
THE INFLUENCE OF WORK CULTURE, COMPETENCY AND WORK DISCIPLINE ON LECTURERS' PERFORMANCE IN MAKASSAR SHIPPING SCIENCE POLYTECHNIC CAMPUS

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Abstract

This study aims to determine and analyze the influence of work culture, competence and work discipline on the performance of lecturers at the Makassar shipping science polytechnic campus. This research approach is a quantitative approach. The research was conducted at the Barombong Shipping Polytechnic and was carried out from December 2021-January 2022. The research population was the lecturers of the Makassar Shipping Science Polytechnic, amounting to 44 people with a sample of 44 people. The results showed that there was a positive and partially significant effect between motivation and enthusiasm for learning cadets, there was a positive and partially significant effect between work culture and competence on lecturer performance, while the work discipline variable had no partial effect on lecturer performance, while simultaneously variables work culture, competence and work discipline have a positive and significant impact on the performance of the Makassar Marine Science Polytechnic lecturer with the coefficient of determination in this study of 0.914

Keywords: *Work Culture, Competence, Work Discipline and Performance*

INTRODUCTION

Human Resources (HR) is a very important factor that cannot even be separated from an organization. HR is the key that determines the development of the organization in achieving the goals and objectives of the organization it was founded. HR is not just a mere resource, but a capital or asset for the organization. It even becomes a valuable asset and can be multiplied, developed and nurtured. So that the term HR among management develops into Human Resources (HR) or Human Capital (HC).

The conception of higher education HR management provides an understanding that lecturer human resources (SDMD) have a vital position in shaping the image of the quality of graduates and the quality of higher education in general. This position is strengthened by Higher Education Human Resource Management with the fact that lecturers have high authority in the academic process, and even higher than similar professions in the educational institutions below them. Lecturer performance can be measured from 3 areas of activity, namely education and teaching, research, and community service. These three fields must be balanced and consistently implemented every semester.

In fact, there are still many lecturers who prioritize the field of teaching only, while the fields of research and community service are still lacking. On the other hand, there are also lecturers who are more focused on prioritizing the field of research and community service. This condition causes the performance of lecturers to be less than optimal.

Lecturer performance in an educational institution is an interesting factor to study for five reasons. First, lecturers are the spearhead for the success of the teaching and learning process, without qualified and willing lecturers it is impossible for a teaching and learning process to produce quality students. Second, the lecturer does not only play

a role in transferring knowledge to students, but also provides an example of attitude, behavior and personality. Third, the quality of lecturer performance is not final and cannot be improved, because lecturers as human beings always grow and change dynamically. Fourth, the performance of lecturers who are not supported by professional competence, the teaching and learning process cannot run smoothly as expected. Fifth, lecturers are required to have academic qualifications, competencies, educator certification, physical and mental health and the ability to realize national education goals.

Hasibuan (2003) states that performance is a manifestation of the work done by employees which is usually used as the basis for evaluating employees or organizations. Good performance is a step to achieve organizational goals. So that efforts need to be made to improve performance. But this is not easy because many factors affect the high and low performance of a person.

Ministry of National Education (2004), stated that lecturer performance is the ability to carry out the work or tasks that lecturers have in completing a job. Work performance or work performance (performance). Performance or performance can be interpreted as work presentation, work implementation, work achievement, work results or work performance (LAN, 2004)

The habit of lecturers not coming to teach on time is a measure of how this habit becomes a culture. It is customary for a small number of lecturers to teach material that is not up to date and creative so that it is less attractive for students to come to study. The lecturers are certainly aware that the failure to teach is because the ideas that appear are not in accordance with work requirements. There is still a lack of organizational attention in giving to lecturers in representing organizations or occupying certain positions, so it is necessary to increase professionalism, creativity and emotional intelligence in an effort to achieve the aims and objectives of this campus being founded.

Competence is a measure of the success of a lecturer in understanding the world of work. There are still lecturers who do not understand the purpose of why students want to study and how to develop student potential. Even though the lecturer masters the material well, it is not certain that he can also convey the material well to students.

Richard (2008) argues that competence is the basic characteristics of a person that guides or causes outstanding effectiveness and performance. According to Sinnott et.al (2002) competency is a critical tool in work assignments and planning turnover. At a minimum level, competency means: a) recognizing the capabilities, attitudes and attributes required to cater to current and future staff as organizational priorities and strategic exchanges and b) focusing efforts on employee development to close gaps between required and available capabilities.

