

The Model of Organizational Support and Work Involvement on the Performance of Private University Lecturers in Riau Islands

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Keywords: Organizational Support, Work Engagement and Performance.

Abstract: The aim of this study is to examine how organizational support models and lecturer engagement affect the improvement of lecturers' performance in private universities, located in the Riau Islands, specifically through lecturer work involvement. The 12 private universities in the Riau Islands have a significant deficiency in scientific publications, especially at the national and international levels. Recent data from the government's sinta.kemdikbud.go.id website over the past three years indicates a continuous decline in lecturer performance. This issue is worthy of attention from various perspectives, including those of individual lecturers and their respective organizations or institutions. Private university lecturers require institutional support in terms of information and funding to improve their publication performance. Furthermore, the significance of job involvement pertains to the level of dedication, attention, and commitment that an individual exhibits towards their work.

1 INTRODUCTION

Lecturers are dedicated professionals, serving as educators and researchers, responsible for advancing education through the practice of the Tri Dharma of Higher Education, which encompasses the duties of teaching, research, and community engagement. Law Number 12 of 2012, governing Higher Education, underlines the crucial role of research within higher education institutions, as it mandates that 30% of the State Higher Education Operational Assistance fund should be allocated to research. The number of scientific contributions made by a nation significantly contributes to its reputation in the realm of science (Asep Bayu Dani Nandiyanto, 2016).

Higher education institutions in Indonesia are obligated to perform the Tri Dharma of Higher Education, which involves education, research, and community service. The objective is to foster the growth of high-caliber human resources capable of adjusting to technological advancements and prepared to confront the demands of the industrial sector. This obligation is borne by each lecturer in higher education, as mandated in (Law of the Republic of Indonesia Nomor 14 of 2005). On Teachers and Lecturers, Indonesia has a Government

Regulation No. 37 of 2009.) about Lecturers. Furthermore, as stated in Article 72, Paragraph 1 of Law No. 14 of 2005, the responsibilities of lecturers encompass core functions, which encompass educational planning, executing teaching processes, assessing learning, providing guidance and training, engaging in research, handling supplementary duties, and participating in community service. The Riau Islands Province (Kepri) is a province that consists of islands. An island-based province is defined as one where the land area is greater than the sea area. Higher education in the Riau Islands is overseen by Higher Education Institution X in Indonesia, which encompasses multiple universities, both public and private, distributed across diverse regions. The Riau Islands host a total of 59 higher education establishments, which encompass 7 universities, 1 institute, 3 polytechnics, 43 colleges, and 5 academies. Notably, among these higher education institutions, only 12 private institutions in the Riau Islands fall under the purview of Higher Education Institution X.

Table 2 shows that the percentage of lecturers with annual publications is quite low. The percentage only falls within the range of less than 1 percent of journals published by lecturers in private universities in reputable and accredited journals, as evidenced by

Table 1: Performance of Lecturers in the field of Research at Private Universities in Riau Islands Province from 2020 to 2023.

No.	Reputable and Accredited Journals	Number of Journal Article Publications 2020 to 2022	The Yearly Mean of Published Works	The Annual Average of Published Works for Each College
1	SCOPUS Q1	13	4	0,3
2	SCOPUS Q2	20	7	0,5
3	SCOPUS Q3	25	8	0,6
4	SCOPUS Q4	51	17	1,4
5	NON Q	38	13	1,0
6	GARUDA DOCUMENT Sinta 1 (NON SCOPUS)	7	2	0,1
7	GARUDA DOCUMENT Sinta 2	83	28	2,3
8	GARUDA DOCUMENT Sinta 3	139	46	3,8
9	GARUDA DOCUMENT Sinta 4	306	102	8,5
10	GARUDA DOCUMENT Sinta 5	352	117	9,7
11	GARUDA DOCUMENT Sinta 6	19	6	0,5
12	GARUDA DOCUMENT NOT ACCREDITED	750	250	20,8

Source:
sinta.kemdikbud.go.id

it. There is a pressing need for improvement in this regard, especially given the high performance expectations and responsibilities of lecturers. Support is required from all relevant parties, especially.

Organizational support plays a crucial role in inspiring lecturers to increase their publication productivity and share their research findings in both national and international journals Nyoto (2021) posited that lecturer performance can be elevated through the fulfillment of the Tri Dharma of Higher Education components.

