

**IMPACT OF ORGANIZATIONAL COMMITMENTS TO PERFORMANCE OF
LECTURER HIGHER EDUCATION OF ISLAMIC PRIVATE VOCATIONAL SCHOOL
IN MEDAN**

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Abstract

The purpose of this study was to determine the effect of commitment on the performance of lecturers in Private Universities in Medan City. The research method used was a survey. The sample of this study is 90 PTS lecturers and taken by random technique. From the results of the study, it can be concluded that: there is an influence on the performance of the lecturer.

Keywords: organizational commitment, lecturer

PRELIMINARY

Human resources in an organization are very important factors for the effectiveness of the activities within the organization. Every company, whatever its shape and type, will need human resources who have the ability to think, act and be skilled in facing the success of a company. For this reason, private universities are required to improve the quality of their resources so that there is an increase in the performance of lecturers and can contribute to improving the performance of the company. One of the things that can affect the performance of lecturers is organizational commitment. The organization's demands on its members is a commitment to the organization at work. Organizational commitment is an important behavioral dimension that can be used to assess the tendency of employees to survive as members of the organization. Commitment is the identification and relevance of someone who is relatively strong towards the organization. Employees with high organizational commitment have different attitudes than those who are low committed. High organizational commitment results in work performance, high commitment to make individuals care about the fate of the organization and try to make the organization a better direction. With a high commitment, the possibility of performance degradation can be avoided. Organizational commitment plays an important role in improving the performance of lecturers. The purpose of organizational commitment is to correct mistakes that occur so as not to occur continuously. A well-run organizational commitment will be able to improve performance and performance discipline of the lecturers and lecturers will always be responsible for the work carried out.

Higher Education Institutions are business entities that can be classified as service sectors, meaning that the products received by customers and higher education institutions are mostly in the form of services.

In North Sumatra Province there are 3 PTNs and 195 Private Universities in the LLDikti. Especially for PTS L2Dik, it is known that the accreditation value of the National Accreditation Board for Accounting Study Program is mostly "C" and only two Accounting programs that get

"A". this situation is an indication that the performance of the Accounting study program is still low.

Based on national education standards, the determining factors in the development of education are content standards, processes, graduate competencies, education personnel. Through the initial survey and research results of the National Accreditation Board (BAN) in the Islamic PTS study program in North Sumatra, it was found that the factors that were still low and needed attention were related to the performance of higher education institutions.

Based on the background that has been explained, the formulation of the problem raised in this study is how the influence of organizational commitment on the performance of lecturers in Islamic universities and based on the formulation of the problems mentioned, the objectives in this study are:

Knowing Organizational Commitment to Lecturer performance at Islamic Universities

LITERATURE REVIEW Organizational Commitment

Stephen P Robbins and Judge define it as a situation where an individual sided with the organization and the goals and desires to maintain its membership in the organization. Mowday, Porter, and Steers cited by Schultz, 1998) state that organizational commitment has the following three components. First, accept the values and goals of the organization. Second, the desire to strive for the organization. And thirdly, has the desire to remain be in the organization.

Allen and Meyer (1990) classify three forms of organizational commitment, namely:

1. Affective Commitment

Linkages emotional

employees, identification and involvement in the organization. Members of the organization with high affective commitment will continue to be members of the organization because they have their own desires ..

2. Continuing Commitment

Individual commitment based on consideration of what must be sacrificed when leaving the organization. In this case the individual decides to settle in an organization because it considers it as a fulfillment of needs.

3. Normative Commitment

Individual beliefs about responsibility for the organization. Individuals remain in an organization because they feel obliged to be loyal to the organization.

Meyer et al. (1990) included in his research several things that were a result of organizational commitment:

b. Lecturer Performance

Organizational commitment has a positive influence on employee performance in accordance with before. In other words, lecturers with high commitment to the organization will perform better. Of the two dimensions of organizational commitment, only affective commitment and normative commitment have a positive relationship with employee performance. While continuation commitments have a negative relationship. Affective commitment was found to be a stronger positive relationship with employee performance.

Employee performance

Mathis and Jackson (2002: 78), state that a person's performance standards are seen as output quality, output quantity, output period, workplace attendance, and cooperative attitude. The work standard is determined based on job criteria, which is to do whatever the organization has given to be done by the employee, therefore individual performance in the job criteria must be measured, compared to existing standards and results must be communicated to all employees.

Christie Dkk (2010) states that performance is the achievement of a result that is characterized by the expertise of one's task or group on the basis of predetermined goals. Bernardin, John H & Joyce EA Russell (1993) performance is expressed as outcomes records resulting from a certain activity, for a certain period of time. Individual performance appraisal is very beneficial for corporate growth in a keseluruhan manner, through this assessment, the actual condition can be known about how employees perform.