Lack of knowledge sources can be caused by a lack of lecturers conducting research and community development so that the material presented is not up to date, not interesting and creative. It can even be said to be monotonous in teaching because it only comes from the appearance of writing slides on the projector and the assignment of assignments rather than creating communication and interaction between lecturers and between students.

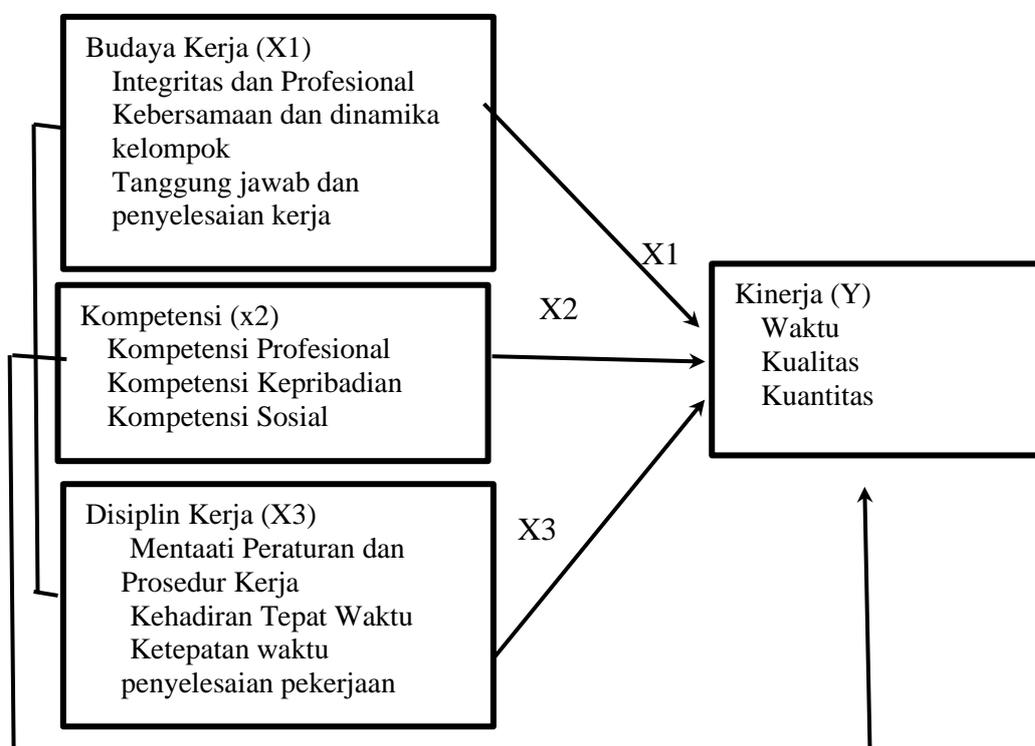
The definition of work culture according to Hadari Nawawi in his book Human Resource Management explains that: Work culture is a habit that is carried out repeatedly by employees in an organization, violation of this habit does not have strict sanctions, but organizational actors have agreed morally that the habit These are habits that must be obeyed in the context of carrying out work to achieve goals.

Meanwhile, according to Triguno in his book Human Resource Management explains that: Work Culture is a philosophy based on a view of life as values that become traits, habits, and driving forces, entrenched in the life of a community group or organization which is reflected in attitudes into behavior. , beliefs, ideals, opinions and actions that manifest as work or work

So it can be concluded that work culture is a concept that regulates beliefs, thought processes, and employee behavior based on the ideology and principles of an organization. This concept governs how each employee interacts with one another and how an organization or company functions. Work culture arises as a result of joint learning between members which is considered the right way to understand, think and feel one another in order to solve existing problems.

It is hoped that important indicators from these three variables will be found to improve lecturer performance, so that lecturer performance in these 3 fields can be maximized. This research can provide examples and considerations of the work culture that occurs to improve lecturer performance. On the other hand, lecturer competency and work discipline research can be used as a reference to improve lecturer performance.

Figure 1. Concept Framework



The hypothesis in this study are:

- H1 : There is a positive and significant influence between Work Culture partially on the performance of Lecturers at the Makassar Naval Polytechnic Campus.
- H2 : There is a positive and significant influence between competence partially on the performance of lecturers at the Makassar shipping science polytechnic campus.
- H3 : There is a positive and significant influence between Work Discipline partially on the performance of Lecturers at the Makassar Naval Polytechnic Campus.

