
**ANALYSIS OF HUMAN RESOURCE INFLUENCE TO IMPROVEMENT OF
LECTURER COMPETENCE AT ECONOMICS SCIENCE HIGH SCHOOL
MUHAMMADIYAH PALOPO**

Indra

STIE Muhammadiyah Palopo

Abstract

The aim of this research is to analyze whether there is an influence between Human Resources variable (X) with Lecturer Competence variable (Y), and how many their influence. To find out if there are any influences of these two variables, the research method used is a method of simple regression analysis, the techniques are observation, interview, and distribute a questionnaire to all 53 lecturers at Economics Science High School Muhammadiyah Palopo, then the data are analyzed using validity, reliability, partial test or t-test, then the results are known. Based on the validity test of the respondent answers the average value of r table is greater than 0.301 (valid), reliability test of the variables X and Y respectively α -hit the value is greater than 0.60 (reliable), and the partial test (t-test) oversight of the internal variable X results which $3,331 > 0,002$ or significant level is 0.002 means that the value of significant less than level of $\alpha = 5\%$. From calculations using the regression tool, it can be concluded that the Human Resources influence positively and significantly increase lecturer competence at Economics Science High School Muhammadiyah Palopo.

Background

One of the goals of national education is to create qualified human. Human qualities needed by Indonesia in the future is a man who is able to face the tight competition with other nations in the world. The quality of Indonesian human generated through the implementation of qualified education as well.

From various statements and analysis of the Directorate General of National Education suggests there are at least three factors that caused the quality of education do not increase significantly and evenly. First factor, policies and providing education using the Education Production Function who see that the Institute of Education serves as the production process which, if satisfied all the necessary in-put in the production activities, then this institution will produce the desired output. Second factor the national education system is done centrally so putting the campus as an education provider trapped in another long bureaucratic constraints complicated. Thus campus is loss of independence of motivation and initiative to develop promote and improve the quality of processes and output. The third factor, the role of stakeholders (interested) to education, especially parents of students.

One of element that has a very important role in improving the quality of higher education are educators, in this case is a lecturer. Lecturer is one of the essential components of a system in higher education. Roles, duties and responsibilities of the lecturers are very significant in realizing the goal of national education, ie educating the nation, improve the quality of Indonesian human, including the quality of faith and piety, character, and the mastery of science, technology, and art, as well as create Indonesia people who developed, fair, prosperous and civilized. Lecturers are required to improve the high employment competence, both competence partially and simultaneously, competence possessed a lecturer greatly influenced by the human resources.

Problem Statement

1. Is there an influence of human resource to improvement of lecturer competence at Economics Science High School Muhammadiyah Palopo ?
2. How many influence of human resource to improvement of lecturer competence at Economics Science High School Muhammadiyah Palopo ?

Specific Purpose

1. To know an influence of human resource to improvement of lecturer competence at Economics Science High School Muhammadiyah Palopo
2. To know how many influence of human resource to improvement of lecturer competence at Economics Science High School Muhammadiyah Palopo

Urgent of Research

1. Input for higher education institutions in this term Economics Science High School Muhammadiyah Palopo in relation to the improvement of the Human Resources to lecturers competence.
2. As a reference for researchers who are interested in further discussion and observation about the influence of human resources to the improvement of lecturers competence.

Output Target

1. As a reference to be an improvement thing, both for teaching materials as well as in the development of higher education institutions, that human resources are very influential on improving the lecturers competence at Economics Science High School of Muhammadiyah Palopo.
2. As a motivation for researchers to be more active in conducting studies or researchers related to scientific research, to the development of further research.
3. The results of this research, the out-put is an article that will be published in the ISSN national journal.

Method

1. Population and Sample

Population is all object that become observation to do sampling. Population of this research is all lecturers at Economics Science High School of Muhammadiyah Palopo less than 53 people consisting of 43 men and 10 women. Knowing that the number of population limited those are less than 100, the sampling techniques of research using census sampling method that is determining the number of sample equal to the total population (Arikunto, Suharsimi, 2010). So the research population are less than 53 respondents.

