

# Compensation Motivation and Competence to Interest in Doing Research on Lecturers at Tridinanti University of Palembang

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**Abstract**—This study aims to analyze the influence of compensation, motivation and competence on the interest of doing research on lecturers at Tridinanti University of Palembang. The data used in this study is secondary data in the form of questionnaires. Population in this research that is all permanent lecturer at Tridinanti University of Palembang which amounted to 192 people, with sampling technique that is purposive sampling with total sample determined as many as 100 respondents. Methods of data analysis using simple and multiple linear regression. The results showed that simultaneously compensation, motivation and competence have a significant effect on the interest of doing research on lecturers at Tridinanti University of Palembang with a significance value of 0.000. While only partially motivation and competence variables that affect the interest of doing research on lecturers at Tridinanti University of Palembang with a significance value of each of 0.000. While the compensation variable has a significance value of 0.304 which means that the compensation does not affect the interest of doing research on lecturers at Tridinanti University of Palembang.

**Keywords**—*compensation; motivation; competence; interest*

## I. INTRODUCTION

One indicator of the progress of a nation in the field of education can be seen from the number and quality of scientific publications produced. Scientific publications or scientific papers are written and published reports that describe the results of research or assessment that has been done by a person or a team by fulfilling the rules and scientific ethics that are confirmed and obeyed by the scientific community. One of the professions that spearheads to increase the number and quality of scientific publications in Indonesia is lecturers. This cannot be separated from the obligations of lecturers who must produce scientific or research publications in addition must also carry out teaching education and dedication to the community as a dharma college.

According to forlap data dikti, Indonesia has the number of lecturers who quite a lot that reach 271,411 lecturers. Even though there are considerable number of lecturers, it does not necessarily increase the number of Indonesian publications, referring to data released by The SciMago Journal and Country

Rank in 2015 The number of Indonesian scientific publications amounted to only 39,719 publications and only ranked 57 in the world. The position of Indonesia is still far below the other countries in Southeast Asia such as Thailand, Malaysia and Singapore, it is quite apprehensive if you see the potential population of Indonesia more than those countries.

If we look more closely, the issue of scientific paper publication is not only a national problem but more specifically the problem of every college. One of the universities who have problems in the number of scientific lecturers' publication is Tridinanti University of Palembang. Where the ratio of the number of publications of scientific papers compared to the number of active lecturers by the semester only reached 0.27 scientific papers by the lecturer every year.

TABLE I. RATIO OF THE NUMBER OF PUBLICATION OF SCIENTIFIC PAPERS BY THE LECTURER

Department	Number of Lecturers	Scientific Publication Ratio per Year
D3 Finance & Banking Management	4	0,25
Accounting	47	0,64
Mechanical Engineering	25	0,25
Electrical Engineering	14	0,12
Industrial Engineering	15	0,02
Agrotechnology	8	0,04
Agribusiness	8	0,33
Indonesian Language Education	13	0,08
English Language Education	11	0,46
	8	0,46

There are many ways was done by Tridinanti University of Palembang to increase the number of scientific publications of its lecturers, one of them by providing internal grant fund of Yayasan Pendidikan Nasional Tridinanti (YPNT) as the manager of Tridinanti University of Palembang. However, despite providing stimulus through internal grant funds, UTP lecturers' interest in conducting research and producing publications of scientific papers is still not optimal. This can be seen from the comparison of the number of proposals received & funded compared to the quota of the number of available grant proposals, which on average only absorbed 64.15% of the

quota provided by the foundation. Similarly, the comparison of the amount of funds absorbed compared to the quota of grants provided YPNT, where funds absorbed on average only 52.66% each year.