H4 : There is a positive and significant influence between Work Culture, Competence and Work Discipline Simultaneously on the performance of Lecturers at the Makassar Naval Polytechnic Campus.

RESEARCH METHODS

This research is a quantitative research conducted at the Makassar Shipping Science Polytechnic. and will be held in December 2021 - January 2022. The target population in this study are 44 lecturers, with a total sample of 44 people. This research is a quantitative approach with data analysis techniques in this study using Multiple Linear Regression Analysis.

RESULTS AND DISCUSSION

Results

Statistical calculations in the multiple linear regression analysis used in this study were made with the help of the IBM SPSS for Windows version 23 computer program. The full results of data processing using the SPSS program are in the appendix and are further explained in the following table:

Table 1. The results of the multiple linear regression analysis table

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	-2.134	1.912		-1.116	.271		
X1	.418	.125	.414	3.333	.002	.140	7.156
x2	.466	.118	.381	3.967	.000	.235	4.261
X3	.261	.149	.203	1.749	.088	.161	6.216

a. Dependent Variable: Performance

Source: Results of Questionnaire Data Analysis

The regression equation model that can be written from these results in the form of the regression equation is as follows:

$$Y = -2,134 + 0,418X1 + 0,466X2 + 0,261X3$$

The regression equation can be described as follows:

1. A constant of -2.134 means that if there is no change in the variables X1, X2 and X3, the decision value is -2.134
2. The regression coefficient of the work culture variable has a positive direction in its effect on employee performance. The coefficient value of 0.418 indicates that if there is an increase in work culture in variable X1 then Y or lecturer performance increases by 0.418
3. The competency variable regression coefficient has a positive direction in its effect on employee performance. The coefficient value of 0.466 indicates that if there is an increase in competence in variable X2 then Y or lecturer performance increases by 0.466
4. The regression coefficient of the work discipline variable has a positive direction in its effect on employee performance. The coefficient value of 0.261 indicates that if there

is an increase in work discipline in variable X3 then Y or lecturer performance increases by 0.261

Partial hypothesis testing

1. Influence of Work Culture on lecturer performance

The test results obtained the t value for the work culture variable showing the t value = 3.333 while the t table value for n 44 was 2.019 thus the calculated t value was greater than the t table value so that the results stated that there was an influence between work culture on lecturer performance, and a significance value of 0.002 <0.05. With a significance value below 0.05, it indicates that work culture has a significant influence on lecturer performance.

2. The effect of competence on lecturer performance

The test results obtained the t value for the competency variable showing the t value = 3.967 while the t table value for n 44 was 2.019 thus the calculated t value was greater than the t table value so that the results stated that there was an influence between competency on lecturer performance, with a significance value of 0.000 <0.05. With a significance value below 0.05, it indicates that competence has a significant influence on lecturer performance.

3. Effect of work discipline on lecturer performance

The test results obtained for the t value for the work discipline variable showed a value of t = 1.749 while the t table value for n 44 was 2.019 thus the calculated t value was smaller than the t table value so that the results stated that there was no influence between work discipline on lecturer performance, with a significance value of 0.088 > 0.05. With a significance value above 0.05, it indicates that work discipline has no significant effect on lecturer performance.

F Test (Simultaneous Hypothesis Testing)

The F test is intended to find out whether the independent variable in this case is the variable work culture, competence and work discipline have a joint effect on lecturer performance. The results of the calculation of the F test to test the relationship of the independent variables together are obtained in the following table:

Table 2. ANOVA test results

ANOVA^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	664.124	3	221.375	140.885	,000 ^b
	Residual	62.853	40	1.571		
	Total	726.977	43			
a. Dependent Variable: PERFORMANCE						
b. Predictors: (Constant), Work Culture, Competence and Work Discipline						

Source: Data Processed in 2021

Based on the results of the SPSS output, the calculated F value was 140,885 and a significance value (Sig.) of 0.000. The calculated F value is 140,885 > F table is 2.84 and the significance value is 0.000 <0.05, it can be concluded that the variables of Work

Culture, Competence and Work Discipline simultaneously influence the performance of Campus Lecturers of the Makassar Shipping Science Polytechnic.