2. Variable of Research

Variable is anything that shaped what is defined by the researchers to be studied in order to obtain information about it so that conclusions can be drawn.

a) Independent Variable, the indicators are:

1. Quality of work

Lecturer can to conduct work in a particular field, understand deeply the meaning of the quality management system, using media technology, and actively carry out research and community service.

2. Punctuality

Lecturer can to give a lecture material accordance with academic schedule that has been established, present on time, giving evaluation Objectively, provides tasks accordance with load collage.

3. Initiative

Lecturer can to conduct learning strategy, conduct observation, design instructional in learning process, generate interest of learning for students with certain methods.

4. Competitive

- Lecturer have ability explains lecture material, giving answer based on questions, overcome pressure from out side or boss, arrange outline of teaching, can to make lesson plan that involved in SAP and contract of lecturing
- b) Dependent Variable, the indicators are:
1. Competency of pedagogy
Lecturer can to master material of learning, design, conduct, and arrange report of research, develop and spread widely innovation, design, conduct and score service to public.
 2. Competency of professional
Lecturer masters the subject material, design, conduct and arrange research report, develop and disseminate innovation, design, conduct and score dedication to public.
 3. Competency of social
Lecturer has an ability of social relationship with the student, with friend, and public.
 4. Competency of personal
Lecturer has a good attitude and ethics to student, friend, family and public, learning motivation for student, include self development as professional.
3. Method of collecting data
The methods of collecting data are as follow :
1. Interview
Interview is a direct dialog to obtain data from respondent they are all lecturer at Economics Science High School of Muhammadiyah Palopo
 2. Questionnaire
Questionnaire is a technique of collecting data by asking a number of questions in writing given to respondents in order to obtain accurate and valid data.
 3. Documentation
Documentation is data obtained through the notes of the documents contained in the location of research.
4. Method of analyzing data
Method of analysis that is used in this research is Simple Linear Regression Analysis. This analysis to determine the direction of the relationship between variables X with variables Y whether positive or negative or the relationship of these variables increase or decrease, (Dwi Consultant, 2011), with the following formula:
$$Y = a + bX$$

Explanation :
Y = dependent variable
X = independent variable
a = constant
b = coefficient of regression

Result and Discussion

1. Identity of Respondent

The identity of respondents is obtained from given questionnaires to the all lecturer at Economics Science High School Muhammadiyah Palopo as many as 53 people, but only 43 return of respondents.

Data shows that the respondents lecturer at Economics Science High School Muhammadiyah Palopo from 53 people, Men are 43 people or 82%, and while that women are 10 or 18%.

Identity of respondents based of level of education at Economics Science High School Muhammadiyah Palopo dominated by respondents with education level S2 as

many as 42 or 79 percent then S1 as many as 3 or 6% and the remaining S3 as many as 8 people or 15%.

Identity of respondents based on work period show that in this research is dominated by professors with work period 6-10 years as many as 10 people or 23% then a lecturer with work period between 0-5 years 10 or 23%, then a lecturer with work period over 15 years is as many as 6 people or 13%.

2. Result of analyzing data

a. Validity and Reliability test

1. Result of validity test

Result of the calculation of validity test with correlation product moment, then from 31 items of question that used in this research model, all items of questionnaire valid, because it has a value of $r_{count} > r_{table}$. It can be explained that the variables of human resources (X) with 17 items of questions are all valid, then the variable of lecturer competence (Y) with 14 items are valid, it is because the value of r for each of the variables have value greater than 0.301.

2. Result of Reliability test

Reliability test through the instrument also reliable (consistent). The instrument is said to be reliable if the indicators obtain consistent results. This means that all the questionnaire answers from a lecturers to the statement is consistent or stable. To test the reliability of instruments, the measurement using Cronbach's Alpha procedures. The reliability test results for each variable are:

Table 1 : Result of Reliability Test for Human Resources Variable (X) and Lecturer Competence (Y)

| Variable | α -count | Cronbach Alpha | Explanation |
|-------------------------|-----------------|----------------|-------------|
| Human Resources (X) | 0,932 | 0,60 | Reliable |
| Lecturer Competence (Y) | 0,918 | 0,60 | Reliable |

Source : Data processed, 2016

From the reliability test above, then can be said that the data is used are reliable.

