THE EFFECT OF WORK CLIMATE ON LECTURER PERFORMANCE WITH JOB SATISFACTION AS INTERVENING VARIABLE AT THE FACULTY OF ECONOMICS, PRIMA INDONESIA UNIVERSITY

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ABSTRACT

Universities are expected to be able to provide improvements to the quality of human resources so that they are able to carry out the tri dharma of higher education in a professional manner and the resulting performance can be satisfactory. Individual ability is one of the aspects needed in achieving satisfactory performance so that human resources need to be continuously developed. This study was to determine whether work climate affect lecturer performance through job satisfaction as a mediating variable at the Faculty of Economics, University of Prima Indonesia. This research was conducted on 142 lecturers at the Faculty of Economics, UNPRI using simple random sampling technique and slovin technique with 5% leeway percentage and the results were 105 respondents. Primary data collection techniques in the form of questionnaires and secondary data obtained through the study of documentation. The data analysis technique uses quantitative data that is processed with the SPSS version 20 program, namely the t test and the coefficient of determination (R2). The results obtained in this study show work climate variable through job satisfaction has an influence on performance.

Keywords*:* Work Climate, Lecturer Performance, Job Satisfaction

INTRODUCTION

Lecturer performance is needed by higher education institutions in order to improve quality, so that lecturer performance is achieved, lecturers should get satisfaction in working first. Basically job satisfaction is an individual thing, each individual will have a different level of satisfaction according to the system of values that exist in him. This is due to the differences between each individual, the more aspects in the work that are in accordance with the wishes of the individual, the higher the level of satisfaction felt, and vice versa.

Universities are expected to be able to provide improvements in the quality of human resources so that they are able to carry out the tri dharma of higher education in a professional manner and the resulting performance can be satisfactory based on the work standards desired by the institution. Individual ability is one of the aspects needed in achieving satisfactory performance. While formal education is deemed inadequate in achieving the capabilities expected by the institution so that human resources need to be continuously developed.

Increasingly competitive competition from both State Universities (PTN) and Private Universities (PTS), of course, expects every institution to increase excellence and competitiveness. The aspect of human resources is a major contributor to the success of higher education. Higher education institutions are required to be able to produce and create graduates who are competent and have high competitiveness, whose goal is to be able to work more effectively and efficiently in various fields. Therefore, leaders are required to make new breakthroughs in order to improve the performance of higher education institutions.

THEORETICAL BASIS

Performance

According to Rismawati and Mattalata (2018), performance is a condition that must be known and confirmed to certain parties to determine the level of achievement of an agency's results associated with the vision carried out by a company and to determine the positive and negative impacts of an operational policy. According to Suryaman and Hamdan (2016), lecturer performance is something that is produced by lecturers in achieving responsible and quality performance.

Lecturer Performance Indicator

Based on the Decree of the Coordinating Minister for Supervision of Development and Utilization of State Apparatus Number: 38/KEP/MK.WASPAN/8/1999 concerning Lecturer Functional Positions and Credit Score Article 3, the main task of lecturers is to carry out education and teaching at universities, research and community service. to the public Article 4 paragraph (2). Lecturer performance indicators covering the Tri Dharma of Higher Education include:

1. Carry out education and teaching.
2. Carry out research and development and produce scientific works, technological works, monumental works of art/performing arts and literary works.
3. Carry out community service including.

Working Climate

Understanding Work Climate

According to Rahsel (2016), the work climate is a cultural trait as a generalized belief system, which plays a role in the integrity of a culture and guides the development of that culture. Climate emerges from and is supported by organizational practices. Climate change will affect employee productivity and performance. Climate is seen as a subjective experience quality that comes from the perception of a relatively enduring character in the organization (Wahyono, 2019).

