of lecturers in universities is very large in meeting the demands of society that produces qualified graduates as a form of responsibility. With various forms of responsibility, it is appropriate that a lecturer has a strong and clear motivation, namely the existence of a high range of dedication to achievement, acceleration or regulation of rank, significant income as a form of responsibility of the educational staff as well as the awards it receives, and the most important is the form of accountability against God Almighty who has run the mandate properly and optimally. With the frequent lecturers motivated to do their job well, will improve the quality and satisfaction of the desired work, because the strong weak motivation or motivation of a person will

determine the size of job satisfaction (As'ad, 1995: 45).

While the infrastructure owned by the PTS does not meet the standards of adequacy and utilization. Facilities such as lecturer room, laboratory, library, canteen and so on are still very minimal. In addition, the academic atmosphere or referred to as an academic atmosphere that should be created to make the learning process in college goes according to the vision and mission of universities. In an academic environment, it is expected to create a conducive climate for all academic activities, including interaction between lecturers and students, interaction between fellow students, lecturers with leaders, and interaction among fellow lecturers to create optimal learning process (Amang, 2009).

The whole phenomenon is also experienced in Papua Province which is trying to catch up from other provinces in Indonesia in an effort to improve the quality of Human Resources through quality education. Tri Darma Higher Education that includes teaching education, research and community service but sometimes lecturers focus more on Dharma education while research and community service is sometimes often forgotten.

With various conditions experienced in Papua Province so many interesting researchers to conduct research. The analytical unit is a private college lecturer considering that the lecturer as an educative person, is a group of workers who must carry out a task that is not lightweight because he must improve its performance through four aspects, namely carrying out education and teaching, conducting research, implementing community service, other supporting elements.

Lecturers directly related to the teaching and learning process of students, have a strategic role in terms of academic and student coaching, lecturers are professionals who determine what is best for students based on professional considerations, lecturers are at the forefront in determining the quality of service in universities. Lecturers are required to have the willingness and ability to develop their skills and knowledge in an effort to educate students to be ready to use and able to compete globally.

Lecturers are one important component in improving the quality of education. In order to improve the quality of college graduates, the lecturer has the obligation to provide education and good knowledge to the students in accordance with the competence and experience they have. For that role of university leadership is very important to

encourage lecturers to work in a sincere and earnest by creating a conducive working environment, inculcate the values of good organizational culture so that become a reference for lecturers in carrying out their duties and responsibilities, increasing the motivation of lecturers in work. With the attention of university leaders towards lecturers is expected to increase the commitment of lecturers who can ultimately improve the performance of lecturers. With high lecturer performance, it is expected that universities can contribute to produce quality human resources and can compete globally.

Various studies have been conducted to determine the effect of some exogenous variables on the performance of employees or companies. Kotter and Heskett (1997) conclude that: 1) Corporate culture has a very dominant influence on the success or failure of companies to build employee performance; 2) Organizational culture has a positive impact on the economic performance of the company; 3) Organizational culture can be created and formed to improve organizational performance. Some of the research that has been done on organizational culture variables are (Kotter and Heskett, 1997; Chatman and Jehn, 1994, Khoirul, 2002; and Deal & Kennedy, 1982; Peter & Waterman 1982 in Sobirin, 1997)

MATERIAL AND METHOD

The method used in this research survey is the method of research that utilize the questionnaire in the main data collection in this case is the primary data a number of samples from the population (Nazir, 1999). In general, the unit of analysis in this survey research is individual (Singarimbun, 1989 in Taba, 2004). Also in this study used in-depth

interview technique to complete the required data (Nazir, 1988, 1999).

This survey research is used for explanatory or confirmatory purposes, which provides an explanation of the causal relationship between the variables through hypothesis testing (Singarimbun, 1989 in Taba, 2004)).

The unit of analysis in this study is the lecturers (educative) of both lecturers employed (DPK) and permanent lecturers of each private university who teach at accredited universities and has had a

functional position or academic rank from expert assistant up to the professor.

RESULT AND DISCUSSION

Based on the test results as shown in Table 1 shows that the value of goodness of fit for all criteria is met, then overall the model is stated fit and valid. Having obtained a fit overall model, then testing the structural model to test the significance of the relationship between constructs (Hair et al, 1998: 613).

Table 1: Result of research model and hypothesis

No	Variable Exogen	Variable Endogen	(α)	CR	P	Research Hypotheses
1.	Organization Culture (X)	Lecturer Performance (Y)	0,17	1,998	0,047	Significant

Organizational culture has a positive and significant effect on lecturer performance as evidenced by CR value of 1,998 and P 0.047 and the results are in accordance with the research hypothesis.

Effect of Organization Culture On Lecturer Performance

Analysis of SEM resulted in the direct path coefficient of organizational culture on lecturer performance of 0.17 with critical ratio value (CR) = 1.998 > 1.95 and probability value (P) = 0.047 < 0.05, as can be seen in Table 1. Coefficient direct influence is marked positive, giving meaning that higher Organizational Culture, hence will higher performance of accredited PTS lecturer in Papua Province. Based on the analysis of the relationship between these variables shows that organizational culture has a positive and significant effect on the performance of lecturers.

The significance of the influence of organizational culture on the performance of lecturers, in line with the theory and the results of previous research which became the reference in this study. Ting & Yuan (1997) states that Employees in an organizational environment are certainly confronted with organizational culture that is believed to greatly affect job satisfaction and employee performance. Harriss and Mossholder (1996), suggest that organizational culture stands as the center of all factors derived from human resource management. Organizational culture is believed to influence the individual's attitude about outcomes, such as commitment, motivation, morale and satisfaction. This opinion is in line with Chatman, Jennifer and Bersade (1997) who say that employee performance is strongly influenced by organizational culture.

This means that the hypothesis stating that organizational culture has a significant direct effect on the performance of lecturers in the direction of positive influence, supported by empirical evidence according to the findings of this study.

CONCLUSION

Organizational culture has a positive and significant impact on organizational commitment and performance of accredited private college lecturers in Papua Province. This shows the truth of hypothesis 1, which states that organizational culture has a direct, positive and significant impact on organizational commitment and performance of lecturers of private universities in Papua Province. This means that in organizational culture consisting of professional personal and institutional professionals have been able to encourage the commitment of accredited private universities organizations in Papua Province.

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