

Relationship Between Organizational Culture To Lecturer Performance Professionalism In Islamic Religion Faculty University Of Muhammadiyah Sumatera Utara

Juli Maini Sitepu¹
Robie Fanreza²

¹ Faculty of Islamic Religion, University of Muhammadiyah Sumatera Utara (E-mail: julimaini@umsu.ac.id)

² Faculty of Islamic Religion, University of Muhammadiyah Sumatera Utara (E-mail: robiefanreza@umsu.ac.id)

Abstract : *This study aims to find the relationship between organizational culture and professionalism of lecturers' performance at the Faculty of Islamic Religion. Regarding the research to be used is quantitative research with data collection methods that use the scale of organizational culture and the scale of professionalism of performance improvement for each variable (X and Y). The samples in this study were 31 permanent lecturers at the Faculty of Islam. The data obtained were analyzed using the SPSS version 22 application. Obtained the results obtained were analyzed then obtained $F = 9,726$ and $p = 0.02$ ($p < 0.05$), which means significant so that the hypothesis is accepted. This shows that organizational culture is related to the professionalism of the performance of lecturers at FAI UMSU*

Keywords: *Organizational Culture, Professionalism, Lecturer Performance*

A. Introduction

Educational institutions are a form of organization. In an organization, good cooperation must be established between individuals. In organizations in an educational institution there will be several elements that can run the organization. One of them is educational staff or lecturers in a college. This is in accordance with Law No. 20 of 2017 concerning minister of technology research and higher education regulations stating that lecturers are professional and scientific educators with the main task of transforming, developing and disseminating science, technology and arts through education, research, and community service. Educational staff are tasked with carrying out administration, management, development, supervision, and technical services to support the education process in the education unit. Educational staff includes managers of education units, supervisors, tutors, supervisors, researchers, developers, librarians, laboratory assistants, and learning resource technicians.

Every organization must have an organizational culture that is a mutually agreed value. Organizational culture as a set of value systems, beliefs, assumptions, or norms that have long been applied, agreed upon, and followed by all members of an organization as guidelines for behavior and solving problems in the organization (Edy Sutrisno, 2010).

A college, lecturer is one of the important human resources and has a central role in transforming, developing and disseminating science, technology and art for the progress of the nation. Therefore, it is very much needed the quality of lecturers in a college in order to produce quality graduates. It is said that qualified lecturers have good abilities in accordance with their respective fields (competent), have motivation, are innovative, have high work

discipline and are supported by reliable management, physical environment and good organizational culture (Tatik Fidowaty, 2015).

Based on the direct experience of researchers working in the Faculty of Islamic Religion, the phenomenon that occurs is that there are still lecturers who have not utilized the infrastructure and learning media optimally. This can still be seen by some lecturers who are still using traditional learning patterns, there are still lecturers who teach not in accordance with the RPS that have been made, there are still lecturers who are less optimal in teaching and learning. This can also be seen from the lecturers who are not optimal in guiding student thesis, lecturer SKS burden very much, there is even seen lecturers who rarely enter and are replaced by assistants who still do not have the competence to provide course material.

Based on the phenomena above, it can be seen that the professionalism of lecturer performance is not optimal. This is likely due to an organizational culture that has not been implemented properly. Organizational culture is influenced by the social environment, formal organizations and informal organizations as a whole, which will directly affect motivation, quality of work, leadership, communication, and group dynamics.

B. Literature Riview

1. Organizational Culture

Organizational culture is also called corporate culture which is a set of values or norms that have been relatively long in effect, shared by members of the organization as norms of behavior in solving organizational problems. Organizational culture becomes the soul of the organization and the soul of the members of the organization (Sjahril Effendy, 2015).

Organizational culture has a contribution in giving encouragement to lecturers to innovate in order to always work while staying results oriented and giving (Sjahril Effendy, 2015). Organizational culture is also interpreted as a system of shared meanings shared by members that distinguishes an organization from other organizations, and this system of shared meaning is a set of key characteristics that are held in high esteem by the organization (I.S Putri, 2016).

According to Gibson & Ivancevic, the company's organizational culture has five characteristics. 1) learning, i.e. culture is needed and is realized in learning, observation and experience. 2) sharing, namely individuals in groups, families sharing cultures and experiences. 3) transgeneration, is cumulative and goes from one generation to the next. 4) perception of influence, which forms the behavior and structure of how a person values the world. 5) adaptation, i.e. culture is based on a person's capacity to change or adapt (L Gibson & Ivancevich, 2001).

2. Professionalism of Lecturer Performance

In a large Indonesian dictionary, professionalism comes from the word profession which means the field of work is based on certain expertise or skills. In addition, professionalism can also be interpreted as an attitude or condition in carrying out work requiring expertise through certain education and training and carried out as a job that is a source of income (Sedarmayanti, 2009)(Robie Fanreza, 2019).