Work Climate Indicator
Based on research from Yusaini and Indra Utama (2020), indicators of the lecturer's work climate include:

a. superior-subordinate relationship
b. peer relations
c. task clarity

Job satisfaction

According to Hamali (2016), job satisfaction is a positive or negative attitude carried out by individuals towards their work. Emron et al (2016), stated that, "Job satisfaction refers to a person's general attitude toward his or her job" (job satisfaction is a person's general attitude towards his job).

Job Satisfaction Indicator
Sani & Achmat (2013) mention performance indicators, namely:

a. The work itself
   Refers to how work creates interesting assignments for lecturers, opportunities to learn and opportunities to accept responsibility.
b. Colleagues
   Ability to interact with coworkers, superiors or work environment.
c. Supervision Level of relationship and support from supervisors.

RESEARCH METHOD

The population in this study were all educators (lecturers) of the Faculty of Economics at the Prima Indonesia University, amounting to 142 people and data collection using simple random sampling by calculating the sample size using the Slovin technique. The Slovin formula for determining the sample is as follows:

$$n = \frac{N}{1 + N\ (e)^2}$$

Information :
n = sample size/ number of respondents
N = population size
E = percentage leeway of accuracy of sampling error that still tolerable : e = 0.05

The total population in this study was 142 lecturers, the percentage of leeway used was 5% (0.05) and the results of the calculations could be rounded off to achieve conformity. So to find out the research sample, with the following calculations:

$$n = \frac{142}{1 + 142\ (0{,}05)^2}$$
$$n = 105$$

Data Collection Technique

1. Literature Research

The literature research technique is intended to obtain library data by studying, reviewing, and reviewing literature related to the problem under study in the form of books and journals related to research.

2. Field Research

This field research technique is carried out or carried out by researchers to directly review research subjects with the aim of obtaining primary data. Data collection techniques used to obtain data is a questionnaire.

3. Documentation study

By collecting data from institutions related to research purposes. For example, the data on the performance assessment of lecturers at the Faculty of Economics, Prima Indonesia University.

Research procedure

The procedures in this study are as follows:

1. The preliminary stage, which is to determine the location of the research, identify the problem, limit the problem, formulate the problem, collect literature, compile a questionnaire, and test the validity and reliability of the questionnaire used.
2. Implementation stage, which is distributing questionnaires to be filled out by respondents, processing data and then analyzing data.
3. Reporting stage, namely writing and compiling research reports in the form of journals.

Research Instrument Test

Validity and Reliability Test

To test the validity and reliability of the instrument is to test the instrument to 30 respondents who are not included in the research sample. Thus, the number of respondents to be tested in this study were 30 respondents outside of the respondents who were the sample in the study. Validity and reliability tests will be conducted on 30 lecturers at the Faculty of Economics, Prima Indonesia University.

Classic assumption test

Normality test

In principle, normality can be detected by looking at the spread of data (points) on the diagonal axis of the graph or by looking at the histogram of the residuals. Decision making basis:

1. If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram graph shows a normal distribution pattern, then the regression model meets the assumption of normality.
2. If the data spreads far from the diagonal and/or does not follow the direction of the diagonal line or the histogram graph does not show a normal distribution pattern, then the regression model does not meet the assumption of normality.

The normality test using the One Kolmogrov Smirnov method according to Priyatno (2014), the test criteria are:

1. If the significance value is > 0.05, then the data is normally distributed.
2. If the significance value is <0.05, then the data is not normally distributed.

Multicollinearity Test

The multicollinearity test aims to test whether the model found a correlation between the independent variables (independent). A good model should not have a correlation between the independent variables. If the independent variables are correlated with each other, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation values between independent variables are equal to zero. Multicollinearity can also be seen from (1) the value of Tolerence and its opposite (2) the variance inflation factor (VIF). Tolerence measures the variability of the selected independent variable which is not explained by other independent variables. So a low tolerance value is the same as a high VIF value (because VIF = 1/Tolerance). The cut off value commonly used to indicate the presence of multicollinearity is the Tolerance value less than 0.10 or equal to the VIF value greater than 10 (Ghozali, 2016).

