

Contribution of Direct Superior Leadership to University Administration Staff Commitment

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Abstract: This paper aims to revealing the key findings of research result about the contribution of the direct superior leadership to administration staff commitment at Universitas Negeri Padang. The hypothesis of this study is the direct superior leadership was contributed administration staff commitment. The population the study has a total number of administration staff of Universitas Negeri Padang with totaling 288 respondents were chosen 82 respondents were taken with proportional Stratified Random Sampling technique based on stratified the level of education and working period. The research instrument used a questionnaire with Likert scale models that have been tested for validity and reliability. Data were analyzed with correlation and regression techniques. The results of data analysis showed that the direct superior leadership contributes to administration staff commitment was a positive but it was weak relationship at 0.05 level of significant. Therefore, direct superior leadership have a significant predictor of administration staff commitment. Administration staff commitment can be improved through enhancements to the direct superior leadership, so that the administration staff always improve their work commitment through sincerity and high spirit in working, responsible and increasing awareness of the work, and always trying to quickly respond to any changes that occur in the organization.

Keywords: direct superior leader, leadership, work commitment

I. INTRODUCTION

Universitas Negeri Padang is university whose mission is to provide teaching and learning, research and serve the community. To achieve this mission it needed the support of all the components, such as lecturers and administration staff. Lecturers and administration staff constitute a coherent because the two components are mutually supporting each other. Therefore, that lecturers will be difficult to implement their function if the administration staff does not support optimally. This makes it clear that the administration staff has an important position in the organization as a practitioner of administration.

The important role of administration staff in the organization require them to have a high responsibility to perform all tasks. The high responsibility have arisen when administration staff has high level commitment also. High staff commitment to the task is expected to generate high productivity, so it will have positive impact on the organization's progress. Instead administration staff with low commitment will have a negative impact on the organization.

Based on the observation shows that administration staff commitment is still low. This is evident from the attitude shown tendencies of administration staff who are not as expected, such as a lack of seriousness shown by staff in their work so that the impression the staff did not work with a sense of responsibility. Many factors lead to still lower administration staff commitment. One factor that allegedly participated influence is the direct superior leadership.

Commitment of work is a more concrete form of loyalty that can be seen from the extent to which administration staff devote attention, ideas, and their

responsibilities in order to achieve organizational goals. Basically, the level of work commitments that are owned by administration staff can be seen from the behavior displayed in the conduct of its work, such as a sense of responsibility and concern for her work. That means, an administration staff who has a high commitment will show more responsible behavior and care about the success of the work he does, and more disciplined. Conversely, for administration staff who have a low commitment will certainly displays of lack behavior in the works, such as procrastination or neglect her job.

Given the importance of administration staff commitment to the success of the organization in achieving its mission, the research about the commitment of administration staff and the factors influencing this needs to be done. Through the results of this study are expected to be operative actions that can be performed by administration staff and managers to improve work commitment. Furthermore, from the study of theory known that many factors can influence administration staff commitment. Many factors that influence, direct superior leadership that allegedly influence the still low level of commitment of administration staff at Universitas Negeri Padang. The results of pre-survey looks still a lack of effective implementation of the direct superior leadership to administration staff at Universitas Negeri Padang.

II. METHOD

This study uses quantitative methods to the type of correlational research, because this research aims to look at the relationship between one variable with other variables. The population of this research is all employees at Universitas Negeri Padang totaling 288 people. Considering the amount considerable population, this

research used a sample size of 82 people. The sample size was determined using Cochran formula, and sampling using Proportional Stratified Random Sampling [3].

There are two the variables examined, the administration commitment as the dependent variable with the indicator; a) sense of responsibility towards the task, b) the loyalty of the work, c) a sense of concern for the job, and d) responsive to change. Direct superior leadership as the independent variables with indicators; a) a model for subordinates or staff, b) projecting the exciting future and optimistic to subordinates or staff, c) provide challenges to subordinates or staff and d) take into account the individual needs of staff.