Thus the validity and reliability test results concluded that all the items of questionnaire valid for each research variable, and reliable for all variables. Then all value data generated can be used for regression analysis and further statistical test.

b. Simple Regression Analysis

1. Determining of regression equation based on calculation result as shown in table 2 below :

Table 2 : Result of Regression Equation

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 28.999 | | | 3.440 | .001 |
| X | 396 | 462 | | 3.331 | .002 |

a. Dependent Variable Y (Lecturer Competence)

From the table can be obtained that regression equation as follow :

$$Y = (28,999) + 396 X$$

Where each regression have own meaning as follow :

$$a = (28,999)$$

Have a meaning that Human Resources (X) = 0 then Lecturer Competence (Y) will increase as many as (28,999).

$$b = 396 X$$

It means that if Human Resources Variable (X) increase, then Lecturer Competence (Y) will increase as many as 396 per-person/lecturer.

2. Coefficient of Determination

This analysis is used to determine the influence of Human Resources (X) to Lecturer Competence (Y)

Based on the calculation can be shown on the table 3 below as follow :

Table 3 : Coefficient of Determination / R Square

Model Summary

| Model | R | R-Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .462 ^a | .213 | .194 | 6.8398 |

a. Predictors : (Constant), X (Human Resources)

R square (R^2) is 0,213 means that variation of independent variable changes. Lecturer Competence (Y) is 21,3 % caused of dependent variable that is Human Resources (X). While the remains 78,7% caused by other variable that is not identified into the model.

3. Test as partial variable of internal monitoring (X)

Test as partial (t-test) is intended to determine the level of significance among independent variables statistically is as follow :

Table 4 : Result of test as partial (t-test)

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 28.999 | 8.429 | | 3.440 | .001 |
| X | 396 | 119 | .462 | 3.331 | .002 |

a. Dependent Variable : Y (Lecturer Competence)

The criteria in the test using t-test is as follow :

1. $H_0 : B_1 = 0$, Human Resources Variable (X) does not affect to Lecturer Competence (X)
 $H_a : B_1 \neq 0$, Human Resources Variable (X) affects to Lecturer Competence (Y)
2. Level of significance on the level of $\alpha = 5\%$
t table on the level of significance with the test of hypothesis approach and degree of freedom n-k
3. t count < t table means H_0 accepted and H_a rejected
t count > t table means H_a accepted and H_0 rejected

From the calculation result known that internal monitoring variable (X) results value of t count = 3.331 > 0.002 or significant level as many as 0.002 less than level of $\alpha = 5\%$.

Based on the calculation result show that there is a significant influence between Human Resources Variable (X) to Lecturer Competence Variable (Y).

Discussion

In the discussion about the analysis of Human Resources influence to the improvement of Lecturer Competence on Economics Science High School of Muhammadiyah Palopo, that is based on validity test of all items of questions from all respondent 53 person on variable X and Y show that the r table the average value greater than 0,301 or said valid.

Then based on reliabilitytest or consistent level of respondents showthe results of α -count X = 0.932, Y = 0.918, count-Alpha greater than 0.60 (reliable).

Based on the results of coefficient of determination R-Square (R^2) = 0.213 means that the variance of change in the dependent variable (Y) is 21.3% caused by the independent variable (X), the remaining 78.7% is caused by other variables that are not identified in the model.

Based on t-test, partial internal monitoring variable (X) shows the value 3.331 > 0.002 or significant level is 0,002 smaller than the level of $\alpha = 5\%$, which means that the influence of Human Resources (X) to the improvement of Lecturer Competence(Y) very positive or significant.

