

Lecturer Working Commitment On Some Of State Higher Education Institutions In South Sumatera

***Zainal Berlian**

State Islamic University Raden Fatah, Palembang (South Sumatera)

*Corresponding Author: *Zainal Berlian*

ABSTRACT: *The purpose of this research is to examine the effects of lecturer commitment on student perceptions of intellectual capital and working environment. The sample comprised 450 lecturers who work at the state institution di south sumatera. Data were obtained through self-administered paper-based questionnaires. A model linking lecturer commitment with students' perceived intellectual capital and working environment was created and the hypotheses were tested using structural equation modeling. It was found that lecturer commitment to students' academic achievement and lecturer commitment to the social integration of students are both positively related to student satisfaction. However, lecturer commitment to the social integration of students did not appear to influence students' perceptions of teaching quality. The implications for higher education institutions are discussed.*

Keywords: *intellectual capital, lecturer commitment, working environment,*

Date of Submission: 18-10-2017

Date of acceptance: 16-11-2017

I. INTRODUCTION

The rapid technological developments, as well as the increasingly uncertain changes in world economic conditions, require a country to continue to improve the quality of its human resources, because one of the most important elements in order to improve the progress of a nation is the nation's human resources. The role of human resources is a demand in the readiness and quality of competing skills and competencies in High Competitive (Daft, 2010) that are constantly changing and unpredictable (uncertainty). Good intellectual capital can increase the work commitment of teachers at the University. Based on the above statement, the commitment of Polytechnic lecturers in Indonesia which is relatively less tend to be caused by low intellectual capital. It can be seen that the Polytechnic in Indonesia is relatively more priority of hard skill than soft skill which is very important in employment and entrepreneurship, so unbalanced hard skill and soft skill will decrease intellectual capital owned by University in Palembang.

II. RESEARCH PROBLEM

Based on the identification of the above problems, then the problem can be formulated as follows: (1). Is there any influence of intellectual capital on work commitment of lecturers at some public universities in Palembang? ; (2). Is there any influence of working environment on lecturer work commitment at some public universities in Palembang? ; (3). Is there any influence of intellectual capital and work environment together on the work commitment of lecturers at some public universities in Palembang?

III. LITERATURE REVIEW

Ulrich (2005) argues that Intellectual Capital is a product of the interaction between competence and commitment. Then according to Klein & Prusak (in Stewart, 2005), Intellectual Capital is intellectual material that has been formulated, captured and used to produce higher value assets. Each organization places intellectual material in the form of assets and resources, explicit and hidden perspectives and capabilities, data, information, knowledge and policies. According to Bukowitz and William (2000: 670), Intellectual Capital is the relationship between human capital, customers, and organizations that can maximize the potential of creating value organizations. Human capital is the competence, the thought, and the ability of individuals and teams to determine solutions to customer desires. The customer's capital is the power of customer relationships, the perceived superior value of customers, and the improvement of customer custom solutions. Organizational capital is the organizational capability in the form of a knowledge system of all sources (basic knowledge, business processes, and technology infrastructure) of shared culture, values and norms. Sanchez et. Al. (2007) put forward the model of intellectual capital classification at a university, by developing the concept of Bontis namely:

1. Human Capital: Invisible individual knowledge of members of an organization, defined as a combination of education, genetic inheritance, experience and attitudes toward life and work.
2. Structural Capital: Invisible knowledge that embraces the organization tacit knowledge that embraces the organization. It recognizes the enormous diversity of relationship fulfillment to manage the company in a coordinated way.
3. Comprehensive knowledge in marketing and customer relations. This includes developing knowledge about customers, suppliers and industrial or government-related associations.

According to Nitsemito (2005) the company should be able to reflect conditions that support the cooperation between the level of superiors, subordinates and who have the status of the same position in the company. Conditions that should be created are the atmosphere of kinship, good communication, and self-control. According to Soedarmayanti (2007) that the factors that can affect the formation of work environment are as follows:

1. Lighting / Light, Light or illumination is very beneficial for employees to get safety and smooth working. Therefore, note the existence of light but not dazzling. The light is less clear, so the work will be slow a lot of errors, and ultimately lead to less efficient in carrying out the work. Basically, light can be divided into four, namely direct light, light half-direct, indirect light and light indirectly.
2. Air Temperature, Oxygen is a gas needed by living things to maintain survival, that is to process metabolism. The air around is said to be dirty when the oxygen levels, in the air have been reduced and have mixed with gas or odors that are harmful to the health of the body. A sense of cool and fresh in the work will help speed up the recovery of the body due to fatigue after work.
3. Noise, one of the populations that is enough to occupy the experts to overcome it is the noise, the sound that is not desired by the ear. Unwanted because especially in the long run it can disrupt the working calm, damage the hearing and cause communication errors, even according to research, serious noise can cause death. Because the work requires concentration, the noise should be avoided so that the implementation of work can be done efficiently so that work productivity increases.
4. Work Safety, In order to keep the place and working environment conditions remain in a safe state it is necessary to note the existence. One effort to maintain security at work, can take advantage of the Security Personnel Unit (SATPAM).
5. Employee Relations. Enjoyable work environment for employees through harmonious bonding with superiors, colleagues, and subordinates and supported by adequate facilities and infrastructure that exist in the workplace will bring a positive impact for employees, so that employee performance can increase.

IV. RESEARCH METHODS

The purpose of this study is descriptive and verifikatif, thus the type of research conducted is to obtain a description of the variables studied, while verifikatif basically to test a hypothesis. This research will examine the influence of intellectual capital and work environment on work commitment at several state universities in South Sumatera. The method used in this research is descriptive survey method and explanatory survey conducted through data collection in the field. The type of investigation in this study is causalitas, because it will test the causal relationship of these variables. Time Horizon in this study is a sectional cross is a set of data to examine a phenomenon in a certain period of time. The unit of analysis in this research is the lecturers. In this study, the population size is the lecturers at several public Universities in Palembang who already have professional certification with the number of 450 lecturers. The number of samples can be explained in the following table:

Table – 1, Number of Samples of State Lecturers in Palembang

No.	College Name / University	Number of Lecturers
1.	State University Sriwijaya Palembang	225
2.	State Islamic University Raden Fatah	225
	Total	450

V. RESULT AND DISCUSSION

3.1. Intellectual Capital Influence on Lecturer Working Commitment

Test results and hypothesis and analysis proved that intellectual capital has a positive and significant impact on work commitment with a coefficient of 0.470. This provides information that increasing intellectual capital at some public universities in Palembang, then the commitment of lecturers working in several universities in Palembang will increase/high. The results of the research are in line with the results of research conducted by Mavis Yi-Ching Chen, Yung Shui Wang, Vicky Sun (2002), on intellectual capital and organizational commitment to the creative industries in Taiwan which shows that personal human capital and intellectual capital organizations influence organizational commitment.

3.2. Effect of Work Environment on Lecturer Work Commitment

The results of hypothesis testing and analysis showed that the work environment has a positive and significant impact on work commitment with a coefficient of 0.485. The most dominant dimension to form a working environment at Lecturers of several public universities in Palembang is the availability of teaching facilities. The meaning is the availability of teaching faculty faculty consisting of the availability of teaching equipment, the availability of internet connection and the availability of laboratories if available with complete and adequate gives a strong indication of impact on the commitment of lecturers of several public universities in Palembang.

3.3. Integrating Intellectual Capital and Working Capital on Lecturer Working Commitment

Based on result of hypothesis test and partial data of intellectual capital and work environment have positive and significant influence to work commitment. Similarly, simultaneously proven intellectual capital and work environment have a significant effect on work commitment with determination coefficient of $R^2 = 0,761$ which means show total contribution of direct and indirect influence of both exogenous variable to commitment is equal to 66,9% thus Can be interpreted that if intellectual capital and work environment become the focus of attention on the environment of lecturers Some public universities in Palembang, it will have an effect on the work commitment of the lecturer itself. Based on the data, the most dominant variable influences the work commitment of the lecturer is shown by the work environment variable ($\xi_2 = 0,475$) compared with the variable of intellectual capital ($\xi_1 = 0,460$). While equal to 0,662 ($\xi = \text{Zeta}$) is another factor that influence to work commitment, but not examined in this research outside variable of intellectual capital and work environment.

