Original Article

# The Role of Competence and Compensation on Lecturer Performance

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| ARTICLE INFO | ABSTRACT |
|---|---|
| | **Background:** Lecturers play a crucial role in the higher education process, supported by various other elements that contribute to the successful implementation of education within the higher education system. The purpose of this study was to find out the effect of competence and Compensation on the performance of lecturers at the Nursing Academy of the Government of Lahat Regency, South Sumatra Province<br>**Methods:** The design was correlational. The population and sample were all Lecturers of the Lahat Regency Government Nursing Academy, totalling 30 people who were willing to become respondents and research samples. Research variables consist of independent and dependent variables. Independent variables consist of competency and compensation variables, while the dependent variable is Lecturer Performance. Data analysis technique using multiple linear regression analysis to test how much influence the independent variables have on the dependent variable, and the T-test Used to test the significant level of influence of the independent variables on the dependent variable.<br>**Results:** The results, based on linear regression analysis, obtained a constant value of 1.804, the coefficient value of the Competency variable of 0.470, and Compensation of 0.251, partially that Competence and Compensation have a positive effect on performance. This can be seen from the resulting positive regression equation, which means that if Competence and Compensation are increased, the Lecturer's Performance will increase. The Competency variable has the most dominant influence because the regression coefficient value is the largest, namely 0.470 and followed by the Compensation variable of 0.251.<br>**Conclusion:** This research has proven that competency and Compensation have a significant effect on lecturer performance, so for further research, it is recommended to examine other variables outside of this variable |

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## Introduction

Universities, as providers of higher education, must appear as leaders who can be relied upon in the development of progress and civilization of the nation. Besides that, higher education institutions have a national mission and are the infrastructure to produce qualified and virtuous graduates or future leaders of the

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nation. A critical component in the process of higher education is Human Resources (HR), in this case, lecturers, who are also assisted by other components that support the implementation of education in higher education (Setyowati, 2019). One of the main targets for health worker providers is professional nurse providers, who are produced through formal education channels. This is in line with the VISION and MISSION of the Akper Pemkab Lahat, namely to produce professional and quality nurses towards a healthy Indonesia following the mandate of the Health Law. According to Ade Setyowati & Mafizatun Nurhayati (2019), the success of the organization in achieving the vision and mission, and targets that have been set is the accumulation of the successful implementation of the main tasks and functions of each employee in it and individual performance, factors that can determine overall organizational performance are employees.

, lecturer performance is a factor that significantly determines the success of a tertiary institution in carrying out its mission. As a driving force for achieving the goals of higher education, the performance of qualified lecturers is urgently needed by tertiary institutions in improving their quality image and quality. The research results regarding the influence of competence, Compensation and discipline on employee performance still have different results (Zumali, 2020).

Meanwhile, according to Wibowo, 2018, Lecturer Performance, "Performance is the result of work that has a strong relationship with organizational strategy, customer satisfaction and making an economic contribution". A similar opinion was also expressed by Hariandja, 2013 "Performance is the result of work produced by employees, employees or actual behaviour that is displayed following their role in the organization. From some of these opinions, it can be concluded that performance is the process of achieving organizational goals and the result of human resources' efforts in an organization. (2) According to Ratundo and Sacket (2012: 76) defines "Performance as an activity that includes all actions or behaviours that are controlled by individuals and contribute to the achievement of company goals. Performance (work achievement) results from work in quality and quantity achieved by an employee in carrying out his duties following his responsibilities (Mangkunegara, 2017).

Lecturer performance is the ability to carry out the work or tasks that the lecturer has in completing a job. Performance can be interpreted as work presentation, implementation, work achievement, work results or performance. Lecturers are professional educators and scientists with the main task of transforming, developing and disseminating science, technology and art through education, research and community service (Tridarma Perguruan Tinggi). Performance is the implementation of the plans that have been prepared. Human resources implement performance with the ability, competence, motivation and interest. How an organization values and treats its human resources will influence its attitudes and behaviour in performing, Bernadheta, 2020.

