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MARKET INTEGRATION IN ASEAN: SUSTAINABLE GROWTH AND CROSS - CULTURAL ISSUES

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MARKET INTEGRATION IN ASEAN:
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THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT TO LECTURER PERFORMANCE IN BATAM CITY

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Abstract

This research aims to examine and analyze the influence of motivation and work environment to lecturer performance in Batam City. Data collected through questionnaires to 54 lecturers in Batam City. Analysis of the data in this research uses SPSS 20. The sampling technique in this research is from the cencus. The research results showed that motivation and work environment have significant influences to lecturer performance in Batam City.

Keywords: Motivation, Work Environment, Lecturer Performance

JEL Classification: J62, M54

PRELIMINARY

In the era of globalization and free competition and the implementation of the Asean Economic Community (AEC), all goods and services produced by the organization can compete and be still survival. It is very closely related to the presence of Batam geographical regions directly adjacent to the countries of Singapore, Malaysia, Thailand, Vietnam, and the Philippines. Therefore, all parties must work together to compete in the local and global levels, including universities.

The role of human resources largely determines the realization of organizational goals, but to manage them is quite difficult. Human resources expected to be able, capable and skilled, should also be willing and have the sincerity to work influenceively and efficiently (Sedarmayanti, 2009). Human resources (HR) is a factor which is able to dynamically determine the reciprocation of an organization, so organizations having reliable human resources that will win the competition (As'ad, 2008). Others have suggested that the competition between companies is neither a competition between machines, between buildings, between the equipments nor even competition among capital. In essence, competition occurs is between personnel. Companies having better personnel are companies that will win the competition.

Human Resources is one of the resources contained in the organization, including all the people who perform the activity. From all the available resources in an organization, both

public and private organizations, the resource is man's most important and crucial. Human resource is the only resource that has sense, feelings, desires, abilities, skills, knowledge, encouragement, power, and work. It is the only resources that have a ratio, taste, and intention. All potential human resources influence the organization's efforts in achieving its objectives. However, despites the rapid advancement of technology, the development of information, availability of capital and inadequate materials, organization with the absence of human resources will be difficult to achieve its objectives; it is also true for Higher Education. College success is determined by the entire academic community in college, one of whom is a lecturer.

According to Law No. 14 Year 2005 on Teachers and Lecturers, lecturers are professional educators and scientists with the main task of transforming, developing and disseminating science, technology and the arts through education, research and community service.

Lecturer is a profession therefore lecturers should work professionally. Professional is the work done by someone and become a source of income and livelihood that requires expertise, skills, or skills that meet certain quality standards or norms, as well as professional education.

Lecturers have a very big role and determine in universities; therefore, the lecturer performance should be increased from time to time so that it can improve the performance of Higher Education. To improve the lecturer performance, there are several things that affect and among of them are the motivation and the working environment.

Based on preliminary description above, the researchers are interested in doing research with the title "The Influence of Motivation and Work Environment on Performance Lecturer in Batam".

Research purposes

1. To determine the influence of motivation on the lecturer performance.

2. To determine the influence of the working environment on the lecturer performance.

3. To determine the influence of motivation and work environment on the lecturer performance.

THEORETICAL FRAMEWORK

Motivation

Motivation according Hasibuan (2005) is provision of the driving force that creates the excitement of a person's work, so that they would work together, to work influenceively and integrated with all its resources to achieve satisfaction. According to Siagian (2007),

motivation as a driving force that resulted in one member of the organization want and are willing to move its ability (in the form of expertise or skills) energy and time to organize various activities which it is responsible and fulfill its obligations, in order to achieve the goals and objectives of the organization predetermined.

According to Martoyo (2007), motivation is something that stimulation or morale, or in other words morale booster. Masrukhin and Waridin (2006) states that motivation is a psychological factor that shows individual interest to the work, a sense of satisfaction and take responsibility for the activities or work performed. Therefore, it can be said that motivation can mean a condition which promote the cause of the person committing particular person or group of people to move to do something because they want to achieve the goals he wants.

Work Environment

The working environment, according to Nitisemito (2009), is everything that exists around the workers who can influence him in performing the duties imposed.

According to Adryanto (2014: 28), "Referring to the basic concept which states that a person's performance is influenced by three main factors, namely, the ability, motivation and the environment - P = F (Ability, Motivation, Environment)". The work environment is one factor that should be a concern because the work environment factors greatly affect the productivity of labor. Many companies are paying less attention to this factor. According to Haryani (2006), work environment is "Everything that exists around the workers and that could affect him in performing tasks that are justified".

According to Sedarmayati (2009), the work environment is a whole tool tooling and materials encountered, the neighborhood where a person is working, working methods, as well as the arrangement works both as individuals and as a group.