In Law Number 14 Year 2005 concerning Teachers and Lecturers Article 7 paragraph 1, the principle of professional teacher includes the following characteristics: 1. Having talents, interests, vocations, and idealism. 2, Have educational qualifications and educational background according to the field of work. 3, Has the competencies needed in accordance with the task field. 4, Have a bond of professionalism and professional code of ethics. 5, Responsible for the implementation of professional tasks. 6, Obtain the specified income in accordance with work performance. 7, Have the opportunity to develop a sustainable profession. 8, Having guaranteed legal protection in carrying out professionalism. 9, Having a professional organization that has the authority to regulate matters related to professionalism.

3. Relationship between Organizational Culture and Lecturer Professionalism Performance.

Organizational culture has an influence on professionalism of lecturers, the higher the adjustment of lecturers to organizational culture, the higher the level of lecturer performance (Najamudin, 2018). In an organization The benefits that can be obtained if implementing a work culture optimally will appear increasing job satisfaction, close relationships that lead to good communication in the work environment, increased discipline so that in functional supervision is reduced, the level of absenteeism will decrease, the desire to learn the higher, the desire to provide the best for the organization will also increase (Noer Rohma, 2016).

Professionalism is an organizational culture that also affects the performance of lecturers which is a measure of the skills or expertise possessed by lecturers in the organization. In organizations that uphold the values of professionalism, all lecturers will pay attention to the work as a form of responsibility that must be done so that it will produce optimal performance (Rismawati, 2008).

C. RESEARCH METHODS

The research approach used is quantitative research to see whether there is a relationship between two variables and test a concept or theory so that hypotheses can be formulated, as well as present a fact that is described through statistical tests. The variables in this study are organizational culture as an independent variable (X) and professionalism of lecturer work as a dependent variable (Y).

The population in this study were all permanent lecturers of FAI UMSU, amounting to 41 people. However, only 31 people were the subject of research. This is because 9 people from FAI UMSU permanent lecturers were not allowed to be subject to the study because 2 people were university officials, 3 people were faculty officials who could not be asked to fill the scale due to busyness, and 4 people were studying assignments, while 1 person was a researcher itself .. Of the 41 lecturers there are 14 people who still have functional assistant expert jabatan, 25 people have functional lector positions, and 2 people have functional director positions.

Data collection tools used in the form of a scale that is the scale of organizational culture and scale of professionalism of performance modified by researchers based on the indicators of the two variables. The data collected was analyzed using the SPSS version 22 application. The results of the interpretation of the data used will be adjusted to Sugiono's opinion in providing guidelines for interpreting the correlation coefficient as follows :

0.00-0.199 is very low, Low 0.20-0.399, 0.40-0.599 moderate, 0.60-0.799 strong, 80-1.00 is very strong.

D. RESULTS AND DISCUSSION

Table 1. Descriptive Statistics

	Mean	Std. Deviation	N
Organizational Culture	76.35	4.119	31
Lecture Performance	78.61	4.088	31

Table2. Corelation Analysis Analisis

		Organization al Culture	Lecture Performance
Lecture Performance	Pearson Correlation	1	.668**
	Sig. (2-tailed)		.000
	N	31	31
Organizational Culture	Pearson Correlation	.668**	1
	Sig. (2-tailed)	.000	
	N	31	31

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the results of the correlation analysis obtained as in the tables above, there is a correlation between organizational culture and lecturer performance of 0.668. This shows that organizational culture is strongly related to professionalism of lecturers' performance. In addition, the significance value $0, 0 < 0.05$ then H_0 is rejected, meaning that there is a significant relationship between organizational culture and professionalism of lecturer performance.

The results of this study are in accordance with the hypothesis proposed by researchers that there is a relationship between organizational culture and professionalism

of FAI UMSU lecturers' performance, so this explains that the better the organizational culture, the lecturer performance will be more professional, and conversely the worse the organizational culture, the lecturer performance will also be less professional.

This shows that organizational culture has a role in the professionalism of the performance of lecturers at FAI UMSU. Similar research has also been carried out by Rina et al, where organizational culture significantly influences the performance of Kopertis region IX lecturers (Rina etc, 2017).

Organizational culture has a direct impact on the commitment and performance of lecturers. If a tertiary institution wants to improve the performance of lecturers, the tertiary institution must first increase lecturer satisfaction and create a good organizational culture (Yohanes Johni Soetikno, 2017). From some of the results of research that has been carried out organizational culture affects the quality of performance in an agency, as well as the professionalism of performance can take place effectively if organizational culture can provide a positive influence and the lecturer is able to adapt well to the organizational culture in which he works.

E. CONCLUSION

Based on the results of the research described above, it can be concluded that organizational culture has a significant relationship to the performance of lecturers at the Faculty of Islam, Muhammadiyah University, North Sumatra. This is indicated by indigo $F = 9,726$ and $p = 0.02$ ($p < 0.05$). From the results of these studies prove that in a higher education organizational culture is also important to note. Professional lecturers are influenced by organizational culture. When a lecturer already has good professionalism, it will automatically affect the quality of students so that they can produce competent graduates who are able to compete in the outside world.

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