VI. CONCLUSION

1. Intellectual capital proved to have positive and significant effect with path coefficient equal to 47,0% and t value $4,895 > t \text{ table } 1,96$ to work commitment. The most dominant dimension on intellectual capital variable on the dimension of structural capital / organization, while the dominant work commitment variable formed by the dimension of affective commitment.
2. Working environment proved to positively and significantly influence with path coefficient of 48.5% and t value of $5,287 > t \text{ table } 1,96$ against Working Commitment. The dominant dimension of work environment variables is the dimension of the availability of teaching facilities, while work commitment variable is formed by the dimension of affective commitment.
3. Intellectual Capital and Work Environment together proved to have positive and significant impact on work commitment of lecturer with contribution equal to 76,1%. The most dominant variable affect work commitment variable is the work environment variable with the dimension that most reflects the dimensions of the Availability of Teaching Facilities, while the dimension that most reflects Work Commitment Variables is the dimension of Affective Commitment.

REFERENCES

- [1]. Alex, S, NitiseMITO. 2005. Manajemen Personalialia (Manajemen Sumber Daya Manusia, Edisi Kelima, Cetakan Keempat belas, Ghalia Indonesia, Jakarta
- [2]. Amir Subagyo. 2014. Pengaruh Lingkungan Kerja dan Self Efficacy Terhadap Komitmen Organisasional Dosen Politeknik Negeri Semarang. *ORBITH VOL. 10 NO. 1 MARET 2014*: 7 - 81.
- [3]. Anwar Rabu Mangkunegara, 2009. Manajemen sumber daya manusia. Bandung: PT. Remaja Rosdakarya Baldwin Tomothy T., Willia Bommer, Roberts Rubin. 2013. *Managing Organizational Behavior*. Second Edition, USA; Mc Graw Hil, Inc.
- [4]. Bakker Arnold A & Evangela Demerouti. 2011. A Study Analysis Work Engagement Job Resources and Intellectual Capital Impact the Commitment Organization and Job Career.
- [5]. Bernardin H. John, and Russel, Joyce E.A., 2013, Human Resources Management; An Experimental Approach, International Edition, Singapore, McGraw Hill, Inc.
- [6]. Cascio, Wayne F. 2013. Managing Human Resources, Productivity, Quality of Work Life. New York, USA. Mc. Graw-Hill Inc.
- [7]. Chong, Wong Lou. 2011. The Relationship Between Commitment and Organizational Culture, Leadership Style and Job Motivation. *Organizational Change and Development. Journal of Leadership and Organizational Development*, Vol. 20. No. 17. Pp 365-378.
- [8]. George Jennifer M & Gareth R. Jones. 2012. Understanding and Managing Organizational Behavior. Sixth Editon, Boston USA, Pearson International Edition.
- [9]. Ghozali, Imam. 2009. Analisis Multivariate dengan Program SPSS. Semarang: Badan Penerbit Universitas Diponegoro.
- [10]. Gibson, James L., John M. Ivancevich, James H Donnelly, Robert Konopashe. 2012. Organizations, Behavior, Structure Process, Forteenth Editions, Noston USA, Mc. Graw-Hill Inc.
- [11]. Ivancevich, John M & Robert Konopaske. 2013. *Human Resources Management*; Mc. Graw Hill, New York.
- [12]. Ivancevich, John M, Robert Konopaske & Michael T. Matteson. 2012. Organizational Behavior and Management, Ninth Editon, New York, Mc. Graw-Hill Irwin.
- [13]. Jones Gareth R. 2013. Organizational Theory, Design and Change, Seventh ed., Boston, USA, Pearson.
- [14]. J. Supranto dan Nandan Limakrisna. 2012. Petunjuk Praktis Penelitian Ilmiah untuk menyusun skripsi, tesis dan disertasi, Mitra Wacana Media, Jakarta.
- [15]. Kinicki, Angelo & Me] Fugate. 2012. Organizational Behavior. Fifth Edition, USA, Mc. Graw-Hill IncLathan & George, 2012, *Structural Equation Modeling Approach Business Research Methods*, 2nd Edition, Virginia, USA, John Wiley & Sons Inc.