TABLE II. FEATURES GRANT RESEARCH FUNDS UTP

Year	Funds Budgeted (In Million Rupiah)	Realization of Funds (In Million Rupiah)	Percentage of Funds Untake (In Million Rupiah)
2017	210	172,307	82,05%
2016	210	96	45,70%
2015	210	66	31,48%
2014	210	108	51,42%

Although in the last year (2017) quite experienced a significant increase, where the funds absorbed reached Rp.172.307.000 or 82.05% of the quota provided with the number of proposals as many as 27 of the total quota of 30 proposals, but this number is still far from which is expected by the Head of Tridianti University of Palembang. The number of proposals submitted still below the quota provided indicates that the lack of interest of lecturers to conduct research. With the number of lecturers reaching 186 people at Tridianti University of Palembang, funding quota should only 30 people can be fulfilled. The lower number of proposals submitted than the available quota makes the quality of the funded proposal not very good quality because there is no competition in the proposed proposals if poor quality will also be funded because of the available quota.

Some factors that may be the cause of the low interest of lecturers to conduct research in Tridianti University of Palembang in particular and Indonesia generally is the first is the low motivation, Motivation is the impetus in human beings to act and behave [1]. Motivation is one of the factors that can affect interest [2]. High motivation will give a positive stimulus to someone who can increase interest [3]. The majority of lecturers in Indonesia generally conduct research or scientific publications when they need such research publications as when they will collect lecturer certification portfolios and for promotion, it is rare for lecturers to conduct awareness research to run the college tridharma.

The second factor is that most of the lecturers are constrained by the cost of doing research, especially research with wide scope and deep. So, most of the lecturers are more interested in teaching than doing research because assessing the teaching can increase income while research will actually cost and time more and not get compensation if the research conducted is independent research, although there have been some grants offered by both government and private.

Another factor is the lack of competence, competence is the underlying characteristic of a person related to the effectiveness of individual performance in his work [4]. In this case the work of doing research, in Tridianti University of Palembang and Indonesia the majority of lecturers only stratum 2 or magister (minimum educational strata to become lecturers) plus with the level of academic positions of the majority equivalent of an expert assistant. With such competence, it is

very natural that the results of scientific publications of lecturers at Tridianti University in particular and Indonesia are generally still less qualified and less competitive than the publications of other countries.

Some efforts have been made by the general government and private educational institutions such as Tridianti University of Palembang in particular to increase the number of Indonesian scientific publications, including the government offering a variety of research grants, scholarships to increase lecturer competence to provide funding for Scopus-indexed publications. Meanwhile Tridianti University of Palembang has provided research grants every year and facilitates and finances accommodation for lecturers who are speakers at national and international seminars. But the facts on the ground shows that the interest of lecturers to conduct research is reflected in the number of publications / researches produced by lecturers at Tridianti University of Palembang in particular is still quite low.

II. METHOD

This research is an associative research with quantitative method. The population in this study is all lecturers at Tridianti University of Palembang, sampling technique using purposive sampling with the number of samples determined as many as 100 respondents.

Data source used is primary data that is data about compensation, motivation, competence and interest of lecturer in doing research with data collecting technique that is questioner, interview and documentation.

The model of this research hypothesis is as follows:

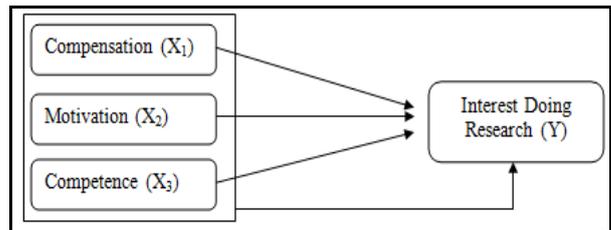


Fig. 1. Research hypothesis model.

Model Data analysis used in this research is by using ordinary leasts quare (OLS). To know whether there is influence of compensation, motivation and competence to interest in doing research of lecturer at Tridianti University of Palembang, used equation as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \tag{1}$$

where :

- Y = Interest in doing Research
- a = Constants
- b<sub>1</sub>, b<sub>2</sub>, b<sub>3</sub> = Coefficient of Variable Regression X<sub>1</sub>, X<sub>2</sub>, X<sub>3</sub>
- X<sub>1</sub> = Compensation
- X<sub>2</sub> = Motivation

$X_3$  = Competence

The hypothesis in this research is :

H1 : There is a significant influence between Compensation (X1), Motivation (X2), Competence (X3) on Interest in doing Research (Y) on Lecturers at the Tridinanti University in Palembang partially.

