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The Effect of Education and Compensation on the Performance of Medicom Academic Lecturers and Computers

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ABSTRACT

This study was conducted to determine the influence of Education and Compensation To the performance of lecturers at the Medicom Computer and Informatics Academy. This study uses two variables consisting of the dependent variable is Performance lecturers (Y), while the independent variable is the Education (X1) and Compensation (X2). This type of research is explanatory research through associative research, the research aims to clarify the relationship between two or more variables. The population in this study were all lecturers of the Medicom Computer and Informatics Academy amounted to 35. Methods of data collection is done by questionnaire and literature study. Data analysis was carried out with test data quality (reliability and validity), klasik assumption test, t test (partial test), F test (simultaneous test). The results of the t test show that (1) education has a positive and significant effect on lecturer performance with a t value of 5.676; (2) compensation has a positive and significant effect on the performance of lecturers with a t value of 5.396 (3) The results of hypothesis testing show that education and compensation simultaneously have a positive and significant effect on the performance of lecturers at the Medicom Academy of Informatics and Computers. The results of this study showed that: the impact of Education and Compensation To the performance of lecturers at the Medicom Computer and Informatics Academy positive correlation coefficient (R) = 0.691 and the coefficient of determination (Adjusted Rsquare) of = 0.478 This means that the Performance lecturers (Y) at the Medicom Computer and Informatics Academy amounted to 47.8% influenced by the Education (X1) and Compensation (X2) together.

1. Introduction

The progress of an educational institution cannot be separated from problems related to human resources in an educational institution, because no matter how sophisticated the technology used in an institution/institution as well as any amount of agency capital, it is lecturers and employees who play the most role in the progress of an educational institution. That is why the good quality of lecturers in carrying out their duties is very important to note. The contribution of lecturers to an educational institution will determine the progress or decline of the educational institution.

Lecturers who serve in educational institutions have a great contribution in advancing educational institutions. Every lecturer's performance does not only have a big influence on the progress of educational institutions but also on the progress of students. The success of education is largely determined by the

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readiness of lecturers in preparing students for teaching and learning activities. However, the strategic position of lecturers to improve the quality of educational outcomes is strongly influenced by the professional abilities of lecturers and the quality of their performance. The success of a lecturer in carrying out the main duties of a lecturer, namely the Tri Dharma of Higher Education, is very dependent on his dedication to educational institutions supported by the competence, work motivation, education, and discipline of the lecturer. Factors that are considered important for improving the performance of lecturers are education and compensation. Education is a process of organizing teaching and learning in the context of increasing abilities, skills, knowledge, skills, attitudes, and behaviors as well as developing both physical and spiritual potentials that can be used by lecturers in carrying out their duties and obligations. Education according to Mangkunegara (2012: 69) states that "Education is related to general improvement and understanding of the human environment as a whole and the process of developing knowledge, skills/skills, thoughts, character, character and so on". And with a good education taken by lecturers, it can be used as a provision in improving the competence of lecturers in order to achieve effectiveness through career development.

Another effort made by educational institutions in improving the performance of lecturers is by providing promising compensation. Compensation is expected is the existence of a decent and fair lecturer salary system. Compensation is the provision of employee benefits which can be in the form of salary, fixed allowances, incentives, bonuses for achievements, pensions. Based on these circumstances and seeing the importance of lecturer performance which is influenced by education and compensation, the authors are interested in conducting research on "The Influence of Education and Compensation on Lecturer Performance at the Medicom Medan Informatics and Computer Academy".

2. Research Methods

This study intends to test the hypothesis in the hope of confirming or strengthening the assumptions that have been formulated which in turn can support the theory. On the basis of these assumptions, the type of research used includes explanatory research, namely research that aims to explain the influence between two or more variables Sugiyono (2017: 95). In this case, it is to determine the effect of Education and Compensation on Lecturer Performance.

Population and Sample

Population is all objects that have one characteristic in common. In this study, the population and samples were all Lecturers of the Medicom Academy of Informatics and Computers, totaling 35 permanent lecturers spread over various study programs.

