The development of Academic Achievement Model of Lecturer in East Java

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Abstract--The Academic achievement is one of the performance indicators of lecturer at Universities; the academic achievement has influence either directly or indirectly for professors as well as for University. This research is conducted for 124 lecturers, from the 10 universities of East Java. The research result show that the independent variable has simultaneously influence towards dependent variable. While, partially variable Motivation, Ability, Problems has a significant influence towards lecturer's efforts in order to improve the academic achievement, while the opportunities variable, Organization Commitment, Population density, distance of residence with College is not significant against efforts to improve academic achievement. Motivation variable is a dominant variable that has influence towards lecturer's efforts in order to improve the academic achievement.

Keywords-- Motivation, Problems, Ability, Organization Commitment, Population density, distance of residence**,** Academic Achievement*.*

I. INTRODUCTION

TO develop achievement lecturer optimal then required lecturer in efforts to improve academic merit and location for. Less support location will affect work performance, mood, and change behavior. There is a phenomenon that shows some lecturers do not take advantage of the opportunity and time to improve their academic achievement in term of academic, according to the time that has been set by the government, namely at least 1 of lecturer is done in a year, tenure and promotion is done after at least 2 years.

Possibilities in improving the position of academic efforts can be also caused by factors in improving the achievement efforts lecturer which include: motivations, capabilities, opportunities, barriers, and organizational commitment, as well as the location of the lecturers include population, and distance from lecturer residence to the their Universities.

Therefore, this research will focus on the development of Model of characteristics and accomplishments of the Academic Lecturer in East Java.

II. PROCEDURE FOR PAPER SUBMISSION

1. Literature Review

Effort is the willingness, sincerity and the spirit of cooperation in achieving goals, needs, expectations and rewards.

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Motivation has an important role in improving the academic achievement of a lecturer with high motivation, then it would encourage lecturer to conduct activities that could support in improving academic achievement.

[2] stated that motivation has a significant and positive impact towards the lecturers' performance. Motivation is a personality and human behavior, something that comes from within the concerned of humans [20]. Maslow [5] suggests five needs: Physiological Needs, Sense of security needs, social needs, self esteem needs, and self-actualization needs. Opportunity interacts with the ability and motivation in creating a performance but as ability and motivation, opportunity cannot stand on its own to create a performance. In this problem situation when someone facing a wide range of obstacles in their efforts to achieve a goal. Process and effort to overcome problems in order to achieve the goal illustrate the magnitude of motivation [14]. Barriers are external environmental factors from individuals which are not support for an organization and individuals in improving academic term [14]. Commitment to the organization reflected workers beliefs about the company purpose and mission, the ability to devote the effort and achievements of his ability to work, and the intention to continue work in such companies [16]. The research population is universities' lecturers who are spread to over 10 institutions. This research is using a sample of representative that will provide results that can be able to be generalized.

II. MULTIPLE REGRESSION ANALYSIS

Multiple Regression Model (F Test, dan t Test) is used. Regression Model is as follows:

$$Y = a + b_1x_1 + b_2x_2 + b_3x_3 + b4x4 + b5x5 + c1x_6 + c2x7 + e$$

Description:

Y = Lecturer efforts improving the academic achievement
X_1 = Motivation; X_2 = Ability; X3=Opportunities;
X4=Barriers; X_5= Organization Comitment; X6 = Population density and size of the college; X7= Distance respondents place to the 6ollege
b_1, b_2, b_3, b4, b5= The regression coefficient the individual characteristics factor,
c1, c2 = The regression coefficient the location factor, e = Error

This model is used to find out whether the influence of Motivation, Ability, Opportunities, Barriers, Organization Commitment, population density, and the distance between the place of residence with the location of the College on Lecturers' Efforts in improving academic achievement at universities in East Java.

III. RESEARCH RESULT AND DISSCUSSION

The test results indicate that Motivation has t value of 0.012 (< 0.05); it means Ho is rejected, meaning Motivation has significant effects on the Lecturer Efforts in improving their academic achievement. [3] stated that two important sides of motivation are the activation behavior and direction. Motivation is a process in which the needs of encouraging someone to do a series of events that lead to the achievement of a specific goal, especially in meeting the needs on an ongoing basis from the very basic i.e.: Physiological needs. If it fulfilled, it will be motivated to meet the needs of a higher level i.e. sense of security about old age security, social needs, needs to achieve higher level.