If there is an independent variable that has a tolerance value of more than 0.10, the VIF value is less than 10, it can be concluded that there is no multicollinearity between the independent variables in the model.

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. If the residual variance from one observation to another observation remains, it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is one with homoscedasticity or no heteroscedasticity (Ghozali, 2016).

One of the methods used to detect whether or not heteroscedasticity occurs is to use the Glesjer test. The Glesjer test is seen by producing a regression of the absolute residual value (AbsUi) on other independent variables. Thus, this study will use the glesjer test to determine the symptoms of heteroscedasticity of the variables. If the results show that they are not statistically significant (the significance level is greater than 0.05), it means that there is no heteroscedasticity in the research model and vice versa (Ghozali, 2016).

Hypothesis testing

t test

T test is used to determine the effect of several independent variables on the dependent variable partially. The criteria for hypothesis testing according to Santoso (2016), namely:

1. If t-count < t-table at a = 0.05, then Ho is accepted.
2. If t-count > t-table at a = 0.05, then Ho is rejected (Ha is accepted).

Analysis Design

The analytical design used in this research is Path Analysis. Path analysis is an extension of Multiple Linear Regression analysis. Path analysis is the use of regression analysis to estimate the causality relationship between variables (casual model) that has been determined previously based on the theory. Ghozali (2016) adds that the path analysis method is used to test the effect of intervening variables.

Path Analysis Model

The path analysis model consists of two structural equations with two substructures, namely: X, as exogenous variables and Z and Y as endogenous variables (variable Z as mediating variable) with structural equations, namely:

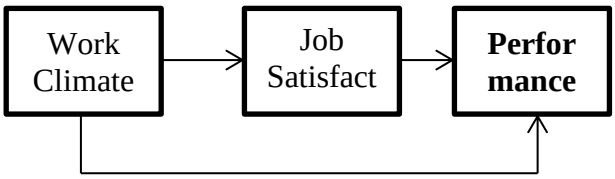

Figure 1. Path Analysis Model

Sobel Test

The Sobel test is carried out by testing the strength of the indirect effect of X1 to Y through Z and the indirect effect of X2 to Y through Z, as follows:
Where:

$$Sab = \sqrt{b^2Sa^2 + a^2Sb^2 + Sa^2Sb^2}$$

$$thit = \frac{ab}{sab}$$

a = Regression coefficient of independent variable to the mediating variable
b = Regression coefficient of the mediating variable on dependent variable
Sa = Standard error of estimation of influence independent variable to the mediating variable
Sb = Standard error of estimation of influence mediating variable to dependent variable

RESULTS AND DISCUSSION

Testing the Classical Assumptions of Sub Model I

Normality Test Results

The normality test of the data used in this study was carried out with the normality plot test by looking at the P-Plot graph. The basis for decision making is if the data spreads around the diagonal and follows the direction of the diagonal line, then the path model meets the assumption of normality. The results of the normality test carried out are shown in the following figure:

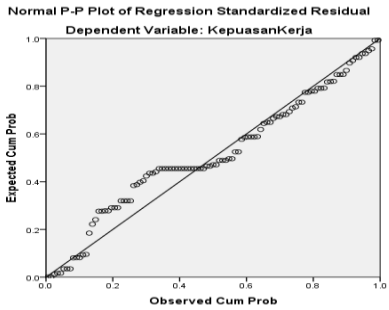

Figure 2. Normality Test Results of Sub Model I

By looking at the normal graph display above, it can be concluded that the data spreads around the diagonal line and follows the direction of the diagonal line. This shows that the residual data is normally distributed.