Data of the research collected using a questionnaire that has been tested for validity and reliability. Data was collected by means meet the respondent directly. The data collected was analyzed by correlation and simple regression. Analyzing assisted using SPSS version 17.00. The first once normality and homogeneity test, and further correlation and regression analysis, the test of results of these requirements indicate that the data can be processed with correlation and regression techniques.

III. RESULTS

Before exposing the contribution of the direct superior leadership on administration staff commitment, it first has to be presented on the data description of direct superior leadership. The analysis showed that the variables of the direct superior leadership in good enough category with the level score achievement of 78.41%.

Furthermore, a summary of the results of simple correlation analysis to look at the direct superior leadership contributions to administration staff commitment at Universitas Negeri Padang University can be seen in Table 1.

Table 1
Summary of Correlation Analysis Results between Variables of Direct Superior Leadership and Administration Staff Commitment

Correlation	Correlation Coefficient (r)	Determination Coefficient (r^2)	ρ
r_{y1}	0,261	0,068	0,018

The results of the calculations in table above shows that the correlation coefficient (r_{y1}) = 0.261 with $= 0.018 < 0.05$. This means that there is a significant relationship between the direct superior leadership with a commitment to the administration staff. The magnitude of the coefficient of determination (r^2) of 0.068. To determine the shape of the relationship between the predictive or not the direct superior leadership and administration staff commitment, do the simple regression analysis. In accordance with the analysis results obtained by the regression equation $\hat{Y} = 95.721 + 0.249$. This equation is then tested or significance. The calculation result can be seen in Table 2.

The results of the calculations in table above shows that $F = 5,863$ with $= 0,018 < 0,05$. That means the equation is a significant level of confidence 95% and can be used to predict administration staff commitment.

Table 2
Summary of Correlation Analysis Results between Variables of Direct Superior Leadership and Administration Staff Commitment

Resources	Sum of Squares	df	The average number of squares	F	ρ
Regression	695,319	1	695,319	5,863	0,018
Residue	9488,206	80	118,603		
Total	10183,524	81			

IV. DISCUSSION

The research it has been found that the direct superior leadership variables contribute significantly to administration staff commitment of 6.8%, while the remaining 93.2% is influenced by other variables that are not examined in this research. This means that the direct superior leadership could be used as a predictor of administration staff commitment. Furthermore, administration staff commitment can be determined by the supervisor's leadership of 6.8%.

These findings support the theory that has been put forward [4] states that leadership is one of the factors that influence the work commitment which is owned by an employee. Effective direct superior leadership will make administration staff have a tendency in themself to feel actively involved and a sense of responsibility in their work. Furthermore, Hadari said that good leadership is a process that inspires employees so that they do their best to achieve the expected results [5].

It is understood that the presence of effective direct superior leadership, surely administration staff commitment can be improved to be more effective anyway. This is caused by the leadership has a major role to increase staff commitment he led through his leadership. From these findings can be interpreted that the direct superior leadership factors have significant predictive power to increase administration staff commitment [6]. In other words, administration staff commitment can be improve through an increase in the direct superior leadership. The better direct superior leadership, it will be better the administration staff commitment [7].

V. CONCLUSION

Based on the results of research and discussion described, it can be concluded that the supervisor's leadership contributed 6.8% of the administration staff commitment at KPTU of Padang State University, whereas when we seen qualitatively of supervisor's leadership at KPTU of Padang State University is still in good enough category in its execution with the level of achievement score of 78.41% of the ideal score.

VI. RECOMMENDATION

Based on this conclusion it is recommended that leadership at KPTU of Padang State University firstly, create a policy regarding increasing employee or staff commitment such as salaries and wages, job security, promotion, and bonus. Organizations should establish

reward systems for productive employees either financially or non-financially in order to stimulate employees' productivity and enhance their loyalty and commitment to the organization [8]. Secondly, encourage employees or staff in order to further enhance their commitment to work with sincerity and high spirits in working, responsible and raise awareness of the work, and always tried to be responsive to any changes that occur in the organization. The organizational commitment model of Meyer and Allen indicates that affective commitment is influenced by factors such as job challenge, role clarity, goal clarity, and goal difficulty, receptiveness by management, peer cohesion, equity, personal importance, feedback, participation, and dependability [9].

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