RESEARCH METHODS

Population is the total number of units of analysis whose characteristics will be suspected as the subject of research. The population target of this study is the chairman and secretary and Chairperson of the Accounting Study Program S1 Islamic PTS in North Sumatra

In determining the sampling it basically depends on the population and the ability to reach it, less than 100 and the researcher has the ability to reach it as a whole, then the sampling method used is the census technique. This method implies that all members of the population are sampled, due to the limited number of samples. So in this study the sample is the total population of 90 respondents.

Data analysis technique

1. Validity test
2. Test reliability
3. Hypothesis testing

The analysis technique used is simple linear regression analysis which aims to see the effect of organizational commitment and lecturer performance

$$Y = a + bx$$

Information:

Y = Lecturer performance variable

X = variable organizational commitment

a = constant (insep fungsi) b = regression coefficient

RESULTS AND DISCUSSION

Data that has been collected is still in the form of raw data, so it needs to be processed and then analyzed using SPSS version 19.

A. Simple Regression Analysis Coefficients ³

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	63.709	2,837		22.460	.000
1 Organizational Commitment	.428	.063	.617	6.753	.000

a. Dependent Variable: Employee Performance

- Employee Performance = 63,709 + 0,428 Organizational Commitment
- The meaning of the numbers from the above equation are:
 - The constant value (a) is 63,709 which means that if the organizational commitment is assumed to be zero (0), then the employee's performance is 63,709.
 - Regression coefficient value of organizational commitment variable is equal to
- 0.428 means that each increase in organizational commitment by 1 unit will increase the lecturer performance by 0.428.

B. Cholesterol Test (r)

Correlations

		Performance Employee	Commitment Organization
Pearson Correlation	Performance Lecturer	1,000	.617
	Performance Organizational Commitment	.617	1,000 .000
Sig. (1-tailed)	Lecturer of	.000	
	Organizational Commitment		
N	Performance Lecturer	75	76
	Organizational Commitment	75	76

Based on the data table above, it can be seen that the correlation coefficient is 0.617 which is in the range of 0.60 - 0.799 with a strong category. This means that

there is a strong relationship between organizational commitment and lecturer performance.

C. Determination Test (R)

In this simple linear model, the magnitude of the contribution to the independent variable will be seen by looking at the magnitude of the coefficient of determination, the total r ^[1] If r is obtained close to 1 then it can be said that the stronger the model explains the influence of the independent variable with the dependent variable. Conversely, if r approaches 0, the weaker the influence between the independent variable and the dependent variable.

Summary Model "

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.617 ^a	.381	.373	3.94560

- a. Predictors: (Constant), Organizational Commitments
- b. Dependent Variable: Employee Performance

Based on the table data above, it can be seen a large determination coefficient of 0.381. The meaning is that the percentage effect of organizational commitment on Lecturer performance is 38.1%.

D. Hypothesis Test (T) Coefficients ³

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	63.709	2,837		22.460	.000
1 Organizational Commitment	.428	.063	.617	6.753	.000

- a. Dependent Variable: Employee Performance

From the t test above, the value of t count is 6.753 with a significance of 0,000. Obtained the value of t table with $df = nk-1 = 76-1-1 = 74$ at the significance level of 5% (2-tailed) of 1,993. Thus it is known that t count (6.753) > t table (1.993) or significance (0.000) < 5% (0.05). Can be interpreted that organizational commitment has a significant effect on the performance of lecturers.

This study proves that organizational commitment has a positive effect and the significance of the performance of lecturers in Private Universities in North Sumatra

is proven by the lecturers to have strong organizational commitment and high performance. Then the purpose and vision of the college mission

CONCLUSION

Based on the results of the analysis of the research and discussion described earlier, the conclusions in this study are

1. Based on the results of the study there are 3 Organizational Commitments to lecturers namely affective commitment, continuation commitment and normative commitment in each individual lecturer in Islamic PTS North Sumatra. The highest commitment is affective commitment and the lowest commitment is normative commitment.
2. Based on the results of the study it is known that the performance of lecturers in Islamic PTS in North Sumatra, shows high performance. Those analyzed from seven dimensions, namely quantitative, qualitative, work knowledge, cooperation, reliable, initiative and attitude contained within the individual lecturer.
3. Based on the results of the study, it was found that Organizational Commitment consisting of affective commitment, continuation commitment, and normative commitment had a positive and significant influence on the performance of lecturers in Islamic PTS in North Sumatra.

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