H2 : There is a significant influence between Compensation (X1), Motivation (X2), Competence (X3) on Interest in doing Research (Y) on Lecturers at Tridinanti University Palembang simultaneously.

**III. RESULT**

**A. The Result of the test of the Effect of Compensation, Motivation, and Competence on Interest in Conducting Research on Lecturers at the Tridinanti University of Palembang Partially**

To answer the formulation of the problem whether there is influence of Compensation (X1), Motivation (X2) and Competence (X3) on the interest of doing research (Y) in Lecturer at Tridinanti University of Palembang partially then done simple regression test, where the test result presented in Table 3 the following:

TABLE III. T-TEST ANALYSIS INFLUENCE OF COMPENSATION, MOTIVATION, AND COMPETENCE TO INTEREST DO RESEARCH ON LECTURER AT TRIDINANTI UNIVERSITY OF PALEMBANG

Model	B	t	Sig
(Constant)	4.756	1.023	.309
Compensation	-.166	-1.033	.304
Motivation	.503	4.941	.000
Competence	.390	4.843	.000

This multiple linear regression equation can be interpreted and has the following meanings: (1) Constant value 16,803, meaning that the interest of doing research on lecturer at Tridinanti University of Palembang without any other variables such as compensation, motivation and competence is 4,756; (2) The value of regression coefficient of Compensation (X1) - 0,166, and significance value equal to 0,304 (> 0,05) and t value count equal to -1,033 meaning that H01 is rejected and Ha1 accepted. This means that there is no significant influence between compensation on interest of lecturer at Tridinanti University of Palembang doing partial research; (3) The value of regression coefficient of Motivation (X2) is 0,503 and significance value is 0.000 (<0,05). This means that H02 is rejected and Ha2 is accepted which means that there is a significant positive influence between motivation on interest of Tridinanti University lecturer of Palembang doing partial research. These results prove that the interest to conduct research on lecturers at Tridinanti University Palembang will increase significantly by 0,503 point if there is an increase of 1 point in the motivation variable; (4) The value of regression coefficient of Competence (X3) is 0,390 and significance value is 0.000 (<0,05). This means that H03 is rejected and Ha3 is accepted which means that there is a significant positive influence between competence to interest of lecturer at

Tridinanti University of Palembang doing research. These results prove that the interest of lecturers at Tridinanti University of Palembang to conduct research will increase significantly by 0.390 points if there is an increase of 1 point on the competency variable.

**B. Test Result of Influence of Compensation, Motivation, and Competence to Interest do Research on Lecturer at Tridinanti University of Palembang Simultaneously**

To answer the formulation of the problem whether there is influence of Compensation (X1), Motivation (X2) and Competence (X3) on the interest of doing research on Lecturer at Tridinanti University of Palembang simultaneously, then do multiple regression test where test results presented in Table 4 below:

TABLE IV. F-TEST ANALYSIS (ANOVA)

Model	Sum of Square	Df	F	Sig
Regression	629.624	3	23.805	.000
Residual	846.376	96		
Total	1476.000	99		

Based on Table 4, the simultaneous test using ANOVA analysis obtained the following results: Based on Table 4 it is known that the value of Sig 0,000 <0,05 means that H02 is rejected and Ha2 is accepted which means that the compensation variable (X1), motivation (X2) and competence (X3) together have a significant effect on the interest of conducting research (Y) at Lecturer at Tridinanti University of Palembang simultaneously.

**IV. DISCUSSION**

**A. The Influence of Compensation on Interest in doing Research on Lecturers at the Tridinanti University of Palembang**

Compensation is the value of rewards earned by an employee for his contribution to an organization [5]. The value of rewards earned employees can be either financial or non financial [6].