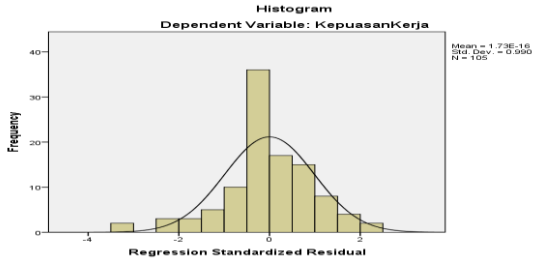

Figure 3. Normality Test Results of Sub Model I

Similarly, the results of the histogram graph in the image above show that the residual data is normally distributed as seen from the almost perfect (symmetrical) bell-shaped image.

Tabel 2. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		105
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	1.51978728
Most Extreme Differences	Absolute	.130
	Positive	.066
	Negative	-.130
Kolmogorov-Smirnov Z		1.332
Asymp. Sig. (2-tailed)		.058

a. Test distribution is Normal.
b. Calculated from data.

The table above shows that the Asymp value. Sig is 0.058, this value indicates that the value is greater than 0.05, so it can be concluded that the data has met the requirements for the residual data to be normally distributed.

Multicollinearity Test Results

Multicollinearity is a condition where there is a significant correlation between the independent variables. If there is a symptom of relatively perfect multicollinearity, then the interpretation through least squares becomes indefinite and the variance and standard deviation become undefined. This causes an increase in deviations regarding the accuracy of the independent variable in explaining the dependent variable.

Table 1 Multicollinearity Test Sub Model I

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.025	1.940		.013	.990		
IklimKerja	.475	.029	.957	16.140	.000	.597	1.676

a. Dependent Variable: KepuasanKerja

The results of the multicollinearity test can be seen that the VIF and tolerance values are as follows: The work climate variable has a VIF value of 1.676 and a tolerance of 0.597. From these provisions, if the VIF value is < 10 and tolerance > 0.10 then there is no multicollinearity symptom and the values obtained from the calculation are in accordance with the VIF and tolerance values, it can be concluded that the independent variable does not occur multicollinearity so that the model has qualify the classical assumptions in regression analysis.

Heteroscedasticity Test Results

The heteroscedasticity test aims to test whether in the path model there is an inequality of variance from the residuals of one observation to another observation. If the residual variance from one observation to another observation remains, it is called homoscedasticity, otherwise if it is different it is called heteroscedasticity. With SPSS processing, the following results are obtained:

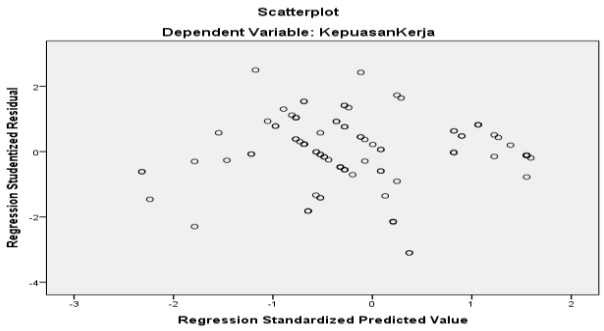

Figure 4 Heteroscedasticity Test Results Sub Model I

The scatterplot graph in the image above shows that the points spread randomly and are spread both above and below the number 0 on the Y axis and do not form a certain regular pattern, it can be concluded that there is no heteroscedasticity in the regression model. So it can be concluded as a whole that the regression model meets the requirements of the classical assumption test. The results of the glejser test in this study are as follows:

Table 3 Heteroscedasticity Test Results Sub Model I

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.662	1.293		3.606	.000
	IklimKerja	-.039	.020	-.241	-1.967	.052

a. Dependent Variable: abs_res1

From the output above, it is known that the significance value or Sig. (2-tailed) for the work climate variable (X2) is 0.052. Because the value of the two independent variables is greater than the value of 0.05, it can be concluded that there are no problems or symptoms of heteroscedasticity. This means that the regression model used for this research is feasible to do.