The main factor causing the low qualifications of the quality of education is the condition of the teachers, namely their qualifications are not feasible. Challenges related to the quality of education include personal challenges: personal competence and the skills of educators in carrying out their duties. Lecturer performance is measured based on the lecturer's workload, including the main activities, namely planning to learn, carrying out the learning process, conducting learning evaluations, guiding and training, doing community

service and doing additional assignments. Based on the author's observations, at the Nursing Academy of the Lahat Regency Government, 30 lecturers have 300 students. Some lecturers do not have the competence of a lecturer, such as planning lessons, carrying out the learning process effectively and efficiently, conducting learning evaluations, guiding and train, doing community service and doing additional assignments.

The issue of Compensation, which encompasses efforts and remuneration to ensure job satisfaction among lecturers, remains insufficient, thus impacting the performance of lecturers at the Nursing Academy of the Regional Government of Lahat. Based on the author's observations, it is evident that better Compensation is primarily provided to senior lecturers, often due to reluctance or favouritism based on their seniority. This Compensation may manifest in various forms, such as increased teaching hours, greater involvement in Academic Student Guidance (PA), Scientific Writing Guidance (KTI), or additional responsibilities accompanied by honorariums or supplementary incentives. As Simamora (2012) mentioned in Indri (2021), Compensation encompasses the broader financial rewards individuals receive through their employment relationship with an organization.

Dessler 2015, stated that Compensation is a form of payment or reward given to employees arising from the employment of these employees. Based on some of these opinions, it was concluded that Compensation is any form of reward or remuneration provided by the company and received by employees for the work that has been done. Hasibuan, 2012 suggests that Compensation has a function and purpose. In general, there are several indicators of Compensation, namely:

a. Salary Includes meeting the needs and welfare of employees.
b. Wages Provide additional wages besides salary.
c. Intensive wages Adjusted to the risk of work.
d. Insurance Includes life insurance and health insurance.
e. Office facilities For convenience in working supported by appropriate teaching facilities and lecturer rooms.
f. Allowances in the form of retirement allowances for lecturers (3)

Based on the above, the authors are interested in conducting research titled "The Influence of Competence and Compensation on the Performance of Lecturers at the Lahat District Government Nursing Academy."

## Methods

This research design is used to determine the effect of the independent variable (X) on the dependent variable (Y), so in this case, the author uses the causal method. Causal research design is used to prove the relationship between cause and effect of several variables. According to Sugiyono, 2013, causal is a causal relationship, so there are influencing variables and variables that are affected, namely seeking influence between competencies (X1) and Compensation (X2) as the independent variable on performance (Y) as the dependent variable.

The type of research is survey research, while the method is descriptive analysis. The population is a generalization area consisting of objects/subjects with specific qualities and characteristics determined by researchers to be studied, and then conclusions are drawn (Sugiono, 2008). The population in this study were all lecturers at the Pemkab Nursing Academy Wow. In this study, the number of members of the population was as many as

30 lecturers. Samples were taken using a census technique in which the entire population of lecturers at the Lahat District Government Nursing Academy was studied. The research was conducted for 3 (three) months, from May to July 2018.

The data used is primary data. The technique is carried out by distributing questionnaires containing questions about performance, competence and Compensation. Data analysis used statistical tests with multiple linear regression techniques. This analysis determines the independent variable's effect on the dependent variable.

# Results

Table.1. Description of Respondents

| No. | Characteristics of respondents | Amount | Percentage (%) |
|---|---|---|---|
| | Education | | |
| 1. | S 2 | 13 | 43,33 |
| | S1 | 17 | 56,67 |
| | Total | 30 | 100 |
| | Group | | |
| 2. | IV | 1 | 3,33 |
| | III | 19 | 63,34 |
| | II | 10 | 33,33 |
| | Total | 30 | 100 |
| 3. | Gender | | |
| | Man | 10 | 33,33 |
| | Woman | 20 | 66,67 |
| | Total | 30 | 100 |

The table above shows that the education of 13 people (43.33%) for Masters's Degree respondents, and 17 people with Bachelors Degrees (56.67%). Most of the Lecturers in the PNS Group were in Group III, as many as 19 people (63.34%). Most lecturers are female (mothers) 20 people (66.67%).

**Competency variable validity**

The competency variable validity test results consisting of 10 statement items can be seen in the table below.

