Research Article

A Survey Study Of Lecturer's Performance About Work From Home During The Pandemic Of Covid-19

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ABSTRACT

This research aims to know the motivation, information technology system, corporate culture, competency, and the lecturer performance in West-Java in the effort of building the 21st community. This research is descriptive quantitative research with observation approach. Taking sampling done by the technique of disproportionate stratified random sampling. The number of populations is about 1169 and the sample taken is about 258 of lecturers. The technique of analyzing the data is helped by Microsoft Excel program. The overall result is on variable, motivation, information technology system supported, corporate culture, competency, job satisfaction, and the lecturer performance in West-Java in building the work from home during the covid pandemic 19 is on good category to very good category.

Keyword: motivation, information technology system, competency, job satisfaction, performance, work from home, covid pandemic 19

INTRODUCTION

The globalization era gives a wide effect in various aspect of life, including the demanding in education implementation. One of the real challenges is the education should be able to create the human resources which has complete competency, which is called as the competency of 21st century. The development and the development of science and technology is an important factor to improve the community welfare in order to build the nation's civilization. The competitiveness index of Indonesia according to Global Competitiveness Index (GCI) 2017-201, Indonesia is in 36th rank of 137 countries. The infrastructure development, increased inflation, and economic growth become a key to improve the competitiveness index of Indonesia. this case stated by research minister, technology, and higher education, Mohammad Nasir, when doing the oration on 63rd of dies natalist of Parahyangan catholic university, on Friday (19/1). The lecturer is one of the determinant components of quality in education world specially in college. The college lecture has knowledge, perception and various motivation,

that the factor related directly or indirectly with the lecture is really complex. the lecturer can be viewed from two aspects such as authority and academic skill. The lecturer's authority can be measured from the level of functional, while academic skill can be measured from the level of education. The development or coaching academic lecturer id often called as in-service-education, including all of the practice activities which referred to help the lecturers developing teaching skill, researching and writing scientific work. There are three reasons encouraging the existence of lecturer coaching, such as the development of knowledge of new social complexity and the needs of continuously renewal.

The fact in the field show that there's still some lecturers having low capacity of their performance. There are many skilled lecturers but they have not a will, so the higher-level performance will be not materialized, similarly with there are many lecturers that have a will, but they have no capability, so the higher-level performance also will be not materialized. The quality lecturer expected is the lecturer that is able

to create the effective learning: research, scientific work, and community service which has higher quality. The effective learning marked by the lecturer's characteristic in: 1) communication skill, 2) pleasant attitude toward the students, 3) the good knowledge about their subject, 4) god testing panel, 5) the willingness to be experimenting, 6) encourage students to think, and 7) able to speak well and interesting (Tilaar & Suryadi, 1993).

Other factors influence the performance directly according to (Steers, 1980: 117) is corporate culture, competency and technology directly give an effect to the performance. The corporate culture which is not conducive such as physical condition and mental in work place which is not supported also influence the performance. Based on the description, it can be concluded that the factors influence directly toward the performance are motivation, corporate culture, competency and information technology system.

Motivation is a stimulation toward the individual to do an activity as well as possible. The stimulation is intern and extern as well and feel the benefit well, in this case the lecturers have motivation will be able to do their job maximally. According to Uno (2007: 1), motivation is a process following determine the intensity, direction, individual perseverance in reaching the goal. Motivation is a good power coming from in and out which push someone to reach the certain goal which has been set. Motivation is a power coming from in and outside self. This power stimulates which lead to the someone's behavior to do a certain action, for the process of prestige achievement specially and in this way will be useful for organization as whole (Lunenburg & Orstein, 2000: 88–89).

The information system can be defined according to Laudon (Midjan & Susanto, 2001) is the components which related each other and cooperate to collect, process, save and spread the information to support the decision making, coordination, control and to give a description the activity in a company. While information system according to (Amoroso & Cheney, 1991). Is a series of formal procedure when the data collected, processed become an information and distributed to the user. The utilization and user satisfaction is used widely as successful benchmark an information system (Amoroso & Cheney, 1991). The researchers are guided by the theory of attitude and behavior of technology aspects such as a high quality system influence the user's attitude, the system which the form of belief and affection toward system related (Kurniawan, 2008).

Corporate culture has been defined by many experts and researchers (Downey et al., 2011) propose that the corporate culture is a perception of the member in collective toward the internal organization environment.