Hypothesis Testing Sub Model I

The hypothesis states that Work Climate (X), has a positive and significant effect on Job Satisfaction (Z). The following table shows the results of the t-test calculation for each variable:

Table 4 Results of t-test Sub Model I

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.025	1.940		.013	.990
	Kompetensi	.120	.060	.119	2.007	.047
	IklimKerja	.475	.029	.957	16.140	.000

a. Dependent Variable: KepuasanKerja

In the table, the t-test statistic is obtained, as follows:

Work Climate Variable (X2) with a probability level of 0.000. Thus, it can be concluded that P = 0.000 < = 0.05, so accept the hypothesis which states that the work climate variable has a significant effect on the job satisfaction variable.

The analysis equation model means: Work Climate Variable (X2) = 0.957. The work climate variable with a positive sign means that it has a unidirectional effect, which means that each addition or increase in the value of one unit score of the work climate variable will increase the value of the job satisfaction variable by 0.957 per one unit score.

Path Analysis Sub Model I

Referring to the regression output of Sub Model I, it can be seen that the significance value of the variable, namely work climate = 0.000. These results provide the conclusion that the regression, namely the work climate variables have a significant effect on job satisfaction (Z). The value of R2 or R Square contained in the Model Summary table is 0.786. This shows that the contribution or contribution of the work climate variable to the job satisfaction variable (Z) is 78.6%, while the remaining 21.4% is the contribution of other variables not included in the study.
Meanwhile, the value of e1 can be found with the formula e1 = (1-0.786) = 0.463.

Testing the Classical Assumptions of Sub Model II

Normality Test Results

The normality test of the data used in this study was carried out with a normality plot test by looking at the P-Plot graph. The basis for decision making is if the data spreads around the diagonal and follows the direction of the diagonal line, then the path model fulfills the assumption of normality. The results of the normality test carried out are shown in the following figure:

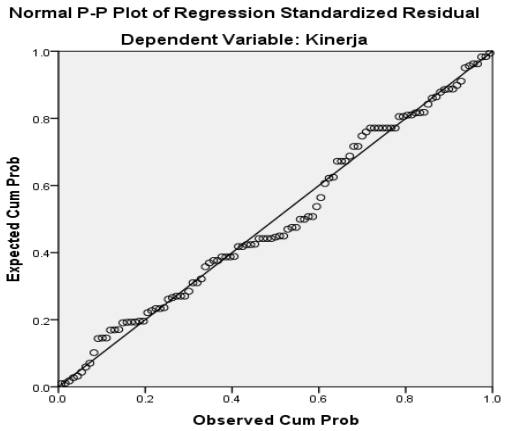

Figure 5 Sub-Model II Normality Test Results

By looking at the normal graph display above, it can be concluded that the data spreads around the diagonal line and follows the direction of the diagonal line. This shows that the residual data is normally distributed

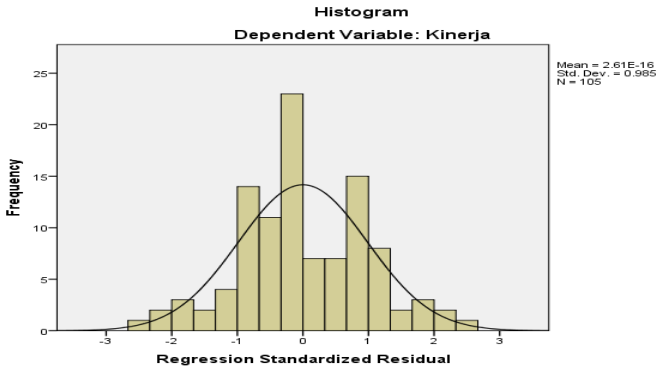

Figure 6 Histogram Sub Model II

Similarly, the results of the histogram graph in the image above show that the residual data is normally distributed as seen from the almost perfect (symmetrical) bell-shaped image.
The Kolmogorov-Smirnov test in this study is as follows:

Table 5 Normality Test Model II

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		105
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	3.32732392
Most Extreme Differences	Absolute	.083
	Positive	.083
	Negative	-.060
Kolmogorov-Smirnov Z		.852
Asymp. Sig. (2-tailed)		.462

a. Test distribution is Normal.
b. Calculated from data.