Data source

The sources of data in this study are grouped into:

a. Primary data
   1) Interview/interview
   2) Questionnaire/questionnaire
   3) Observation/observation

b. Secondary Data

   Secondary data is data that is already available that is quoted by the researcher for the purpose of his research. (Manullang, Pakpahan 2014:87)

   Secondary data collection is carried out with the following instruments:
   1) Literature study
   2) Documentary studies.

Variable

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a. Independent Variable (Independent Variable)

The independent variable is the variable that affects or is the cause of the change or the emergence of the dependent (bound) variable. In this study, the independent variable is "Education" which is given the symbol X1 "Compensation" which is given the symbol X2.

b. Dependent variable (dependent variable)

The dependent variable is the variable that is affected or that becomes the result, because of the independent variable. In this study, the dependent variable is "Lecturer Performance" which is given the symbol Y.

Measurement Scale

Likert scale according to Sugiyono in Manullang, Pakpahan (2014: 94) is a Likert scale used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena.

Method of collecting data

a. Observation Technique
b. Interview method
c. Questionnaire Method

Data analysis

a. Classic assumption test
b. Heteroscedasticity Test
   Manullang and Pakpahan (2014: 199) heteroscedasticity can be interpreted as the variance inequality of an observation.
c. Multiple Linear Regression Analysis
   Multiple regression analysis aims to predict the value of the influence of two or more independent variables on one dependent variable using the following regression equation:
   Y' = a + b1X1+ b2X2+.... + e Gujarati in Ghozali (2006:145)
d. Hypothesis testing
   Proof of the hypothesis is done by using statistical tests supported by econometric tests as follows:
   a) t-test (t-test)
   b) F test (F -test)
e. R2 Test (Coefficient of Determination)

3. Results

1. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation.

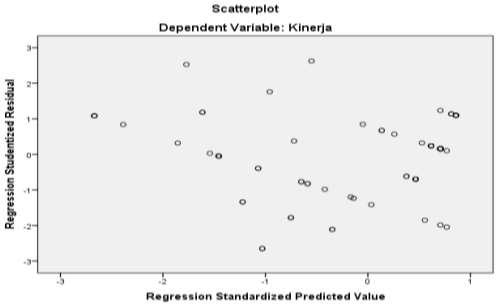

Figure 2. Heteroscedasticity Test

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From the results of data processing using SPSS as shown in Figure 2 above, that the points spread randomly and spread both above and below the number 0 on the Y axis, it can be concluded that there is no heteroscedasticity in the regression model suitable for predicting variables. bound/dependent (Lecturer Performance) based on the input of the independent/independent variables Education and Compensation.

2. Multiple Regression Analysis

Multiple Regression Analysis is used to determine how much influence the independent variable has on the dependent variable. Here's the regression equation:

TABLE 1.
MULTIPLE REGRESSION TEST RESULTS

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	26.571	12.072		1.932	.065
	Education	.376	.360	.094	5.676	.012
	Compensation	.820	.126	.683	5.396	.000

a. Dependent Variable: Lecturer Performance

Table 1 shows that the Multiple Regression Equation Model in this study is Y = 26.571 + 0.376 X1 + 0.820 X, where the interpretation of the regression above is as follows:

a. Constant (a)

This means that if all the independent variables have a value of zero (0) then the value of the dependent variable is 26.571

b. Education (X1) on Lecturer Performance (Y)

The education coefficient value for the X1 variable is 0.376. This means that for every one unit increase in Education, the Beta (Y) variable will increase by 0.376 with the assumption that the other independent variables of the regression model are fixed. This means that the equation means that if education increases by 100%, the lecturer's performance will increase by 0.376.

c. Compensation (X2) on Lecturer Performance (Y)

The value of the compensation coefficient for the X2 variable is 0820. This means that for every one unit increase in compensation, the Beta (Y) variable will increase by 0.820 with the assumption that the other independent variables of the regression model are fixed. This means that the equation means that if the compensation increases by 100%, the lecturer's performance will increase by 0.820.