Supardi in Prabowo (2008: 28) defines the work environment as the circumstances surrounding the workplace, both physical and non-physical, which can give the impression of a pleasant, secure, reassuring, and work at home. Gibson in Sari (2007: 19) states that the work environment is divided into two dimensions: the physical environment that is both real and non-physical environment that is not real. The work environment is a variable that has a considerable influence on employee motivation (Wursanto, 2005: 301).

Based on the few opinions above, it can be concluded that the work environment is everything that exists around the employee at work, either in the form of physical or non-physical, direct or indirect affect himself and his work while working.

Performance

Performance by Bernadin and Russel (2006) is the outcome resulting from a job function or activity for a specific period. Hasibuan (2005) explains that the performance is the

result of work achieved in executing the tasks assigned to them based on skills, experience, sincerity and time.

According to Rivai (2011: 554), "performance of a real behavior displayed by everyone as the resulting performance by employees in accordance with its role within the company".

Robbins (2009: 629) argues that "way of thinking about employee performance is a function of the interaction of ability, motivation, and opportunity". The purpose of the definition of employee performance is a function of the interaction ability, motivation, and opportunity to perform.

Aguinis (2009) suggested "performance is about behavior or what the employees do, not about what the employee produce or the outcomes of Reviews their work", which means that the performance is about behavior or what is done by the employee and not on what produced or generated from their work.

RESEARCH METHODS

Motivation and work environment are parts of the various factors that affect the lecturer performance; however, viewed from the standpoint of maintenance of relationships with faculty. Motivation and work environment is essential to improve performance.

These concepts will be analyzed the influence of motivation and work environment on the lecturer performance. This study aims to determine the influence of motivation and work environment on the lecturer performance. To facilitate understanding of this whole series, we then drafted the framework in Figure 1 as follows.
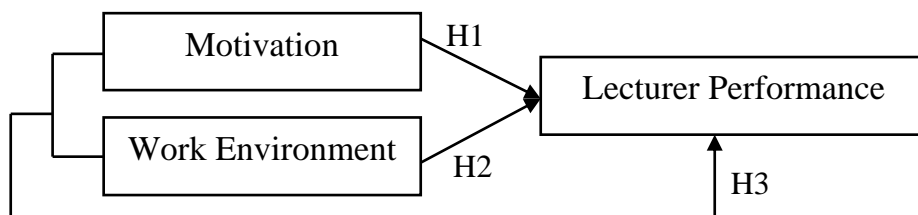
Figure 1. *Research Model*

1. Influence of motivation (X1) on the lecturer performance (Y).

2. Influence of the working environment (X2) on the lecturer performance (Y).

3. Influence of motivation and work environment on the lecturer performance (Y).

Hypothesis

According to Sugiyono (2008: 57), "The hypothesis is a statement that is still weak and still needs to be proven true reality". Of that argument, it will put forward a hypothesis that is not an absolute right answer, but used as a way to overcome the existing problems, and still have to be verified.

The hypotheses in this study are as follows:

1. Motivation influence to lecturer performance;

2. Work environment influence to lecturer performance;

3. Motivation and work environment influence to lecturer performance.

Population, Sample, and Sampling Methode

According to Sugiyono (2008: 115), "Population is the generalization region consisting of objects or subjects that have certain qualities and characteristics defined by the researchers to learn and then drawn conclusions". The population in this study are all X University lecturer in Batam by 117 lecturers and using the formula Slovin that the sample to 54 lecturers.

Data Analysis Technique

Data analysis technique is done by utilizing a computer through the program SPSS for Windows 20.

RESULTS AND DISCUSSION

An Overview of Research Object

The object of this study is a Lecturer at the University X in Batam. University X in Batam is a Private Colleges has 16 courses with 117 lecturers.

TEST RESULT

Validity Analysis

Validity test is used to measure whether or not a legitimate or valid questionnaires. A questionnaire considered valid if the questions in the questionnaire were able to reveal something that will be measured by the questionnaire (Ghozali, 2005). The results of the analysis of the validity of which was distributed to 54 respondents for each item are as follows:

Table 2. *Result Validity*

Item	Value Correlation	Probability	Description
MT	0.391	0.2681	Valid
MT	0.366	0.2681	Valid
MT	0.585	0.2681	Valid
MT	0.397	0.2681	Valid
MT	0.691	0.2681	Valid

