

**ANALYSIS OF COMPETENCY AND ORGANIZATIONAL COMMITMENT  
TO THE PERFORMANCE OF LECTURERS THROUGH WORK LOYALTY  
AS AN INTERVENING VARIABLE AT ABDURACHMAN SALEH  
SITUBONDO UNIVERSITY;**

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**Abstract**

This study aims to analyze and determine the effect of competence and commitment of lecturer organizations on work loyalty, analyze and determine the effect of competence and commitment of lecturer organizations on lecturer performance; know the effect of work loyalty on lecturer performance. Respondents in the study conducted at Abdurachman Saleh Situbondo University were 122 respondents with the sampling technique used in this study was saturated sampling. The analysis technique used is Path Analysis. The results showed that the competence and organizational commitment of lecturers had a positive and significant effect on work loyalty of Abdurachman Saleh Situbondo University, lecturer organizational competence and commitment had a positive and significant effect on the performance of Abdurachman Saleh Situbondo University lecturers, and work loyalty had a positive and significant effect on the performance of Abdurachman University lecturers Saleh Situbondo.

**Keywords:** Competence, Organizational Commitment, Ape Loyalty, Lecturer Performance.

**Introduction**

According to Law No. 14 of 2005 concerning Teachers and Lecturers, Lecturers are professional educators and scientists with the main task of transforming, developing, and spreading knowledge, technology, and art through education, research, and community service. From the explanation of the lecturer it is very clear that the lecturer has an important role in educating the life of the nation, in accordance with the ideals of the Indonesian nation as stated in the opening of the 1945 constitution. By looking at

the very important role of the lecturer, competent lecturers are needed and high organizational commitment.

Lecturers are required to devote all their attention and focus on the goals of the tertiary institution, but in reality lecturers often do not carry out the tridharma of the tertiary institution well, for example in the teaching field, lecturers often have delays in carrying out their duties and responsibilities as educators, so that in terms of This disadvantaged students in terms of time and energy, from this incident not a few students who pour out their hearts to their peers, this will sometimes impact on the interests of students who will register at the college. The next example in the field of research and community service sometimes there are still lecturers who have not done it optimally, even though it is part of the task of a lecturer to carry out tridharma of tertiary institutions, resulting in the low number of lecturers who obtain lecturer certification. One thing that is suspected to indicate the low number of certified lecturers is the low competence of lecturers and the organizational commitment of the lecturers in carrying out their duties and functions as well as service to universities. It also has a relationship with the attitude of loyalty of a lecturer at a devoted tertiary institution.

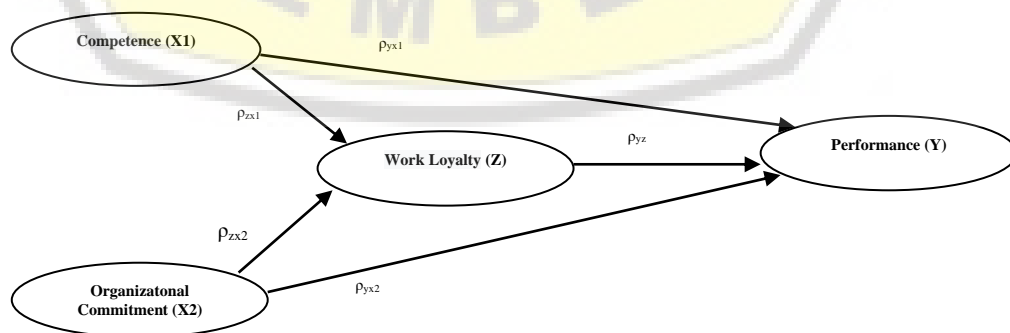
High loyalty is expected to create a sense of loyalty towards the company and the creation of positive performance. From the theory that has been explained, there is a connection with the loyal attitude of a lecturer at a university which is expected to create a sense of love and loyalty, so that the lecturer will always carry out a good job and understand that work is his duty as a personal interest and has a desire to always be loyal for the betterment of the organization, but in reality what happens in universities sometimes there are lecturers not yet maximized in carrying out their duties, as in the implementation of research and dedication that is not optimal in its implementation it can be seen that the loyal attitude of a lecturer is still not maximal towards universities, because with the maximum implementation of research and dedication will add to the number of lecturer certification acquisition and can boost credit score scores at the tertiary level so that it will contribute value in the accreditation of study programs, faculties and universities and is expected to feed will have an impact on the number of students who will pursue tertiary education. In addition, lecturers are also required to have good and positive performance towards universities.

Performance is the willingness of an employee to carry out activities both in quality and quantity carried out with a sense of responsibility and carried out efficiently and effectively. In a college a lecturer is demanded to have a good performance in order to achieve the goals of the college by passing some of the criteria set by the college, while the employee performance goals according to Rivai (2009: 549) are to improve employee performance results, both in quality or quantity, provide new knowledge which will assist employees in solving complex problems, with a series of limited and regular activities, through tasks according to the responsibilities given by the organization; Improve relations between personal employees in work activities in the organization.

Based on a theoretical study and looking at the phenomena that exist at the University of Abdurachman Saleh Situbondo in terms of the implementation of the three tridharma of higher education, namely teaching, research and community service, it is still not optimal. So it becomes a question about the competence and commitment of UNARS lecturer organizations that are able to improve the performance of lecturers through job loyalty. So in this study, researchers tried to provide information and solutions to improve organizational competence and commitment that have an impact on lecturer performance through work loyalty.

