

The Influence of Training on Lecturer's Performance

Muhammad Noval¹, Ida Wahyuningrum¹, Yusniarti¹, Henny Madora¹

¹Department of Management Informatic, State Polytechnic of Sriwijaya, Palembang, Indonesia

Keywords: Training, performance.

Abstract: This research is to analyze the effect of training to Lecturer's Performance of State Polytechnic of Sriwijaya. The respondents in this research are the lectures of State Polytechnic of Sriwijaya having status as public servants. The data used in this research are primer and secondary data. Analysis method in this research is using regression linear with training as independent variable and performance as dependent variable. The result of this research is independent variable has strong influence to dependent variable.

1 INTRODUCTION

The knowledge is dynamic it means that will change and develop according to era development. The knowledge to be transferred from a lecturer to students must be update because the knowledge which is received by the students will be applied in job area after they complete their studies in a university. In the rule of teacher and lecturer number 14 year 2005, a lecturer is a professional educator of a scientist with the main assignment to transform, develop and spread the knowledge, technology and art widely through education, research, and society dedication.

The quality of an educational institution is determined by the quality of all educators and the quality of educator in this matter a lecturer determines the quality of graduate of an institution or university. Self development is a way to increase the quality of a lecturer. A lecturer must have self development through trainings in order to have the updates knowledge.

The development of human resources is a process to increase the knowledge and skill of the employee to reach effective and efficient goal (Bangun, 2012).

One way of self development is joining the training which is a process to maintain and improve the skill of employee to make an effective work.

The training joined by the lecturer will give the direct output namely to increase the lecturer's knowledge and skill besides it will increase the lecturer's performance. The more skill and knowledge of a lecturer are expected the better performance of this lecturer.

The definition of performance is output reached by an employee which is based on job requirement. Performance is a measurement of what an employee has to and does not has to do (Bangun, 2012). The better lecturers' performance will make the performance of institution better.

In this research the discussed problems are: 1) How is the influence of the training on lecturers' performance of State Polytechnic of Sriwijaya?; 2) What are others variables influencing lecturers' performance of State Polytechnic of Sriwijaya?

Based on the problems defined above that purposes of this research are: 1) To know the influence of training on lectures' performance of State Polytechnic of Sriwijaya; 2) To know other variables giving influence on lectures' performance.

2 LITERATURE REVIEW

2.1 Training

A lecturer is one of human resources owned by one educational institution. An effective organization must be able to find, use, maintain and develop human to reach ambitious goal (Marwansyah, 2012). The quality of an educational institution is determined by the quality of human in this matter namely lecturer. Human resource is main element of an organization compared to other elements such as capital, technology and money because the human controlling other elements (Ismail, 2010)

2.2 Performance

According to (Mangkunegara, 2009) performance is output performance is output of work with quality and quantity reached by an employee in doing the given responsibility. (Wirawan, 2009) explains that performance is output which is resulted by the functions or indicators of a job or a profession. (Bangun, 2012) says that performance is output of work by an employee that is based on job specification.

Indicators to measure the performance (Dessler, 2010) are first, qualities of work are accuracy, carefulness and the output which meets the standard. Second, productivities are quantity and efficiency of work in certain time. Third, the knowledge of job are skill and practical information or the technic used in work. Fourth, an employee can be relied on completing the work and assingment. Fifth, the presence of an employee is on time and the supervising the time for break and lunch and the record of presence. Sixth, an employee can work indepently with or without supervision.

3 RESEARCH METHODOLOGY

3.1 Time and Place of Research

The time of research is 6 (six) month. The collected data use the questionnaire with quantitative research. The research is in Palembang with the object of research is lecturer of State Polytechnic of Sriwijaya.

3.2 Data Source

In this research there are two kinds of data, they are: primary and secondary data. Primary data is data collected directly from the first source, example questionnaire. Secondary data is data collected from secondary source, example lectures and employees of State Polytechnic of Sriwijaya.

3.3 Analysis Method

Method of research used in this research is themethod of correlation survey with multiple regression analysis technical that is a technique used to analyze the influence of some independent variables on dependent variable. To process data statistically we need a software that is E-views.

The model is made to test statistically which is used to modify the correlation between training as

independent variable and performance as dependent variable.

3.4 Analysis Method

A questionnaire is a list of questions filled by respondents to get data to be related to the research. The questionnaire is used to get data to test the hypothesis. Data collecting by delivering the questionnaire to respondents who are the lecturers of State Polytechnic of Sriwijaya.

3.5 Population and Sample

Population is all object (people, incident, or something) having certain characteristic both tangible and untangible. The object is called the unit of population. The finite population is a population can be counted no matter of the size and the infinite population is the large population which cannot be counted (Puspowarsito, 2008).