3. Hypothesis Test

a. T test (Partial Test)

The t-test in this study was conducted to determine whether there was a significant effect of the independent variable (X) on the dependent variable (Y). The t test used is a one-way test with = 5%, then 5% t table (30) is 1.69726

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TABLE 2
T-TEST

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	26.571	12.072		1.932	.065
	Education	.376	.360	.094	5.676	.012
	Compensation	.820	.126	.683	5.396	.000

a. Dependent Variable: Lecturer Performance

Table 2 shows that:

a) The t-count value of the Education variable is 5.676 while the t-table is 1.697 with a significant value of 0.012 <0.05. This means that tcount > ttable is 5.676 > 1.697. Based on these data, it can be concluded that the Education variable by t-test (partial test) is positive, which is indicated by a unidirectional relationship with the Lecturer Performance variable and has a significant effect so that H0 is rejected and H1 is accepted, meaning that Education has a significant effect on Lecturer Performance.

b) The t-count value of the Compensation variable is 5.306 while the t-table is 1.697 with a significant value of 0.000 <0.05. This means that tcount > ttable is 5.396 > 1.697. Based on these data, it can be concluded that the Compensation variable by t-test (partial test) is positive, which is indicated by a unidirectional relationship with the Lecturer Performance variable and has a significant effect so that H0 is rejected and H1 is accepted, meaning that Compensation has a significant effect on Lecturer Performance.

b. F Test (Simultaneous Test)

The F test was conducted to determine whether the independent variables of Education and Compensation (X1, and X2) together have a significant effect on the dependent variable (Y), namely Lecturer Performance. The test equipment used to accept or reject the hypothesis, namely the F-count value compared to the F-table value with the following criteria:

a) H0 is accepted if F-count < F-table at = 5%

b) H0 is rejected (H1 is accepted) if F-count > F-table at = 5%

F table is obtained with degrees of freedom (df1= k – 1)

n = number of samples that is 35 data

k = number of variables used, k = 3

df 1 = k - 1 = 3 – 1 =2

df 2 = n – k = 35 – 3 = 32

The F test used is a one-way test with = 5%, then Ftable 5% (2 ; 32) is 3.29.

The F test output can be seen in Table 3 below:

TABLE 3
F_TEST

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	368.133	2	9.716	9.487	.000[a]

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	Residual	314.124	32	9.704
	Total	682.257	34	
a. Predictors: (Constant), compensation, Education				
b. Dependent Variable: Lecturer Performance				

Table 3 shows that the F value of the Education and Compensation variable is 9.487 while Ftable is 3.29. This means that Fcount > Ftable which is 9.487 > 3.29. Based on these data, it can be concluded that the Education and Compensation variables using the F test (simultaneous test) are positive, which is indicated by a unidirectional relationship with the Lecturer Performance variable and has a significant effect, so that H0 is rejected and H1 is accepted.

1. Coefficient of Determination (R2)

TABLE 4
THE RESULTS OF THE COEFFICIENT OF DETERMINATION OF EDUCATION AND COMPENSATION VARIABLES ON LECTURER PERFORMANCE (R2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.671[a]	.452	.485	1.083	1.728
a. Predictors: (Constant), Kompensasi, Pendidikan					
b. Dependent Variable: Kinerja_Dosen					

Table 4 above shows the coefficient of determination (R2) of 0.485 (Adjusted R Square) or 48.5% which means that the ability of the independent variables (Education and Compensation) in explaining the dependent variable (Lecturer Performance) is 48.5% while the remaining 51.5% can be explained by other factors not included in this study such as leadership, work discipline, organizational environment, work motivation, organizational culture, work attitude, competence, and so on.

4. Discussion

1. The Effect of Educational Variables on Employee Performance

The t-count value of the Education variable is 5.676 while the t-table is 1.697. This means that tcount > ttable is 5.676 > 1.697 with a significant value of 0.05. Based on these data, it can be concluded that the Education variable by t-test (partial test) is positive, which is indicated by a unidirectional relationship with the Lecturer Performance variable and has a significant effect so that H0 is rejected and H1 is accepted.