MT	0.443	0.2681	Valid
MT	0.489	0.2681	Valid
MT	0.434	0.2681	Valid
MT	0.589	0.2681	Valid
MT	0.494	0.2681	Valid
LK	0,634	0.2681	Valid
LK	0.562	0.2681	Valid
LK	0.746	0.2681	Valid
LK	0.521	0.2681	Valid
LK	0.592	0.2681	Valid
LK	0.406	0.2681	Valid
LK	0.665	0.2681	Valid
LK	0.552	0.2681	Valid
LK	0.589	0.2681	Valid
LK	0.494	0.2681	Valid
KK	0.508	0.2681	Valid
KK	0.585	0.2681	Valid
KK	0.786	0.2681	Valid
KK	0.593	0.2681	Valid
KK	0.550	0.2681	Valid
KK	0.650	0.2681	Valid
KK	0.582	0.2681	Valid
KK	0.601	0.2681	Valid
KK	0.615	0.2681	Valid
KK	0.649	0.2681	Valid

Sources: Primary data are processed, 2015

Based on Table 2, the test of validity for all the questions that were tested showed that all variables have r hitungyang bigger than r table, so we can say that all the concept of measuring all the variables used in this study is valid while the grains that fall on each factor is absent. Thus, the instrument for Motivation, Work Environment, and Lecturer Performance meet the test of validity.

Reliability Analysis

Table 3. *Reliability Testing Results*

Variable	Alpha (α)	Status
Motivation	0.705	Reliable
Work Environment	0.760	Reliable
Lecturer Performance	0.817	Reliable

Sources: Primary data are processed, 2015

The reliability test results show that all the variables have alpha koefisiean large enough, that is above 0.60 so it can be said that all the concept of measuring each variable of reliability keusioner is then for the next items on each of these variables concept fit for use as measuring instrument.

Analysis of Multiple Linear Regression Equations

Multiple regression analysis was used to measure the influence between motivation and work environment on the lecturer performance. By using SPSS 20, the obtained values for multiple regression as follows:

Table 4. *Value Regression Test Results*

Coefficients^a					
Model	*Unstandardized Coefficients*		*Standardized Coefficients*	**T**	**Sig.**
	B	**Std. Error**	**Beta**		
1 (Constant)	11,923	7,410		1,609	,114
Motivation	,411	,143	,360	2,865	,006
Work Environment	,280	,138	,254	2,023	,048
a. Dependent Variabel: Lecturer Performance					

Source: Appendix SPSS output, 2015

Based on Table 4 above, it can be composed of multiple regression equation as follows:

$$Y = 11\ 923 + 0411\ X1 + 0.280\ X2 + e$$

The equation above shows that there is an influence of motivation and work environment on the lecturer performance. These equations can be explained that: Constants (α) of 11,923 gives the sense that if the motivation and the working environment is equal to zero (0), then the magnitude of faculty performance amounted to 11 923 units. On the value of b, we can see the influence between motivation and performance of employees with a work environment of 0,280 and 0,411, which means that if the number of variable X increases 1%, the performance of employees will increase by 0,280 to 0,411 for motivation and work environment.

Of the three variables that have been entered and processed the data in the calculation of multiple regression analysis in Table 4, motivation (X1) and work environment (X2) have influence with faculty performance variable (Y). A more detailed explanation about the influence of these variables will be described in hypothesis testing.

H1: Motivation (X1) significantly influences the lecturer performance.

In the first hypothesis, H1 in this study stated whether there is a significant relationship between motivation and lecturer performance. The first hypothesis can be known if the acceptance or rejection of significant values of t with a significant level or by comparing t-count with t-table, the regression coefficient is significant if t-count ≥ t-table. The results of regression analysis testing significant p-value, indicates that the value of Sig. by 0,048 less than the significance level of 0.05 and that the test results are not explained that t = 2.023 bigger than t- table = 1.674. It means that the motivation variable significant influence on performance variables lecturer, or H1 is accepted.

H2: Motivation (X2) significantly influences the lecturer performance (Y).

In the second hypothesis, H2 in this study stated whether a significant difference between the lecturer performance working environment. This second hypothesis can be known if the acceptance or rejection of significant values of t with a significant level or by comparing t count with t-table , the regression coefficient is significant if t-count ≥ t-table. The results of regression analysis testing significant p-value show that the Sig. 0.006 is less than the significance level 0:05 (5%) and the t test results explained that t = 2865 is bigger than table = 1,674. This means that the work environment variables significantly influence the performance variables lecturer, or H2 is accepted.

Test F (Hypothesis Testing in Simultaneous)

To test the influence of independent variables simultaneously, F test simultaneous regression calculation result is obtained as follows:

Table 5. *Hasil Analisis Regresi Secara Simultan*

ANOVA^b

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	239,366	2	119,683	7,811	,001b
	Residual	781,468	51	15,323		
	Total	1020,833	53			

a. Predictors: (Constant), Motivation and Work Environment

b. Dependent Variable: Lecturer   Performance

Source: Appendix SPSS output, 2015

F Test results have shown the value of Sig. of 0001. This value is smaller than the level of significance is 0:05 (5 %), which means that two independent variables - motivation and work environment together or simultaneously significantly influence on lecturer performance variables, thus H3 is accepted.