The importance of organizational support cannot be overstated when it comes to enhancing performance, particularly when it comes to implementing the Tri Dharma of Higher Education. Without support from the organization, a lecturer cannot operate at their highest capacity, thereby impacting the quality of their professional growth.

In addition to the above factors, there are also factors that affect performance if we look at the involvement of a lecturer in the organization. One example of low lecturer involvement in publication is the lack of significant production of scientific publications. Lecturers with low work involvement may not actively conduct research or publish the results of their research in recognized scientific journals. There are still many problems that there are still lecturers who do not attend scientific conferences or seminars where lecturers who are not involved in publications are often also not active in attending scientific conferences or seminars. Scientific conferences and seminars are important platforms for sharing knowledge, expanding academic networks, and updating understanding of the latest developments in the field of study.

The goal of this journal is to obtain empirical evidence to explain the relationship between perceptions of organizational support and work involvement on lecturer performance. The existence of empirical evidence will be the basis for providing certain recommendations to leaders of private higher education institutions in the Riau Islands to assist When crafting organizational guidelines concerning the support offered to lecturers so as to improve lecturer performance, especially in the field of research and scientific publications.

Identify the Problem

Numerous factors have a significant impact. affect the performance of private lecturers in the Riau Islands which make The performance of these lecturers can be characterized as suboptimal when aiming to enhance the quality of lecturers at each university. The main factor is the low organizational support for the performance of private lecturers in Riau province, which can be seen from the fact that there are still many private universities that are less concerned in terms of financing the implementation of research publications. The second factor is the low involvement of lecturers in improving performance, especially in the field of scientific paper publication. Building upon this phenomenon, the author recognizes the critical significance of organizational support and work engagement in enhancing In light of the performance of lecturers working at private universities in the Riau Islands, the author conducts the following problem assessment:

1. Not yet the maximum performance of private lecturers in Riau Islands
2. Not yet maximum support of private universities to lecturers in Riau Islands
3. Not yet the maximum contribution of lecturer work involvement in terms of performance improvement.

2 LITERATURE REVIEW

2.1 Performance

Performance is a term derived from the word *job performance* which is interpreted as the results of the work of employees / employees in quality and quantity in carrying out a series of activities using company resources to achieve company goals that have been set per unit period of time in accordance with the responsibilities given.

2.2 Organization Support

Organizational support is the perception held by employees regarding how much the organization appreciates their contributions and takes their well-being into consideration. Employees who feel supported by the organization will be tied to the activities of the organization and will give their best ability to achieve the goals of the organization. Perceived organizational support refers to the evaluation made by employees regarding the degree to which the company values their contributions, prioritizes their well-being, and treats them fairly, as based on the employees' personal experiences with the organization's policies and procedures.

Perceived organizational support, as defined by Eisenberger and Rhoades in 2002, involves employees' general confidence in the organization's commitment to valuing their contributions, prioritizing their well-being, addressing concerns, caring about employees' overall lives, and being reliable in treating employees fairly.

2.3 Work Engagement

According to Robbins & Judge (2016), work involvement is employees who measure themselves by identifying their work and actively participating in the company or organization environment and consider that their work is important for their self-esteem and life. Work involvement is the ego individual's involvement with work. Yudiani (2017) employee work involvement is a concept that can be seen from *discretionary effort*, namely employees have choices, employees act for the benefit of the organization. Khalid & Rehman (2011) they stated that work involvement is employee motivation to *go all out* at work and harmony between work goals and organization which can stimulate employee motivation to create maximum work results. Employees who have high work involvement are employees who are able to be fully involved and enthusiastic about their work.

3 RESEARCH METHODOLOGY

This study used a qualitative descriptive method obtained from secondary data on 12 private universities in the Riau Islands province (Kepri).

4 RESULT AND DISCUSSION

From several explanations related to the problem of low Organizational Support and work involvement in Lecturer Performance Assessment will be discussed by looking at the data in Source: sinta.kemdikbud.go.id regarding lecturers' scientific publications at Private Universities which is one of the assessments in the implementation of the tri dharma of higher education.

Table 2: Data on the Number of Scientific Publications of Lecturers at Private Universities in Riau Islands in 2020.