The lectures of State Polytechnic of Sriwijaya are population of this research. To determine the size of sample we apply the Slovin formula written by Steph Ellen with reference principles and methods of research (Ellen, 2010).

$$n = N / (1 + Ne^2)$$

n = sample

N = population

e = level of tolerance

This research is the survey research with using sample as the object of research because of limited time and financial and large population. Sample must represent the respondents. Sampling method is non probabilistic sample, which every element of population does not have the same probability to be choose as a sample or sampling which is not random and objective. Probabilistic sample with purpose sampling means that the sample is suitable for the purpose of research. The population in this research is the lecturer of State Polytechnic of Sriwijaya as much as 361.

$$n = N / (1 + (Ne^2))$$

$$n = 361 / (1 + (361 * 10\%^2))$$

$$n = 361 / (1 + (361 * 0.01))$$

$$n = 361 / (1 + 3.61)$$

$$n = 361 / 4.61$$

$$n = 78$$

The samples are 78 respondents of 361 population.

4 RESULT AND DISCUSSION

4.1 Result

The following table is output of data processing. The influence of independent variable to dependent variable simultaneously and partially is shown in table 1.

Table 1: The result of the research

Variable	Persamaan	
	Coefficient	Prob.
C	10.38402	0.0002
X	0.459536	0.0000
Observation	77	
R-Squared	0.407021	
Adjusted R-Squared	0.399115	
F-Statistic	51.48007	
Prob (F-Statistic)	0.000000	
Durbin-Watson stat	2.239696	

Source: SPSS proceed. 2018

After processing the respondents' data regression is:

$$Y = 10.38402 + 0.459536 X$$

4.2 Discussion

The coefficient of variable X training has positive value 0.459536 it means that training variable has positive correlation with performance variable. It has meaning that if training variable increases one so that lecturer's performance will increase 0.459536

The value of R squared 0.407021 which means that 40.70% of independent variables gives influence to dependent variable and the remaining 59.30% is influenced by other variables outside of the model of this research.

F-test is a test to see the influence of all independent variables on dependent variables simultaneously. The value of prob F-Test is 0.0000 where it is < 0.05 it means that independent variables give influence on dependent variable simultaneously.

T-test is a test to see the influence of independent variable on dependent variable partially. The value of prob. t-test is 0.0000 where it is < 0.05 it is concluded that there is a positive influence between training

variable and lecture's performance of State Polytechnic of Sriwijaya. The coefficient of training variable is 0.4595 and significant statistically with confidence level 95%. The value indicates that training variable has influence positively on lecturer's performance variable with every one training can increase lecturers' performance.

5 CONCLUSIONS

Variable training gives positive and significant effect to variable performance with probability 0.0000 and coefficient value 0.4595 with level of confidence 95%. That training has a strong influence of lectures' performance both partially and simlutenously at State Polytechnic of Sriwijaya, Palembang, Indonesia.

ACKNOWLEDGEMENTS

This research is assigned by State Polytechnic of Sriwijaya, Palembang, Indonesia. The author thankfully for the scientific discussions with other authors from State Polytechnic of Sriwijaya, Palembang, Indonesia. The authors would like to acknowledge all reviewers at the IC FIRST 2018 for their feedback on an earlier version of the paper, and also thank to the reviewers who gave feedback as part of this journal's review process.

REFERENCES

- Puspowarsito, A H. 2008. *Metode penelitian organisasi dengan aplikasi program SPSS*. Bandung: Humaniora.
- Bangun, W. 2012. *Manajemen sumber daya manusia*, Jakarta: Erlangga.
- Dessler, G. 2010. *Manajamen Sumber Daya Manusia*. Jakarta: PT. Indeks
- Ellen, S. 2010. eHow Blog, rujukan *principles and methodology research*, Ariola et.al. (eds.) 2006
- Ismail, I. 2010. *Manajemen sumber daya manusia*, Lembaga Penerbitan Fakultas Pertanian Universitas Brawijaya Malang. Jakarta: Gramedia Pustaka Utama.
- Mangkunegara, A P. 2009. *Manajemen sumber daya manusia*. Bandung: PT Remaja Rosdakaarya.
- Marwansyah. 2012. *Manajemen sumber daya manusia*. Bandung: Alfabeta.
- Simamora, H. 1999. *Manajemen sumber daya manusia*, Yogyakarta: STIE YKPN.
- Veithzal, R & Fauzi, B A. 2004. *Performance appraisal*. Jakarta: Raja Grafindo Persada.
- Wirawan. 2009. *Evaluasi kinerja sumber daya manusia*. Jakarta: Salemba Empat.