This supports the results of research conducted by Nahayatul Muklishsoh with the title The Effect of Education and Training, Compensation and Job Satisfaction, on private Madrasah Tshanawiyah teachers, Bulakamba District, Brebes, showing that partially there is an effect of Education on private Madrasah Tshanawiyah teachers, Bulakamba Brebes District.

From what has been described above, it can be concluded that a good and appropriate education is one of the important assets that must be owned by the Medicom Academy of Management and Computer Informatics.

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2. The Effect of Compensation Variables on Employee Performance

Based on the partial hypothesis test that has been carried out, the results of the study show that the Compensation variable has a significant effect on Lecturer Performance. This is indicated by the tcount value of the Compensation variable is 5.396 while the ttable is 1.697. This means that tcount > ttable is 5.396 > 1.697 with a significant value of 0.05. Based on these data, it can be concluded that the Compensation variable in the t-test (partial test) is positive, which is indicated by a unidirectional relationship with the Lecturer Performance variable and has a significant effect so that H0 is rejected and H1 is accepted.

The results showed that the compensation variable had a significant effect on lecturer performance. This is indicated by the results of the t-test with a t-count value of 5.376 and a t-table of 1.697. So that the initial hypothesis which states that there is a significant effect of the Compensation variable on the performance of the Medicom Academy of Management and Computer Informatics lecturer is proven true.

This is in line with the research conducted by Nahayatul Muklishsoh with the title The Effect of Education and Training, Compensation and Job Satisfaction, on private Madrasah Tshanawiyah teachers, Bulakamba District, Brebes, showing that partially there is an effect of compensation on private Madrasah Tshanawiyah teachers, Bulakamba Brebes District.

3. The Effect of Simultaneously Education, Training and Compensation on Employee Performance

Based on the simultaneous hypothesis testing that has been carried out, the results of the research show that the variables of Education and Compensation have a significant effect on Lecturer Performance. This is shown. The results of quantitative analysis with linear regression test using F_test analysis also proves that F_count is 9.487 and F_table is 3.29. This means that Fcount > Ftable which is 9.487 > 3.29 and sig-p (0.000), significance (0.05) it can be concluded that the Education and Compensation variables in the F test (simultaneous test) are positive, which is indicated by a unidirectional relationship with the Performance variable. lecturers and has a significant effect, so H0 is rejected and H1 is accepted. Thus it can be concluded that the three independent variables Education (X1) and Compensation (X2) simultaneously have a significant effect on the dependent variable Y (Lecturer Performance).

This shows that the performance of Medicom's Academy of Management and Computer Informatics is determined by Education and Compensation. So that if Education and Compensation increases, the Performance of Medicom's Academy of Management and Computer Informatics Lecturers will also increase. Education is a process to develop the knowledge, skills and attitudes needed in carrying out one's duties and is expected to be able to influence the work performance of both the person concerned and the organization where he works (Daryanto, 2014:31). The results of Nahayatul Muklishsoh's research with the title Effect of Education and Training, Compensation and Job Satisfaction, on the performance of private Madrasah Tshanawiyah teachers, Bulakamba Brebes District, show that simultaneously there is an influence of education and compensation on the performance of private Madrasah Tshanawiyah teachers, Bulakamba Brebes District.

Based on the results of the above discussion that the findings and theoretical studies are related, the researcher concludes that there is no deviation between the research findings and the related theoretical studies. The results of this study prove that the existence of Education and Compensation increases the opportunity to increase or improve the performance of lecturers at the Medicom Computer Management and Informatics Academy so that the goals of the Medicom Computer Management and Informatics Academy will run effectively and efficiently in accordance with what has been set.

5. Conclusion

1. Partially there is a positive and significant effect of Education on the Performance of Lecturers at the Medicom Academy of Management and Computer Informatics.

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2. Partially there is a positive and significant effect of Compensation on the Performance of Medicom's Academy of Management and Computer Informatics Lecturers.
3. Simultaneously there is a positive and significant effect of Education and Compensation on the Performance of Lecturers at the Medicom Academy of Management and Computer Informatics.

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