Table. 2 Competency Instrument Validity Test Results

| No | Question Items | Matrix Components | Information |
|---|---|---|---|
| 1 | q1X1 | 0.860 | Valid |
| 2 | q2X1 | 0.895 | Valid |
| 3 | q3X1 | 0.829 | Valid |
| 4 | q4X1 | 0.905 | Valid |
| 5 | q5X1 | 0.568 | Valid |
| 6 | q6X1 | 0,696 | Valid |
| 7 | q7X1 | 0,659 | Valid |
| 8 | q8X1 | 0,766 | Valid |
| 9 | q9X1 | 0,831 | Valid |
| 10 | q10X1 | 0,798 | Valid |

Source: data processed from the results of a trial questionnaire

The table above is a validity test for the Competency variable, it turns out that all of the 10 question items tested are valid because the factor component values are > 0.40.

**Compensation variable validity**

The results of the validity test of the compensation variable consisting of 10 statement items can be seen in the table below.

Table 3. Results of Compensation Instrument Validity Test

| No | Question Items | Component Matrix | Information |
|---|---|---|---|
| 1 | q1X3 | 0.755 | Valid |
| 2 | q2X3 | 0.566 | Valid |
| 3 | q3X3 | 0.784 | Valid |
| 4 | q4X3 | 0.618 | Valid |
| 5 | q5X3 | 0.697 | Valid |
| 6 | q6X3 | 0,662 | Valid |
| 7 | q7X3 | 0,751 | Valid |
| 8 | q8X3 | 0,726 | Valid |
| 9 | q9X3 | 0,688 | Valid |
| 10 | q10X3 | 0,765 | Valid |

Source: Data processed from the results of a trial questionnaire, 2018

The table above, in testing the validity of the Compensation variable, shows that all of the 10 question items tested are valid because the factor component value is > 0.40.

**Validity Test Of Performance Variables**
The results of the validity test of performance variables consisting of 10 statement items can be seen in the table below.

Table 4. Performance Instrument Validity Test Results

| No | Question Items | Component Matrix | Information |
|---|---|---|---|
| 1 | q1Y | 0.673 | Valid |
| 2 | q2y | 0.687 | Valid |
| 3 | q3y | 0.738 | Valid |
| 4 | q4Y | 0.826 | Valid |
| 5 | q5Y | 0.685 | Valid |
| 6 | q6Y | 0,720 | Valid |
| 7 | q7Y | 0,715 | Valid |
| 8 | q8Y | 0,748 | Valid |
| 9 | q9Y | 0,758 | Valid |
| 10 | q10Y | 0,760 | Valid |

Source: Data processed from the results of a trial questionnaire, 2018

From the table above, in testing the validity for the performance variable, it turns out that all of the 10 question items tested were declared valid because the factor component values were > 0.40.

**Multiple Linear Regression Test Results**
Regression testing in this study was to find out how much influence the independent variables consisting of competencies ($X_1$) and Compensation ($X_2$) and on the dependent variable on the performance of lecturers at the Lahat Regency Government Nursing Academy.

**Regression Analysis**

The results of the calculation of the regression coefficient can be seen in the following table:

Table 4. Results of Multiple Linear Regression Analysis

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | T | Sig. |
| 1 | (Constant) | 1.804 | 1.965 | | 0.918 | .367 |
| | Competency | 0.470 | 0.089 | 0.512 | 5.298 | .000 |
| | compensation | 0.285 | 0.105 | 0.266 | 2.703 | .012 |

It is known that the constant value is 1.804, the coefficient value of the Competency variable is0,470, and the Compensation of 0.251. Based on these values, the regression equation can be compiled as follows:**Y = 1,804 + 0,470X1 + 0,285 X2 + e**

Where :
   Y = Employee Performance
   $X_1$ = Competence
   $X_2$ = Compensation

The above equation can be explained partially that Competence and Compensation have a positive effect on performance, this can be seen from the regression equation, which produces a positive result, and this means that if Competence and Compensation are increased, the Lecturer Performance will increase. It can be seen from the regression equation above that of the two independent variables studied, and it can be seen that the Competency variable has the most dominant effect because the regression coefficient value is the largest, namely 0.470 and followed by the Compensation variable of 0.251.