Number of Journal Article Publications in 2020						
SCOPUS ARTICLE indexed						
No.	Campus Name	Q1	Q2	Q3	Q4	NON Q
1	UIB	0	2	1	1	0
2	Batam University	0	2	1	12	7
3	UNRIKA	0	3	9	3	7
4	Putera Batam University	1	2	2	5	5
5	Karimun University	1	0	0	1	0
6	Universal University	0	0	0	1	1
7	Batam Tourism Polytechnic	0	0	0	0	0
8	Batam Institute of Technology	0	1	0	1	0
9	STISIPOL Raja Haji STIE	0	0	0	0	0
10	Tanjungpinang Development STTI	2	0	0	1	1
11	Tanjungpinang STIKES Awal Bros Batam	0	0	0	0	0
12		0	0	0	0	0
Sum		4	10	13	25	21

From table 2, average number of lecturer publications at private universities in 2020 can still be said to be low, especially those indexed by Scopus Q4 to Q1, and only dominated by non-accredited Garuda index publications. It can be seen that of the 1112 lecturers at private universities in the Riau Islands, only a few people can publish their scientific publications in the Scopus Q1 journal, namely 4 people, followed by 10 people who succeeded in publishing their articles in the Scopus Q2 journal, 13 people who published in the Scopus Q3 journal, and 25 people who succeeded in publishing in the Scopus Q4 journal.

Table 3: Data on the Number of Scientific Publications of Lecturers at Private Universities in Riau Islands in 2021.

Number of Journal Article Publications in 2021					
SCOPUS ARTICLE indexed					
Campus Name	Q1	Q2	Q3	Q4	NON Q
UIB	0	1	0	0	3
Batam University	1	1	1	2	0
UNRIKA	0	2	0	6	6
Putera Batam University	5	0	1	10	5
Karimun University	0	0	0	0	0
Universal University	0	1	2	1	1
Batam Tourism Polytechnic	0	0	0	0	0
Batam Institute of Technology	0	0	0	3	1
STISIPOL Raja Haji STIE	0	0	0	0	0
Tanjungpinang Development STTI	0	0	0	0	0
Tanjungpinang STIKES Awal Bros Batam	0	0	0	0	0

From Table 3 above, it can be seen that the average number of lecturer publications at private universities in 2021 actually decreased compared to the previous year, this happened because of the lack of awareness of lecturers in terms of publishing their journals or articles regularly, as well as the lack of support from organizations related to lecturer publications both nationally and internationally. Lecturers who published their articles on Scopus Q4 to Q1 were 37 people.

From Table 4 below, it can be seen that the average number of lecturer publications at private universities in 2022 actually decreased compared to 2021 and 2020, this happened because of the low involvement of lecturers as seen from the low awareness of lecturers in terms of publishing their journals or articles regularly and sustainably and the lack of support from organizations related to lecturer publications both nationally and internationally. The number of lecturers who published their articles in Scopus from Q4 to Q1 was only 19 people, which is clearly a significant decrease compared to the previous year.

Table 4.

Number of Journal Article Publications in 2021					
SCOPUS ARTICLE indexed					
Campus Name	Q1	Q2	Q3	Q4	NON Q
UIB	3	1	2	0	0
Batam University	0	0	0	0	0
UNRIKA	0	2	2	0	0
Putera Batam University	0	1	2	4	1
Karimun University	0	0	0	0	0
Universal University	0	0	1	0	0
Batam Tourism Polytechnic	0	0	0	0	0
Batam Institute of Technology	0	0	0	0	0
STISIPOL Raja Haji	0	0	0	0	0
STIE Tanjungpinang Development	0	1	1	0	0
STTI Tanjungpinang	0	0	0	0	0
STIKES Awal Bros Batam	0	0	0	0	0

In addition to the above problems, there are also factors that affect performance if we look at the involvement of a lecturer in the organization. High work involvement in lecturers can have a positive impact on their performance in terms of teaching quality and job satisfaction. Here are some of the effects of work involvement on lecturer performance at universities: 1) Increased productivity: High work.

5 CONCLUSIONS

There are still several Private Universities that have low performance, especially from the implementation of research in publications. The annual count of scientific publications by lecturers has been on a declining trend over the past three years. The finding of low work involvement in each lecturer which has an impact on the implementation of the duties and obligations of lecturers. It is expected that there will be support from organizations in order to improve the performance of lecturers at Private Universities, especially seen from indexed scientific publications both nationally and internationally. The need for awareness from every lecturer so that they can be involved in publishing journals or articles in

international journals indexed by Scopus. Increase the involvement of lecturers in every implementation of the Tridharma of Higher Education.

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