This result is in accordance with Maslow who argued five needs, namely: the physiological, sense of security, social, self esteem, and self-actualization needs. Furthermore, Maslow stated that someone will be motivated to meet the most powerful needs, at any given moment, in order to enhance to the fulfillment of highest that self-actualization need as a lecturer.

Similarly, it is also in accordance with the research result by [17] that improve the performance of lecturer motivation Region V of Yogyakarta. Ability obtained significant value t of 0,034 (< 0.05) mean Ho is rejected, meaning Ability, have a significant influence on the Efforts in improving Academic achievement. It is support [18] states that the ability is the capacity of a person in working on a variety of tasks in his work.

Barriers have t value 0,027 (< 0.05) does that mean Ho is rejected, meaning that the Barriers have significant effects on the Efforts in improving Academic achievement. In this situation, the problem of someone is facing a wide range of obstacles in their endeavor to achieve a desired goal. Similarly in improving academic achievement, it takes effort to overcome barriers that may occur, especially lecturers have a duty in performing complex activities of Tri Dharma (Three Activities) Higher Education, most lecturers held the position of structural, administrative personnel, as well as social activities as social beings exist amongst the community, besides it should also meet the needs of the individual/personal and family needs. Barriers due to a lecturer is no time to take care of ranks, do research, writing journals, devotion, and the limitations of the Community institutions so that professors get funding obstacles in undertaking efforts to improve academic achievement.

Opportunity is an open condition in the future that has not been experienced by a person or organization, that is different with the existing experience, and contain both tolerate and uncertainty [21]. Opportunity obtained value t of 0,501 (> 0.05) does that mean fail to reject Ho, meaning that Opportunities has insignificant effects on the Efforts in improving Academic achievement, thus the hypothesis that overcrowding, have an impact on efforts to improve academic achievement in the lecturer is not acceptable.

Organization's commitment has value t of 0,934 (> 0.05) does that mean fails to reject Ho, meaning that the commitment of the organization has no significant influence on the Efforts in improving Academic Achievement. The commitment to the organization is a lecturer or an attitude towards organizations that relate to the orientation of the personal identity of the organization. It is met with the [16] which stated that, our commitment to the Organization reflected beliefs about workers the company mission and purpose, the ability to devote the effort and achievements of his ability to work, and the intention to continue working in the company or college.

Population density obtained value t of 0,203 (> 0.05) does that mean fail to reject Ho, meaning that Population density has insignificant effects on the Efforts in improving Academic achievement, thus the hypothesis that overcrowding, have an impact on efforts to improve academic achievement in the lecturer is not acceptable. This is different with the opinions which stated that the level of high density can result in declining employment achievements and tend to be depressing, reduction behavior impacts others, helpful with increasing crime, suicide, mental illness, and juvenile delinquency.

Distances obtained significant value t of 0,203 (> 0.05) that mean Ho fail to be rejected, meaning that the distance of residence with College work has insignificant effects on the Efforts in improving Academic achievement, thus the hypothesis that States that the distance of residence with the College had an impact on efforts to improve academic achievement in the lecturer is not acceptable.

IV. CONCLUSION

Simultaneous testing indicates that all independent variables influence the dependent variables simultaneously against. Test results indicate that the variable is partially free motivation, Ability, and barriers have significant influence against the efforts of professors in increasing outstanding academic achievement, whereas variables opportunities, Organizational Commitment, Population density, and the distance of residence with the College did not have a significant influence on the efforts to improve academic achievement in faculty. The dominant variable is Motivation.

V. SUGGESTION

Motivation showed significant improvement against the efforts of academic achievement, so the necessity to give lecturers urge to professors at the College so that it can improve academic achievement.

The ability to improve lecturers through seminars, lectures, providing opportunities and can improve S3 skills lecturer in conducting Tri Dharma Universities so that it will also reproduce lecturer who is attempting to increase academic achievement.

Significant Obstacles to increased academic achievement, reducing the barriers by providing sufficient funds for research, so that lecturers eager to undertake research which is one of the elements to improve achievement academic, reducing bureaucracy and reducing the length of the flurry of other than teaching and performing community service can increase the chance of doing Further research needs to be done, because there may be significant differences seen in

other places at the State University or at other private universities.

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