THE EFFECT OF COMPETENCY AND COMPENSATION ON RESEARCH PERFORMANCE OF LECTURERS AT PRIVATE UNIVERSITIES IN MEDAN

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Abstract

One of the most critical factors in creating quality education in higher education is lecturers. Lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and art through education, research, and community service called the Tri Dharma of Higher Education. In addition to teaching in the classroom, lecturers are also required to research one of the tri dharma tasks of higher education. Many factors affect a lecturer's research performance. Competence and compensation factors are considered to be essential factors that affect a lecturer's research performance.

Purpose To analyze the effect of competence and compensation on the research performance of lecturers at private universities in Medan.

Methodology This study uses a descriptive associative approach with the object of research is a permanent lecturer at a private university in Medan. The test is done using multiple linear regression tests by first testing the classical assumption, then partially testing the hypothesis (t-test) and simultaneously (f-test). After that, look for the coefficient of determination to see how much the percentage of the variance of the independent variable affects the dependent variable.

Findings: Competence and compensation factors, either partially or simultaneously, positively and significantly affect the lecturer's research performance.

Paper Type: Research Article

Keywords: *Competence; Compensation; Lecturer Research Performance*

INTRODUCTION

Higher education is one of the forums for ordering the younger generation to face increasingly fierce competition with other nations in the world by providing quality and quality education. This means that universities must continue to strengthen the ability of the ranks of the academic community to be more professional and qualified. One of the most essential factors in creating quality education is the lecturer.

Based on (Undang-Undang Republik Indonesia Nomor 14 Tahun 2005) Regarding Teachers and Lecturers, explained that lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and art through education, research, and community service. Even further, the roles, duties, and responsibilities of lecturers are significant in realizing the goals of national education, namely educating the nation's life, improving the quality of Indonesian people, which includes the quality of faith/taqwa, noble character, and mastery of science, technology, and art. and realizing an advanced, just, prosperous and civilized Indonesian society (Kemristekdikti, 2009). From the description above, broadly, lecturers' duties are

divided into three parts called the Tri Dharma of Higher Education which consists of education, research, and community service.

Robbins in (Nafi'ah dan Putri Ayu, 2017) Explaining performance measures what employees do and don't do. Meanwhile, according to Bangun in (Purwanto, 2015) Performance is a job with specific requirements to be carried out in achieving the work goals or work standards set. Performance can be interpreted as a work presentation, work implementation, work achievement, work results, or performance (Trisnaningsih, 2011).

So that the performance of the lecturer can be interpreted as the ability of a lecturer to complete the work or task assigned to him, in another sense, lecturer performance is the ability to complete work related to the tri dharma of higher education which consists of education or teaching, research and community service. (Lukitaningtias & Hernanik, 2018). A lecturer is said to have good performance if he can complete all his tasks. However, in reality, most lecturers only carry out their duties in education or teaching and neglect their other responsibilities, namely research and service. At the same time, research and community service are also the main tasks of a lecturer.

This can be seen from the number of lecturers and scientific publications that are not yet comparable. Director-General of Research and Development Strengthening Ristekdikti, Muhammad Dimyati, explained that as of September 9, 2019, there were 177,000 lecturers and researchers from 4,607 universities in Indonesia but only produced research that was realized in the form of publications only as much as 34.007 ("https://www.pikiran-rakyat.com/pendidikan/pr-01319187/jumlah-dosen-dan-publikasi-ilmiah-belum-sebanding," 2019). This shows that there are still lecturers who have not carried out their research tri dharma task, because if, on average, each lecturer has only one study, then there should be 177,000 researches in the form of publications. Not to mention some lecturers have a lot of research while there are lecturers who don't have any research at all. When viewed from the 2018 Higher Education Statistics Book data issued by the Ministry of Research, Technology and Higher Education ("Buku Statistik Pendidikan Tinggi," 2018), the number of lecturers at private universities in Medan is 12,627 consisting of permanent and non-permanent lecturers. Meanwhile, based on data from the 2018 North Sumatra Central Statistics Agency shows that of the 36 private universities in Medan, there are 5,405 permanent lecturers ("https://sumut.bps.go.id/statictable/2018/11/27/1283/jumlah-perguruan-tinggi-swasta-mahasiswa-dan-dosen-menurut-jenis-perguruan-tinggi-se-sumatera-utara-2017-2018.html," 2019).