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The results of the correlation coefficient analysis can be seen in the table below

Table 5. Simple Linear Correlation Coefficient results

| Model | R | R Square | Adjusted R Square | Std. The error in the Estimate |
|---|---|---|---|---|
| 1 | 0.966[a] | 0.933 | 0.925 | 1.31537 |

a. Predictors: (Constant) COMPETENCY, COMPENSATION

Based on the table above, it can be seen that the R-value is 0.966, R Square is 0.933 and Adjusted Square is 0.925. *Adjusted R Square* is a correction from $R^2$ so that the picture is closer to the quality of the population model assessment. $R^2$ adjusted by 0.925, it means that the situation is closer to the actual situation, which is 92.5%; the change in the performance variable of the Lahat Regency Government Nursing Academy Lecturer can be explained by Competence (X1) and Compensation (X2). Moreover, 7.5% is influenced by other variables not included in this study.

## Discussion

**The influence of competence on the performance of Lecturers at the Lahat Regency Government Nursing Academy.**

Partially the results of the study obtained a regression coefficient of 0.407. This indicates that competence positively affects lecturer performance, which means that if lecturer competence is increased, lecturer performance will also increase. The study results obtained a p-value of 0.000 which was smaller than the alpha value of 0.05, so Ho was rejected and received Hi. It can be concluded that the competency variable significantly affects the

performance of the lecturers at the Lahat Regency Government Nursing Academy. Competence is the ability to perform a job or task based on skills and knowledge. Good competence can help lecturers carry out their duties and responsibilities effectively and improve professional quality standards in their work. In other words, good competence can improve lecturer performance in their duties.

This is in line with Zumali's research, 2020, conducted research with the title the influence of Competence, Compensation and Discipline on the Performance of Lecturers in Charge of E-learning Courses at Mercubuana University – Jakarta. Based on data analysis, it can be concluded that Compensation significantly positively affects lecturer performance in eLearning courses at Mercu Buana University. Discipline has a significant positive effect on lecturer performance in eLearning courses at Mercu Buana University.

Ria (2012), in her research entitled "The Influence of Training, Competence and Work Environment on Teacher Performance at SMA Negeri 3 Lahat". STIE Serelo Lahat thesis. The results of this study indicate that teacher competence partially has a significant effect on teacher performance in SMA Negeri 3 Lahat.

**The Influence of Compensation on the Performance of Lecturers at the Lahat Regency Government Nursing Academy.**

Partially the results of the study obtained a regression coefficient of 0.251. This shows that Compensation positively affects lecturer performance, which means that if lecturer compensation is increased, lecturer performance will also increase.

To prove the hypothesis above, it can be seen from the data processing results, namely comparing the calculated t value with the t table, or you can also compare the significant value, namely the p-value with

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the specified significant level value or the alpha value. The results showed that the p-value was 0.036 which was smaller than the alpha value, namely 0.05, so Ho was rejected and Hi was accepted. It can be concluded that the compensation variable significantly affects the performance of the Lecturer at the Nursing Academy of the Lahat Regency Government. According to Asniwati, 2022, ordinary Compensation in the form of financial or non-financial must be calculated and given to employees following the sacrifices they have dedicated to the institution where they work. Every employee will work hard if financial Compensation is given commensurately and according to the needs of employees. The results of this study support research conducted by Mariana, 2018 and Pratamiaji, 2019 which proves that Compensation has a positive effect on employee performance.

## Conclusion

The conclusion from the results of this study is that the Competency and Compensation Variables have a positive and significant effect on the Employee Performance Variables at the Lahat District Government Nursing Academy. If there is an increase in competence and Compensation, it will increase the performance of lecturers at AKper Pemkab Lahat. Lecturer performance assessment should be carried out objectively with competency criteria as an attribute that must be assessed. Competence can explain what employees have done at various levels and detail the standard levels of each employee. Knowledge and skills identify the characteristics needed by lecturers in carrying out their duties and responsibilities effectively to achieve professional quality at work. To support organizational goals, Compensation for lecturers is also needed. Compensation can maintain and maintain

positive jobs. Also beneficial for the organization to determine the following policy actions and efforts to improve performance.

Based on the description of the research results above, it is hoped that the institution can pay more attention to and improve the performance of lecturers at the Lahat Regency Government Akper by increasing Lecturer Competence and Compensation. High competence and considerable Compensation will have an impact on optimal lecturer performance. Then for further research, it is suggested that researchers examine other variables outside of this variable that can improve lecturer performance.

## Authors Contributions

The author carries out tasks from data collection, data analysis, making discussions to making manuscripts

## Conflicts of Interest

All research teams agree with the final results of this study, and there is no conflict of interest in this study.

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