The Coefficient of Determination (R²)

The coefficient of determination is a quantity that indicates the amount of variation of the dependent variable that can be explained by the independent variable. In other words, the coefficient of determination is used to measure how far the independent variables in explaining the dependent variable. The coefficient of determination is determined by the adjusted R-square, as can be seen in Table 6.

Table 6. *Determinant Coefficient Value Test Results*

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,484[a]	,234	,204	3,914

a. Predictors: (Constant), Motivation and Work Environment

Sources: Primary data are processed, 2015

Results of regression calculation show that the coefficient of determination (adjusted R square) obtained 0.204. This means that 20.4% of the variation of faculty performance variables is able to be explained by the variable motivation and work environment, while the remaining 79.6% is explained by other variables which is not proposed in this study.

DISCUSSION

Results Analysis Data

Analysis of data is conducted on the 54 professors who became the analysis of data and the respondents in this research note 31 (57.4%) men and 23 (42.6%) women. The majority of respondents aged 20-30 years as many as 41 people (75.9%) and the smallest of respondents aged 41-50 years as many as five people (9.3%). Meanwhile, the education level of respondents is S2 (Master) as many as 40 people (74.1%) and the smallest are Doctorate of only 11 persons (1.9%). The marital status "not married" of the respondent is as many as 31 people (57.4%). The numbers of "long-work" with 1-2 years are 22 (40.7%) and > 3 years are 9 people (16.7%).

Based on the analysis above, it can be seen that the sample of respondents search for information about the motivation and the working environment on the lecturer performance can meet the requirements of accurate data to which the image informant respondents indicated that objective.

Motivation Analysis Results

The results of testing the hypothesis (H2) have proved there is an influence of motivation on the lecturer performance. Through the results, obtained t value of 2.865 with 0.006 significance level results is smaller than 0.05, which means that this hypothesis H0 is rejected and Ha is accepted. If the probability figures of significance> 0.05, then H0 is rejected and Ha is accepted. This test is statistically proven that motivation positively influences on the performance of the lecturer, it means that the influence of motivational variables on the lecturer performance.

Result Analysis Work Environment

The results of testing the hypothesis (H1) have proved that there is an influence of the working environment on the lecturer performance. Through the results, obtained t value of 2.023 with a significance level of 0.048 and the result is less than 0.05, which means that hypothesis H0 is rejected and Ha is accepted. This test is statistically proven that the working environment positively influences on the lecturer performance. This means that the influence of environmental variables on the performance of faculty work.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the research conducted to determine the influence of motivation and work environment on the lecturer performance, it can be drawn the following conclusions:

1. The influences of motivation variable (X1) to the variable performance of lecturer (Y) indicated by the regression coefficient of 0.411 communication variables. This means the better the motivation is, the further the lecturer performance improves. Motivational variables significantly influence performance variable with probability Sig.0,006 Lecturer smaller than $\alpha = 0.05$, then H2 is accepted.

2. The influences of work environment variables (X2) to variable performance of Lecturer (Y) indicated by the regression coefficient of 0.280 communication variables. This means more and better work environment, it will further improve the lecturer performance. X2 working environment significantly influences the variable Y (the lecturer performance) with probability Sig.0,048 smaller than $\alpha = 0.05$, then H1 accepted.

3. It can be concluded that both the motivation (X1) and work environment (X2) together or simultaneously significantly influence on the lecturer performance variable (Y), which can be seen from the test results F Sig.0,001 smaller than $\alpha = 0 ,05$, then H3 is accepted.

Recommendations

In connection with the matters described above, the feedback that can be given is as follows:

1.   Motivation is an adequate basis predisposing a person to improve performance. Someone who has a strong motivation will do everything possible to achieve the goal of his motivation. The results showed that the item regarding the Civil zealous for their opportunity provided by the College for the position and provide maximum work so as to obtain a good assessment of the boss, most respondents answered hesitantly. This may imply that the lecturers work just to get a salary without thinking for a career. It is therefore necessary socialization on the importance of the holding of a career path for lecturers.

2.   The work environment is needed to maintain the lecturer performance. Based on the results of the study, the employer can know that the value of the item is more than a teacher so that it always gives you more room to grow; and respondents still are in the category of hesitation. Therefore, it is expected that the College should reassess or give special attention and training. In addition, for items of equipment for lecturers, some respondents answered hesitantly. It also identifies a lack of trust lecturers to the facilities provided by the College. This need to be re-examined and noted again about the necessary facilities lecturers.

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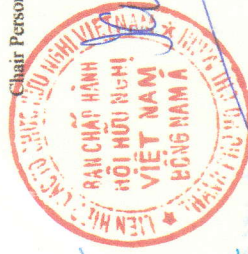SUSTAINABLE GROWTH AND CROSS - CULTURAL ISSUES

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