Although no exact data is showing how many lecturers are researching private universities in Medan, when referring to the data from the Director-General for Strengthening Research and Development of Research and Technology, Muhammad Dimyati, on September 9, 2019, it can be concluded that there are still lecturers who did not research private universities in Medan. This gap indicates a problem that occurs in the lecturer's research performance. One of the reasons why lecturers in Indonesia do not like to do research is because the amount of income for teaching lecturers is directly proportional to the number of hours leading so that lecturers prefer to teach rather than research, this was stated by the Director-General of Resources for Science and Higher Education, Ministry of Research, Technology and Higher Education (Kemristekdikti).) Ali Ghufron Mukti (Tempo, 2016).

According to Gibson (Siagian & Hazmanan, 2018), Factors that affect performance are individual variables consisting of abilities, skills, background, and demographics. The

second influencing factor is the psychological variable which consists of perception, attitude, personality, motivation, job satisfaction, and job stress. The third factor that affects performance is organizational factors comprised of leadership, compensation, conflict, power, organizational structure, job design, organizational design, and career.

From the expert explanation above, the problem of lecturer performance is influenced by many factors. However, the issues that occur in the research performance of lecturers at private universities in the city of Medan are indicated to be related to the first problem, namely the ability and skills or competence of lecturers. Becker (Lilawati & Mashari, 2017) said that competence refers to the knowledge, skills, and abilities of each individual or personal character that directly affects individual job performance. According to Grote (Pramudyo, 2010), competence is a fundamental characteristic of an individual that relates to a measure or reference to the effectiveness or failure of performance in a particular job or situation. According to Grote, competence can predict performance, i.e., who performs well and not well depending on the competencies they have, measured by the criteria or standards used.

Based on ("Undang-Undang Republik Indonesia Nomor 14 Tahun 2005 Tentang Guru Dan Dosen," 2005), There are four competencies that must be possessed as a lecturer in carrying out the duties of the Tridharma of Higher Education. The four competencies include academic, professional, personality, and social. These four competencies are indicators that show the performance of lecturers as educators and lecturers. If these four competencies are inherent in a lecturer, the performance of the tri dharma of college lecturers will be easily achieved, including research performance.

However, in reality, there are still many lecturers at private universities in Medan who do not yet have these four competencies, so the performance of the tri dharma of higher education lecturers, especially in research, has not been able to be achieved optimally. This causes only lecturers who have the competence to be able to carry out research. In contrast, most of the others do not have the competence in conducting research, so they neglect their duties to conduct research and only focus on teaching.

The second factor that affects the research performance of lecturers at private universities in Medan is indicated by the compensation factor. Understanding compensation, in general, is remuneration given for the work and contributions that have been given to the company by employees. Employees who have done an excellent job in the company deserve to get a reward from the company. Astuti & Suhendri (2019), in their research, defines compensation as a form of cost that must be incurred by the company in the hope that the company will receive a reward in the form of employee performance. According to (Hasibuan 2016) states that compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company. Mutholib (2019), in his research, defines compensation as any form of award given by employees as a reward for the contributions they make to the organization. In study (Harpis & Bahri, 2020), Employee compensation is any form of payment or compensation given to employees and arising from the employee's employment.

From the understanding of compensation that has been put forward by the experts above, the researchers try to conclude that compensation is a form of appreciation or remuneration provided by a university to lecturers, both in the form of financial and goods and services so that lecturers who research the university feel appreciated for the contribution that has been given to the college. What happened in private universities in Medan, the compensation given to lecturers for conducting research was not adequate;.