Based on the results of Test t obtained significance of 0.304. The value of 0.304 is > 0.05 with the regression coefficient value of -0.166. This means Ho1 accepted and Ha1 rejected which means there is no significant influence between compensation on the interest of lecturer at Tridinanti University of Palembang to conduct research.

The absence of a compensatory effect on the interest of conducting research on lecturers at Tridinanti University of Palembang is due to the cost (cost) of conducting a considerable study which is not proportional to the internal grant provided (especially for exact research), where the budget ceiling (the highest limit for the proposed fund that can be financed) only seven million rupiah. Although the value of this budget is large but with cost estimates which also does little to compensate for funds obtained from internal grants not significantly affect or encourage interest of lecturers at Tridinanti University of Palembang to conduct research. As for

external grants (ristekdikti grants) that have more funds than the internal grants of some lecturers are constrained in the requirements of proposers especially for schemes other than Beginner Lecturer Research (PDP), so the amount of compensation or research funding on external grants also does not affect or increase the interest of lecturers in Tridianti University of Palembang to conduct research.

#### *B. The Influence of Motivation on Interest in Conducting Research on Lecturers at the Tridianti University of Palembang*

Motivation is the impulse arising within the self or from outside the person who arouses the will, the spirit and persistence to do something in order to achieve certain goals [7,8].

Based on T test results obtained motivation significance of 0.000. This 0.000 value  $< 0.05$  with regression coefficient value of 0.503. This means that  $H_{02}$  is rejected and  $H_{a2}$  is accepted which means there is a significant positive influence between motivation to interest of lecturer at Tridianti University of Palembang to do research. Where if the variable of motivation increased 1 point then the interest to be a lecturer at Tridianti University Palembang will increase by 0,503 point. This is in line with the results of F test where the results obtained that simultaneously (motivation) motivation significantly influence the interest of lecturers at Tridianti University Palembang to conduct research.

The results of the study found that most of the interest to conduct research due to the motivation in the form of the desire to get certification allowance lecturers. Where there are 68 lecturers who have been certified and become the sample in this study states the report Lecturer Workload (BKD) which requires the element of research to be the main motivation to conduct research.

#### *C. The Influence of Competence on Interest of doing Research on Lecturers at the Tridianti University of Palembang*

Competence is a characteristic that underlies a person related to the effectiveness of individual performance in their work [9].

Based on T test results obtained value of competence significance of 0.000. This 0.000 value  $< 0.05$  with regression coefficient value of 0.390. This means that  $H_{03}$  is rejected and  $H_{a3}$  is accepted which means there is a significant positive influence between competence to interest of Lecturer at Tridianti University of Palembang to do research. Where if the competency increases 1 point then the interest to become a lecturer will also increase by 0.390 points and this is significant. This is in line with the results of F test where the results obtained that simultaneously (simultaneously) competence significantly influence the interest of lecturers at Tridianti University of Palembang to conduct research.

The existence of the influence of competence on the interest of lecturer at Tridianti University of Palembang to conduct research is caused by to conduct research required sufficient competence include ability to observe problems, analysis, solving and discussion so that for lecturers who have this competence tend to be more interested to conduct research, while for lecturers less competent tend to be less interested in conducting research, most are more interested in joining lecturers who are considered to have better competence to conduct research together. This result is in line with the results of previous studies [10] which stated that competence has a positive effect on interest.

#### V. CONCLUSION

Based on the results of the research that has been done, there are some conclusions as follows: (1) Simultaneously (together) Compensation, Motivation and Competence significantly influence the interest in conducting research on lecturers at Tridianti University Palembang; (2) While partially only Motivation and Competence that have a significant effect on interest in conducting research on lecturers at the University of Tridianti Palembang, and motivation is the variable that most influences interest in conducting research on lecturers at Tridianti Palembang University.

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