Thus the hypothesis in this researchthat is suspected that human resources significantly effect to the improvement of lecturer competence at the Economics Science High School of Muhammadiyah Palopo

Conclusion

1. Based on validity test from allrespondentsitems of question on variable X and variable Y show that r table shows the average value greater than 0301 (valid).
2. Based on reability test show the result of α -count X = 0,932, Y = 0,918, value of *Cronbach Alpha* greater than 0,60 (reliable)
3. Based on coefficient of determination R-square (R^2) 0,213 means changes variance of dependent variable (Y) is 21,3 % caused of independent variable (X), the remains 78,7 % caused by other variable that is not identified into the model.
4. Based on t-test, partial internal monitoring variable (X) shows the value 3,331 > 0,002 or significance level is 0,002 less than level of $\alpha = 5\%$, it means that Human Resources (X) affects to improvement of Lecturer Competence (Y) at Economics Science High School of Muhammadiyah Palopo.

Refferences

- Arikunto, Suharsimi, (2010).*Prosedur Penelitian Suatu PendekatanPraktik*.Jakarta : Rineka Cipta.
- Artikel Manajemen,https://id.wikipedia.org/wiki/Sumber_daya_manusia, Diakses 10 Mei 2016
- Djamarah, dkk, (2006).*Strategi Belajar Mengajar*. Jakarta. Rineka Cipta
- Desya Ayu Surya, Kopetensi Dosen Terhadap Standarisasi Layanan,*Jurnal KopetensiDosedanArtikel* (<http://jurnal.unikom.ac.id/s/data/jurnal/v06-n02/vol-6-artikel-3.pdf/pdf/vol-6-artikel-3.pdf>), Diakses 10 Mei 2016
- Jumawan.(2015). Mengembangkan Sumber Daya Manusia (HRM)yang StrategisUntukMenunjang Daya Saing organisasi ;prespektif Competency & TalentManagement.*Jurnal Media Mahardhika*Vol. 13 No. 3,<http://www.stiemahardhika.ac.id/wp-content/uploads/2015/09/05.pdf>.Diakses 10 Mei 2016
- Kumpulan Artikel, (2015) (<http://ariplie.blogspot.co.id/2015/04/pengertian-dan-konsep-kompetensi.html>)
- Mutmainah Isnaini, Dewi Kusuma W & Leny Noviani(2015). Pengaruh Kompetensi Dosen & Fasilitas Belajar Terhadap Kepuasan Mahasiswa Pendidikan.*Jurnal*

-
- Pendidikan Bisnis dan Ekonomi : FKIP UNS*, Vol.1 No.2
<http://jurnal.fkip.uns.ac.id/index.php/ptn/article/view/7353>). Diakses 12 Mei 2016
- Palan, R. (2007). *Competency Management Teknik Mengimplementasikan Manajemen Sumber daya Manusia Berbasis Kompetensi Untuk Meningkatkan DayaSaing Organisasi*. Edisi Terjemahan. Jakarta: PPM. Anggota IKAPI. Peraturan Pemerintah (PP) No.37, Tahun 2009, Tentang Peran dan Tugas Dosen.
- Panduan RistekDikti tentang Pelaksanaan Penelitian dan Pengabdian Pada Masyarakat di Perguruan Tinggi, Edisi X, Tahun 2016,
(http://simlitabmas.dikti.go.id/unduh_berkas/Panduan_Pelaksanaan_Penelitian_dan_PPM_Edisi_X_2016.pdf). Diakses 12 Mei 2016
- Rify Mangkoesbroto (2014) Human Capital Journal.
(<http://humancapitaljournal.com/pengertian-sumber-daya-manusia>), Diakses 13 Mei 2016
- Sugiyono, (2012) *.Metode Penelitian Bisnis Pendekatan Kualitatif, Kuantitatif dan R&D*, Penerbit, Alfabeta. Bandung.
- Spencer dan Spencer (dalam Palan, 2007), *Kopetency Management-PPM*, Indonesia, Jakarta.
- Urip Santoso, Peranan Dosen Sebagai Ilmuan <http://blog.stie-mce.ac.id/tita/2013/10/17/kompetensi-profesi-seorang-dosen/> Diakses 13 Mei 2016
- Jurnal Scivitas Akademika, 2015
(<https://sivitasakademika.wordpress.com/2015/03/29/peran-dosen-sebagai-ilmuwan>), <https://ibnufajar75.wordpress.com/2012/12/27/empat-kompetensi-yang-harus-dimiliki-seorang-guru-profesional>, diakses, 20 Agustus 2016