However, some universities already provided proper compensation of their lecturers who did research, most universities still did not apply the same thing. In addition, the lack of lecturer salaries at private universities in Medan also makes lecturers have to look for other jobs for additional income so that lecturers do not have time to do research. Based on the description of the problem above, to prove the truth of the indications of the issues that occur, the authors are interested in conducting further research with the title "The Influence of Competence and Compensation on Lecturer Research Performance at Private Universities in Medan City."

METHODOLOGY

This type of research is associative research to see the influence between the independent and dependent variables, namely the competence and compensation variable, on the lecturer's research performance, either partially or simultaneously. The place of this research was carried out in a private university in the city of Medan. The population in this study were all permanent lecturers who teach at private universities in Medan, amounting to 5,405 people based on data from the BPS North Sumatra. This study used a sample selection procedure determined by using the random sampling method. Samples were taken using the Slovin formula with an error rate of 5% so that the results obtained were 373 lecturers as samples. Data analysis techniques using:

a. Multiple Linear Regression

This study's multiple regression analysis was used to determine the effect of competence and compensation on lecturer research performance. The forms of the model that will be tested in this study are:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

Where; Y = lecturer's research performance; 0 = constant; X1 = competence; X2 = compensation; ε = Error.

b. Classical Assumption Test

The multiple regression method can be used as an unbiased estimation tool to meet the Best Linear Unbiased Estimation (BLUE) requirements. Therefore, before the multiple linear regression test is performed, it is necessary to first test the classical assumptions on the formulated model, including Normality, Heteroscedasticity, and Multicollinearity tests.

c. Hypothesis Test (t-$_{test}$ dan f-$_{test}$)

The t-test is used to partially test the regression coefficient of the independent variable. The test criteria used are:

If the significance value is ($_{test} > _{table}$), then H0 is rejected

If the significance value ($_{test} < _{table}$), then H0 is accepted

The F-statistical test is used to test the magnitude of all independent variables' effect (simultaneously) on the dependent variable. The test criteria used are:

If the significance value ($F_{test} > F_{table}$), then H0 is rejected

If the significance value ($F_{test} < F_{table}$), then H0 is accepted

d. Coefficient of Determination (R^2)

In this case, R2 is to state the coefficient of determination or how much influence competence and compensation partially or simultaneously affect the dependent variable, namely the lecturer's research performance.

RESULT AND DISCUSSION

Result of Study

Table 1. Multiple Linear Regression Testing Results

		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	4,101	,097		2,733	,001
	Competency	,431	,015	,537	2,117	,000
	Compensation	,126	,029	,530	2,010	,002
a. Dependent Variable: Performance of Lecturers' Research						

Source: SPSS Data Processing Results (2021)

From the results of data processing above, the regression model can be stated as follows:

$$Y = 4,101 + 0,431X1 + 0,126X2$$

The equation can be described as follows:

a. The constant is 4.101, meaning that if the competency and compensation values are assumed to be non-existent, the research performance of lecturers at private universities in Medan is 4.101.

b. The competency regression coefficient is 0.431, meaning that if the competency increases by 100%, the research performance of lecturers at private universities in the city of Medan increases by 43.1%.

c. The compensation regression coefficient is 0.126, meaning that if the compensation increases by 100%, the research performance of lecturers at private universities in the city of Medan increases by 12.6%.

Partial Hypothesis Test (t-test)

From the results of data processing above, it can be concluded that the partial hypothesis test is as follows:

a. For the competence factor on lecturer research performance, the $_{test}$ value is 2.117 > t_{table} 1.645, and the sig value is 0.000 <0.05. Thus, it can be concluded that the competence factor has a positive and significant effect on the research performance of lecturers at private universities in the city of Medan.

b. For the lecturer's research performance compensation factor, the t_{test} value is 2.010 > t_{table} 1.645, and the sig value is 0.002 <0.05. Thus, it can be concluded that the compensation factor has a positive and significant effect on the research performance of lecturers at private universities in the city of Medan.