Coefficient of Determination

The coefficient of determination is used to determine how much influence the independent variables have on the dependent variable. The value of the coefficient of determination is determined by value *R square*

Table 3. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.956 ^a	.914	.907	1.25352	1.968
a	Predictors: (Constant), Work Culture (X1), Competence (X2), Work				
b	Discipline (X3).				
	Dependent Variable : Performance (Y)				

Source: Data Processed in 2021

The results of the calculation of the coefficient of determination R.Square obtained is 0.914. This means that 91.4% of lecturer performance is influenced by work culture, competence and work discipline while the remaining 8.6% of lecturer performance is influenced by other variables not examined in this study.

Discussion

The results of this study indicate that two X variables, namely work culture and competence, have a positive and significant effect on employee performance, while one x variable, namely work discipline, has a positive but not significant effect on lecturer performance.

Culture (culture) is the total thought, work and work of humans, which are not rooted in their instincts, and therefore humans can only be initiated after going through a learning process. Culture is the core of what is important in the organization. Such as the activity of giving orders and prohibitions and describing something that is done and not done that regulates the behavior of members. So culture contains what is allowed to be done or may not so that it can be said as a guideline used to carry out organizational activities, (Hofstede 2010).

Organization is a formal union system of two or more people who work together to achieve organizational goals (Malay, 2007). The organization is a social unit of a group of people, who interact with each other according to a pattern, so that the members of the organization have their respective functions and duties. environment.

Ideally, the work culture should be designed to realize organizational goals, while at the same time realizing the goals of individual workers. Work culture is often considered as the most common activity and leaders support the existence of work culture because through work culture, workers will become more skilled and therefore more productive even though these benefits must be taken into account with the time consumed when workers are being trained.

Mudrajad Kuncoro (2005) also said that core competence is the main value of a company/organization in creating skills and capabilities that are distributed through various lines of production or business. Moh. Uzer Usman (2006) states that a person is said to be competent if he has the skills to work in a particular field. From this point on,

competence is also interpreted as something that describes a person's qualifications or abilities, both qualitatively and quantitatively.

Fachruddin Saudagar (2009) states that a person's qualitative ability is the ability of a person's attitudes and actions that can only be judged by good and bad measurements. Meanwhile, quantitative ability is a person's ability that can be assessed and measured. Based on Law No. 14 of 2005 concerning teachers and lecturers competence is a set of knowledge, skills and behaviors that must be possessed, internalized and mastered by teachers or lecturers in carrying out professional tasks.

According to Hasibuan (2016), discipline is a person's awareness and willingness to comply with all applicable social rules and norms. Discipline is a mental attitude that is reflected in the actions or behavior of individuals, groups or society, in the form of obedience to regulations set by the government or ethics, norms and rules that apply in society for a particular purpose. Discipline can also be interpreted as self-control so as not to do something that is contrary to the philosophy of a nation/country (Sulistiyanti, 2011).

Many define discipline as when employees always come and go home on time. That opinion is only one demanded by the organization. Therefore, discipline can be interpreted as behavior that is written or not written. (Hasibuan, 2009)

Performance is a person's success in carrying out tasks, work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the tasks assigned to him and the quantity, quality and time used in carrying out tasks (Sutrisno, 2011).

Then Robbins (2007) defines performance, namely a result achieved by employees in their work according to certain criteria that apply to a job. Mangkunegara (2011) states that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Simamora (2002) explains that performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics.

CONCLUSION

Based on the results of research conducted by researchers, it can be concluded that:

1. The Work Culture Variable partially has a significant effect on Lecturer Performance at the Makassar Shipping Science Polytechnic Campus.
2. Competency Variables partially have a positive and significant effect on Lecturer Performance at the Makassar Shipping Sciences Polytechnic Campus.
3. The Work Discipline Variable partially has no positive and significant effect on Lecturer Performance at the Makassar Shipping Polytechnic Campus.
4. The Variables of Work Culture, Competence and Work Discipline simultaneously have a positive and significant effect on Lecturer Performance at the Makassar Shipping Sciences Polytechnic Campus.

SUGGESTION

Based on the conclusions obtained in this study, there are several suggestions that need to be conveyed by researchers, including:

1. For Related Agencies

The research conducted shows that work culture and competence have a significant effect on lecturer performance at the Makassar Maritime Sciences Polytechnic Campus, so it is hoped that relevant agencies will maintain the consistency of a well-established work culture and always strive to improve the competence of each teaching staff (lecturer) so that the quality of work and performance of lecturers could be better.

2. For further researchers

It is hoped that future researchers can see other variables that are not used in this study, to see an increase in lecturer performance.

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