Semiawan (2006: 15), define the competency is an ability, skill and good and complete attitude to playing their role in more efficient. Competency is what someone bring to their job in the type and level of different behavior which should be moved from the certain attribute (knowledge, capability and expertise) which is needed to implement various duties related to the a job (Dharma, 2005).

Robbins & Judge (2008: 99) argued that "someone with higher level of job satisfaction has positive feelings about the job, while someone which is not satisfied having negative feelings about the job". Kreitner et al., (2005: 272) argued that "satisfaction comes from someone's perception that output of job is relative same with the input, the comparison supporting the other output and input which is significant".

The definition of the lecturer performance conceptually includes the aspect of professional ability, social ability and personal ability. Three of them are translated into: 1) the professional ability covers: mastering the material subject which consist of the mastering of the material which must be thought and the concepts of basic knowledge from the material thought, the mastering and appreciation of the education base and teacher training, the mastering of education processes, teacher training and students learning. 2) social ability including the ability to self-adapting to the goal and surrounding when presenting the duty as a teacher. 3) personal ability including: positive attitude performance toward the whole situations as a teacher and toward the whole education situation as well its elements, understanding, appreciation and performance of the value which should be owned by a teacher as well the performance of the effort to make his/her character as a role model for students.

Based on the case, it needs to conduct the study to know how the motivation, information technology, corporate culture, competency and the lecturer performance in the work from home during the covid pandemic 19.

RESEARCH METHODOLOGY

This research is quantitative descriptive research with survey approach. Taking sampling is done by the technique of disproportionate stratified random sampling. The number of populations is about 1169 and the sample taken is about 258 of the lecturers. The sample is provided a

questionnaire where the questionnaire has been having process of validity step and instrument reliability, therefore the instrument is able to measure the research variable. The data of questionnaire result then analyzed by program Microsoft Excel supported.

RESULT AND DISCUSSION
Motivation
On this research variable, the description about lecturer's motivation observed from the aspect of self-development, pleasure and appreciation. As an overall description of the data research result related to the lecturer's motivation is presented on the table 1 below:

Table 1. Criteria of Scoring and Description of the Lecturer's Motivation

Interval	Criteria	Total	Percentage
X > 39.99	Very good	141	54.65%
33.33 < X ≤ 39.99	Good	44	17.05%
26.67 < X ≤ 33.33	Good enough	39	15.12%
20.01 < X ≤ 26.67	Poorly	19	7.36%
X ≤ 20.01	Bad	15	5.81%
Sum		258	100.00%

Mean value of the overall for lecturer's motivation is 37.13 with the overall value of standard deviation is 8.47. On this table can be viewed that the lecturer's motivation percentage include in very good criteria which is 54.65 percent. The lecturer's motivation including in good criteria is 17.05 percent. While the lecturer's motivation including in good enough, Poorly and bad criteria is 15.12 percent, 7.36 percent and 5.81 percent. The lecturer's motivation description in diagram shape can be viewed on the picture below:

The Support of Information Technology System
The variable data of information technology system support in this research is obtained from the questionnaire result. The result of descriptive analysis related to the information technology system in the effort of building the need profile of work from home during the covid pandemic 19 can be viewed on the table 3 below.

Table 3. Scoring Criteria and Description of Information Technology System

Interval	Criteria	Number	Percentage
X > 115.99	Very good	112	43.41%
96.66 < X ≤ 115.99	good	73	28.29%
77.33 < X ≤ 96.66	Good enough	73	28.29%
58.00 < X ≤ 77.33	Poorly	0	0.00%
X ≤ 58.00	Bad	0	0.00%
Sum		258	100.00%

The overall value mean for the information technology system support is 105.88 with the standard deviation value is 22.28. on the table above can be viewed the percentage of information technology system support including in very good criteria is 43.41 percent, the good and good enough criteria is 28.29 percent, and Poorly and bad criteria are 0.00 percent.

Corporate Culture
In this variable, the research data related to the corporate culture can be observed from the result of questionnaire. The description of the corporate culture level in overall is presented on the table 5 below.