Simultaneous Test (Statistical F-Test)

Table 2. The Results Test of Simultaneous

		ANOVA[b]				
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	126,432	2	21,851	8,108	,000[a]
	Residual	276,334	368	5,667		
	Total	443,005	370			
a. Predictors: (Constant), Competency, Compensation						
b. Dependent Variable: Performance of Lecturers' Research						

Source: SPSS Data Processing Results (2021)

From the results of data processing above, it can be seen that the probability value of F_{test} is 8.108 > F_{table} 1.16, and the importance of sig is 0.000 <0.05. Thus it can be concluded that the variables of competence and compensation together have a positive and

significant effect on the research performance of lecturers at private universities in the city of Medan.

Coefficient of Determination

Table 3. The Results of Determination Coefficient

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,633[a]	,465	,320	2,332	1,265

a. Predictors: (Constant), Competency, Compensation
b. Dependent Variable: Performance of Lecturers's Research

Source: SPSS Data Processing Results (2021)

The data above shows an R Square value of 0.317, which means that 46.5% of the variation in the value of lecturer research performance at private universities in the city of Medan is influenced by the role of competency variations and compensation. In contrast, the remaining 53.5% is influenced by other variables not examined in this study.

Discussion
1. Competency Factors on Lecturer Research Performance
For the competence factor on the research performance of lecturers at private universities in the city of Medan, it shows that the competency factor has a t_{test} value of 2.117 > t_{table} 1.645 and a sig value of 0.000 <0.05. Thus, it can be concluded that the competence factor has a positive and significant effect on the research performance of lecturers at private universities in the city of Medan.

The results of this study are in line with research conducted by Abdul Kholik (2016), which states that the competence factor has a positive and significant effect on the performance of lecturers in researching the University of Djuanda Bogor. (Kurniati & Fidowaty, 2017) in his research also states that competence affects the performance of lecturers in researching at the University of Komputer Indonesia.

From the results of previous studies and research conducted at this time, it can be seen that competence is one of the factors that cause the high and low performance of lecturers' research. The better the competencies possessed by a lecturer in terms of research, the more the lecturer's performance in carrying out his research tasks will be. Lecturers who do not have competence in terms of research, of course, will make the lecturer reluctant and lazy to do research.

2. Compensation Factors On Lecturer Research Performance
The compensation factor on the research performance of lecturers at private universities in the city of Medan shows that the compensation factor has a t_{test} value of 2.010 > t_{table} 1.645 and a sig value of 0.002 <0.05. Thus, it can be concluded that the compensation factor has a positive and significant effect on the research performance of lecturers at private universities in the city of Medan.

The results of this study are in line with research conducted by (Rifkhan, 2018) which states that the compensation factor has a positive and significant effect on the performance of Pamulang university lecturers, one of which is research. Arifin (2017), in his study, also stated that the compensation factor had a positive and significant effect on the

performance of lecturers at the Faculty of Teacher Training and Education at the Muhammadiyah University of North Sumatra, one of which was research.

From the results of previous studies and research conducted at this time, it can be seen that the higher the compensation given by universities to lecturers as a reward for researching one of the duties of a lecturer's tri dharma college, the higher the performance of the lecturer in carrying out his research tasks.

CONCLUSION
From the results of research and discussion, it can be concluded that the competence and compensation factors partially or simultaneously have a positive and significant effect on lecturer research performance. The value of the coefficient of determination shows 46.5%, which means that the variation in the value of lecturer research performance is influenced by the role of competency variations and compensation by that percentage, while the remaining 53.5% is influenced by other variables not examined in this study.

Suggestions that can be given in this study are for all private universities in Medan to further improve the factors that can affect the lecturers' research performance, in this case, the competence and compensation factors. Private universities in Medan must provide lecturers with education and research training regularly to have the competence and ability to conduct research. In addition, it also provides compensation in the form of attractive incentives or rewards for lecturers who teach research. This is to encourage lecturers' enthusiasm to conduct research. In this way, lecturers' research performance will also increase.

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