### Conceptual Framework

This section explains the calculation of the influence of lecturer competency variables (X1) and organizational commitment (X2) directly and indirectly influencing lecturer performance (Y), through intervening variable lecturer performance (Z). and the path coefficient test path diagram is presented as follows:



## Discussion

### 1. Lecturer Competence Influences Work Loyalty

Based on the first hypothesis and path analysis it can be seen that the competence of lecturers has a significant effect on job loyalty at Abdurachman Saleh Situbondo University, thus being able to prove that when lecturers have high competence, it results in the work loyalty of lecturers at Abdurachman Saleh Situbondo University getting higher, by obtaining beta scores ( $\beta$ ) is 0.329 with a  $\rho$ -value of 0,000. Because the value of  $\rho$ -value is smaller than  $\alpha$  ( $0000 < 0.05$ ),  $H_0$  is rejected and  $H_1$  is accepted, this can prove that lecturer competence (X1) has a significant effect on job loyalty (Y) at Abdurachman Saleh Situbondo University . This can be due to aspects related to the competence of lecturers at the University of Abdurachman Saleh Situbondo that have an impact on work loyalty. Aspects of lecturer competence include: pedagogic, personality, professional and social.

### 2. Organizational Commitment Influences Work Loyalty

Based on the second hypothesis and path analysis it can be seen that organizational commitment has a significant effect on work loyalty at the University of Abdurachman Saleh Situbondo, thus it can be seen that if the organizational commitment of lecturers at the University of Abdurachman Saleh Situbondo increases then the work loyalty of lecturers at the University of Abdurachman Saleh Situbondo will also increase , by obtaining a beta value ( $\beta$ ) of 0.271 with  $\rho$ -value of 0.002. Because the value of  $\rho$ -value is smaller than  $\alpha$  ( $0.002 < 0.05$ ),  $H_0$  is rejected and  $H_2$  is accepted, with this it can be proven that organizational commitment (X2) has a significant effect on work loyalty at Abdurachman Saleh Situbondo University (Z). This is due to aspects related to organizational commitment that have had a positive impact on the work loyalty of Abdurachman Saleh Situbondo University. The aspects of organizational commitment include: affective, normative and continuance.

### 3. Lecturer Competencies Influence Lecturer Performance

Based on the third hypothesis and path analyst it can be seen that lecturer competence has a significant effect on the performance of lecturers at the University of Abdurachman Saleh Situbondo, thus increasing lecturer competence at the University of Abdurachman Saleh Situbondo will result in lecturer's

performance at the University of Abdurachman Saleh Situbondo will increase, beta scores ( $\beta$ ) of 0.417 with  $p$ -value of 0,000. Because the value of  $p$ -value is smaller than  $\alpha$  ( $0,000 < 0.05$ ),  $H_0$  is rejected and  $H_3$  is accepted, thus lecturer competence (X1) has a significant effect on lecturer performance (Y) at Abdurachman Saleh Situbondo University. This can be due to aspects related to the competence of lecturers who have been able to create lecturer performance. Aspects of lecturer competence include: pedagogic, personality, professional and social.

#### **4. Organizational Commitment Influences Lecturer Performance**

Based on the fourth hypothesis and path analysis it can be seen that organizational commitment has a significant effect on the performance of lecturers at the University of Abdurachman Saleh Situbondo, the higher organizational commitment of lecturers at the University of Abdurachman Saleh Situbondo will result in a higher performance of lecturers at the University of Abdurachman Saleh Situbondo, this can be proven by obtained a beta value ( $\beta$ ) of 0.253 with a  $p$ -value of 0,000. Because the value of  $p$ -value is smaller than  $\alpha$  ( $0,000 < 0.05$ ),  $H_0$  is rejected and  $H_4$  is accepted, this can be seen that there is a significant influence of organizational commitment (X1) on the performance of lecturers at the University of Abdurachman Saleh Situbondo. This could be due to aspects related to organizational commitment that have been able to create the performance of Abdurachman Saleh Situbondo University lecturers in accordance with theories that support

#### **5. Work loyalty influences the lecturers' performance**

Based on the fifth hypothesis and path analysis it can be seen that job loyalty has a significant effect on lecturer performance, thus the higher the work loyalty of lecturers at the University of Abdurachman Saleh Situbondo will result in a higher performance of lecturers at the University of Abdurachman Saleh Situbondo, this can be proven by obtaining beta ( $\beta$ ) of 0,270 with  $p$ -value of 0,000. Because the value of  $p$ -value is smaller than  $\alpha$  ( $0,000 < 0.05$ ),  $H_0$  is rejected and  $H_5$  is accepted, this can be seen that there is a significant influence of work loyalty (Z) on the performance of lecturers (Y) at Abdurachman Saleh Situbondo University, this could be due to aspects of work loyalty related to the performance of Abdurachman Saleh Situbondo University lecturers.



## Conclusion

1. The results of the study prove that lecturer competence and organizational commitment have a positive and significant effect on work loyalty. This result was successfully answered from previous studies which stated the competence of lecturers and Organizational Commitment affected work loyalty.
2. The results of the study prove the Competence of Lecturers and Organizational Commitment has a positive and significant effect on the performance of lecturers. This result was successfully answered from previous research which stated the competence of lecturers and Organizational Commitment affected the lecturer performance.
3. The test results prove work loyalty, positive and significant effect on lecturer performance. These results were successfully answered from previous studies which stated work loyalty had a significant effect on performance.

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