The table above shows that the Asymp value. Sig is 0.462, this value indicates that the value is greater than 0.05, so it can be concluded that the data has met the requirements for the residual data to be normally distributed.

Multicollinearity Test Results

Multicollinearity is a condition where there is a significant correlation between the independent variables. If there is a symptom of relatively perfect multicollinearity, then the interpretation through least squares becomes indefinite and the variance and standard deviation become undefined. This causes an increase in deviations regarding the accuracy of the independent variable in explaining the dependent variable.

Table 6 Multicollinearity Test Table for Sub Model II

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	13.520	4.269		3.167	.002		
	IklimKeria	.269	.122	.454	2.207	.030	.168	5.955
	KepuasanKerja	.256	.218	.214	1.175	.024	.214	4.669

a. Dependent Variable: Kinerja

The results of the multicollinearity test can be seen that the VIF and tolerance values are as follows: The job satisfaction variable has a VIF value of 4.669 and a tolerance of 0.214. The work climate variable has a VIF value of 5.955 and a tolerance of 0.168. From this provision that if the VIF value is < 10 and tolerance > 0.10 then there is no multicollinearity symptom and the values obtained from the calculation are in accordance with the VIF value and tolerance determination, it can be concluded that the

independent variable does not occur multicollinearity so that the model meets the requirements. classical assumption requirements in regression analysis.

Heteroscedasticity Test Results

The heteroscedasticity test aims to test whether in the path model there is an inequality of variance from the residuals of one observation to another observation. If the residual variance from one observation to another observation remains, it is called homoscedasticity, otherwise if it is different it is called heteroscedasticity. With SPSS processing, the following results are obtained:

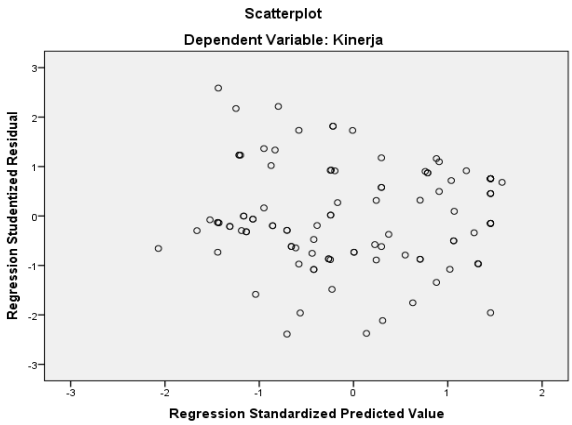

Figure 7. Heteroscedasticity Test Results Sub Model II

The scatterplot graph in the image above shows that the points spread randomly and are spread both above and below the number 0 on the Y axis and do not form a certain regular pattern, it can be concluded that there is no heteroscedasticity in the regression model. So it can be concluded as a whole that the regression model meets the requirements of the classical assumption test. The results of the Glejser test in this study are as follows:

Table 7 Heteroscedasticity Test Results Sub Model II

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.119	2.459		.862	.391
	IklimKerja	-.030	.070	-.101	-.433	.666
	KepuasanKerja	-.138	.125	-.228	-1.101	.273

a. Dependent Variable: abs_res2

Source: Primary Data processed, 2021

The visible results show that the parameter coefficients for the independent variables are work climate variable 0.666 > = 0.05; Job satisfaction variable 0.273 > = 0.05 because the significance value (Sig.) of the three variables above is greater than 0.05, it can be concluded that the regression model does not have symptoms of heteroscedasticity.