Table 5. Scoring Criteria and the Description of Corporate Culture

Interval	Criteria	Number	Percentage
X > 15.99	Very good	136	52.71%
13.33 < X ≤ 15.99	Good	33	12.79%
10.67 < X ≤ 13.33	Good enough	52	20.16%
8.01 < X ≤ 10.67	Poorly	18	6.98%
X ≤ 8.01	Bad	19	7.36%
Sum		258	100.00%

The overall value mean for the corporate culture is 14.69 with the standard deviation value is 3.46. On the table above can be viewed the percentage of corporate culture including in very good criteria is 52.71 percent, the corporate culture including in good criteria is 12.79 percent, and good enough criteria is 20.16 percent, Poorly is 6.98 percent and bad criteria are 7.36 percent.

Lecturer's Competency
In this variable, the research data related to the lecturer's competency can be observed from the result of questionnaire. The description of the lecturer's competency level in overall is presented on the table below.

Table 7. Scoring Criteria and Lecturer's Competency Level

Interval	Criteria	Number	Percentage
X > 76.99	Very good	126	48.84%
63.33 < X ≤ 75.99	Good	54	20.93%
50.67 < X ≤ 63.33	Good enough	39	15.12%
38.01 < X ≤ 50.67	Poorly	26	10.08%
X ≤ 38.01	Bad	13	5.04%
Sum		258	100.00%

The overall value mean for the lecturer's competency is 69.39 with the standard deviation value is 16.57. On the table above can be viewed the percentage of lecturer's competency including in very good criteria is 48.84 percent, next the percentage including in good criteria is 20.93 percent, and good enough criteria is 15.12 percent, Poorly is 10.08 percent and bad criteria are 5.04 percent.

Job Satisfaction
On this variable, the research data related to the job satisfaction obtained from the result of questionnaire. The description about the lecturer job satisfaction in overall is presented on the table 9 below.

Table 9. Scoring Criteria and Description of the Lecturer Job Satisfaction

Interval	Criteria	Number	Percentage
X > 39.99	Very good	119	46.12%
33.33 < X ≤ 39.99	Good	64	24.81%
26.67 < X ≤ 33.33	Good enough	47	18.22%
20.01 < X ≤ 26.67	Poorly	19	7.36%
X ≤ 20.01	Bad	9	3.49%
Sum		258	100.00%

The overall value mean for job satisfaction is 36.85 with the standard deviation value is 7.48. On the table above can be viewed the percentage of job satisfaction including in very good criteria

is 46.12 percent, next the percentage including in good criteria is 24.81 percent, and good enough criteria is 18.22 percent, Poorly is 7.36 percent and bad criteria are 3.49 percent.

Lecturer's Performance
On this variable, the research data related to the lecturer's performance obtained from the questionnaire result is presented on the table 11 below.

Table 11. Scoring Criteria and Description of Lecturer's performance

Interval	Criteria	Number	Percentage
X > 99.99	Very good	135	52.33%
83.33 < X ≤ 99.99	Good	51	19.77%
66.67 < X ≤ 83.33	Good enough	43	16.67%
50.01 < X ≤ 66.67	Poorly	19	7.36%
X ≤ 50.01	Bad	10	3.88%
Sum		258	100.00%

The overall value mean for lecturer's performance is 93.25 with the standard deviation value is 20.86. On the table above can be viewed the percentage of lecturer's performance including in very good criteria is 52.33 percent, next the percentage including in good criteria is 19.77 percent, and good enough criteria is 16.67 percent, Poorly is 7.36 percent and bad criteria are 3.88 percent.

CONCLUSION
Based on the research, result and discussion above can be concluded that 1) lecturer's motivation in the effort of work from home during the covid pandemic 19 generally tends to be in good to very good category. 2) information technology system support of the lecturer in the effort of building the profile of the work from home during the covid pandemic 19 tend to be in good and very good category. 3) the lecturer corporate culture in the effort of building the work from home during the covid pandemic 19 generally tends to be in good to very good category, 4) lecturer's competency in the effort of building the work from home during the covid pandemic 19 generally tends to be in good to very good category, 5) lecturer's job satisfaction in the effort of building the work from home during the covid pandemic 19 generally tends to be in very good category, 6) lecturer's performance in the effort of building the work from home during the covid pandemic 19 generally tends to be in good to very good category.
The overall result on the variable, motivation, information technology support, corporate culture, competency, job satisfaction and the performance of the lecturer of state University of In West-Java in building the work from home during the covid pandemic 19 is in good to very good category. This case show that all of the lecturers in State University of In West-Java have been ready to work from home during the covid pandemic 19.

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