- [16]. Leila Malek Makan, Sajjad Delavari, Mehrab Sayadi, Afsaneh Keivanshek. 2014. The effects of social capital and organizational commitment on the staffs intellectual contribution in the central building of Shiraz University of Medical Sciences , *Journal of Health Management dan Informatics, Vol. 2, No. 2*.
- [17]. Lussier Robert N. 2012. Human Realtions in an Organization Application and Skill Building, Fifth Edition. New York. Me. Graw- Hill Inc.
- [18]. Luthans, Fred.201 1. Organization Behavior, An Evidence-Based Approach, Twelfth Edition, New York, Mc. Graw-Hill Inc.
- [19]. Madison Thomas F, Stephen Ward, Kent Royalty. 2012. Corporate Social Responsibility, Organizational Commitment and Employee Career Development. *International Journal of Business and Social Science*, 214228.
- [20]. Maheran, Nik dan Nik Muhammad. 2009. "Intellectual Capital Efficiency and Firm"s Performance: Study on Malaysian Financial Sectors." *International Journal of Economics and Finance*. Vol. 1, No. 2, pp.206-212.
- [21]. Mavis Yi-Ching Chen, Yung Shui Wang, Vicky Sun. 2012. Intellectual capital an, organizational commitment: Evidence from cultural creative industries in Taiwan. *Emerald Group Publishing Limited 0048-3486, Vol. 41 No. 3*, pp 321-339.
- [22]. McShane, Steven L & Marry Ann Von Glinow. 2010. Organizational Behavior, Emerging, Knowledge and Practice for the Real ;World. Fifth Editon, New York, USA, Me. Graw- Hill Inc.
- [23]. Mochammad D Munir Rahman. 2012. Pengaruh Kemampuan Intelektual, pembelajaran Individual dan Internal Locus of Control Terhadap Kompetensi dan Kinerja Dosen (Studi Prodi Manajemen Terakreditasi Pada Universitas Swasta di Surabaya) <http://journal.lib.unair.ac.id/index.php/ME/article/view/905/900>.
- [24]. Mohammad Reza Shahpasand, Moslem Savari, Valiollah Sarani.2014. The Effect of Intellectual Capital on Knowledge Management: Study on Agriculture Organization Experts in Kurdistan Province *International Journal of Business and Social Science Vol. 4 No. 12*.
- [25]. Nga T. P. Pham, Mien S. R. Segers and Wim H. Gijsselaers.2012. Effects of Work Environment on Transfer of Training: Empirical Evidence from Master of Business Administration programs in Vietnam. *International Journal of Training and Development 17:1*, ISSN 1360-3736, doi: 10.1111/j.14682419.2012.00417.
- [26]. Neuman,W.L.2010. Basics of Social Research: Qualitative and Quantitative Approaches. 2nd Edition. New Jersey. USA.Pearson Education.
- [27]. Noe, Raymond A, John R. Hollenbeck, Barry Gerhart & Patrek M. Wright. 2010. *Human Resources Management: Gaining a Competitive Advantage*, 4edition, McGraw-Hill/Irwin, New York.
- [28]. Nur'aeni.2011. Pengaruh Motivasi, Kompetensi dan Komitmen Terhadap Kinerja Dosen Perguruan Tinggi Swasta di Kopertis Wilayah II Palembang, *Jurnal Manajemen dan Bisnis* Vol.1 No.2 April 2011 :101-129.
- [29]. Qolquitt, A. Jason, Jefferey A. Lapine, Wesson J. Michael. 2013. Organizational. Behavior, Improving Performance' and Commitment in the Workplace, third Edition, New Jersey. USA. McGraw-Hill.
- [30]. Purba, Sukarman. 2009. Pengaruh Budaya Organisasi, Modal Intelektual dan Perilaku Inovatif Terhadap Kinerja Pimpinan Jurusan di Universitas Negeri Medan. *KINERJA, Volume 13, No.2, Th. 2009: Hal.150-167*.
- [31]. Robbins Stephen P & Judge Timoty A. 2013. Organizational Behavior, Fifteenth Editions Pearson Education Prentice' Hall.
- [32]. Robbins Stephen P & Mary Coulter. 2012. Management. Eleventh Editions Pearson Education Prentice Hall.
- [33]. Schermerhorn Hunt, Richards, Osbon. 2011. Organizational Behavior, Emerging, Knowlwdge and Practice for Real World, Fifth Edition USA. McGraw-Hill.
- [34]. Selda Tasdemi Raffar.2012. Impact of the Quality of Work-life on Organizational Commitment: A Comparative Study on Academicians Working for State and Foundation Universities in Turkey. *International Journal of Social Sciences Vol. III (4)*.

Zainal Berlian Lecturer Working Commitment On Some Of State Higher Education Institutions In South Sumatera." *International Journal of Business and Management Invention (IJBMI)*, vol. 6, no. 11, 2017, pp. 43-46.