Hypothesis Testing Sub Model II

The hypothesis states that Work Climate (X) and Job Satisfaction (Z) have a positive and significant effect on Performance (Y). The following is Table 4.1.5.5 the results of the t-test calculation for each variable:

Table 8 Sub-Model II t-Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.520	4.269		3.167	.002
	Kompetensi	.366	.134	.304	2.732	.007
	IklimKerja	.269	.122	.454	2.207	.030
	KepuasanKerja	.256	.218	.214	1.175	.024

a. Dependent Variable: Kinerja

Source: Primary Data processed, 2021

In the table, the t-test statistic is obtained, as follows:

1. Job Satisfaction Variable (Z), with a probability level of 0.024. Thus, it can be concluded that P = 0.024 < = 0.05, so accept the hypothesis which states that job satisfaction has a significant effect on performance.

2. Work Climate Variable (X2), with a probability level of 0.030. Thus, it can be concluded that P = 0.030 < = 0.05, so accept the hypothesis which states that the work climate variable has a significant effect on performance.

Thus, the path analysis equation can be arranged as follows:
Y = 0.454 X + 0.214 Z

The analysis equation model means:

1. Work Climate Variable (X) = 0.454. The work climate variable with a positive sign means that it has a unidirectional effect, which means that each addition or increase in the value of one unit score of the work climate variable will increase the value of the performance variable by 0.454 per one unit score.
2. Job Satisfaction Variable (Z) = 0.214. Job satisfaction variable with a positive sign means that it has a unidirectional effect, which means that each addition or increase in the value of one unit score of the job satisfaction variable will increase the value of the performance variable by 0.214 per one unit score.

Furthermore, to determine the magnitude of the influence of the independent variable on the dependent variable is to use the coefficient of determination test R in Table 4.1.5.5

Table 9 Results of the Coefficient of Determination Test (R2) Model II

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.875[a]	.760	.748	1.94464

a. Predictors: (Constant), KepuasanKerja, Kompetensi, IklimKerja
b. Dependent Variable: Kinerja
Source: Primary Data processed, 2021

The result of calculating the value of R Square is 0.760. This result means that 76.0 percent of performance can be explained by the three variables above, while the remaining 24.0 percent is explained by other variables not included in this study.

Path Analysis Sub Model II

Referring to the output of the regression model II in the table, it can be seen that the significance value of the variables is: work climate = 0.030, job satisfaction (Z) = 0.024. These results conclude that the regression of the work climate variable (X2) and the job satisfaction variable (Z) have a significant effect on performance (Y). The value of R^2 or R Square contained in the Model Summary table is 0.760, this shows that the contribution or contribution of the influence of work climate and job satisfaction (Z) on performance (Y) is 76.0%, while the remaining 24.0% is contributions from other variables not included in the study. Meanwhile, the value of e2 can be found with the formula e2 = (1-0.760) = 0.490.

CONCLUSION

The conclusions from this research are as follows:

1. The work climate affects the performance of lecturers at the Faculty of Economics, Prima Indonesia University. This means that this condition proves that a better work climate can improve performance.

2. Job satisfaction affects the performance of lecturers at the Faculty of Economics, Prima Indonesia University. This means that this condition proves that the higher job satisfaction can improve performance.

SUGGESTION

After analyzing and producing several conclusions on the research that has been carried out at the Faculty of Economics, Prima Indonesia University, as for the things that the author can suggest that might be input and concern for the leadership or structural members of the Faculty of Economics, Prima Indonesia University, among others:

1. To increase the influence of the working climate of lecturers, leaders are expected to have an open attitude to dialogue with lecturers. The leadership or related agencies are expected to consider suggestions and suggestions from lecturers regarding the learning process and implementation of the tri dharma of higher education. Leaders are expected to be able to provide suggestions and constructive criticism for the performance of each lecturer.

2. To increase job satisfaction, leaders are expected to consider suggestions and suggestions from lecturers regarding the learning process.

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