



The Effect of Achievement Motivation on Lecturer's Performance

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Abstract. Lecturer performance is the result of the function of a particular job or activity over a period of time. Based on this concept, lecturer performance is a product produced by a lecturer related to his work. The performance of the lecturer will be seen from the extent to which a lecturer shows the results of his work in carrying out his main tasks. The quality and quantity of performance will greatly depend on the factors that play a role in the performance of lecturers, in this case the quality of these performance factors will play a role in increasing and decreasing performance. One of the factors considered to play a role in increasing and decreasing performance is achievement motivation. Achievement motivation will certainly determine how the quality and quantity of performance produced by a lecturer. This study aims to describe: (1) achievement motivation possessed by lecturers at the University of Muhammadiyah Tangerang, (2) the performance of lecturers at the University of Muhammadiyah Tangerang, (3) the influence of achievement motivation on the performance of lecturers at the University of Muhammadiyah Tangerang. The research method used is descriptive quantitative with simple linear regression analysis followed by t-test. Meanwhile, the instrument used to collect data on achievement motivation and lecturer performance was a questionnaire. The results of this study indicate that (1) the achievement motivation of the lecturers of the Muhammadiyah University of Tangerang is in the "strong motivation" category, (2) the performance of the lecturers at the Muhammadiyah University of Tangerang is in the "good" category, and (3) there is an influence of achievement motivation on the performance of the lecturers. Muhammadiyah University of Tangerang .

Keywords: Achievement Motivation · Lecturer · Performance Factors

1 Introduction

Performance is the result of the function of a particular job or activity during a certain period of time [1]. Based on this concept, performance is a product produced by someone related to his work within a certain period of time. In the context of lecturer performance, the performance period is in semester units. Therefore, the performance of lecturers is usually seen from the results of work each semester which includes education, research, community service and support. Furthermore, performance can be expressed as work performance is a comparison between the actual work results with the work standards set [2].

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The low performance of lecturers is related to several influencing factors, factors that influence performance are individual factors including abilities, skills, work experience, psychological factors including mental / intelligence, perception, achievement motivation, personality and organizational factors including organizational structure, job design, leadership, reward system or reward system [4].

Based on this opinion, one aspect that is thought to play a role in changes in performance is achievement motivation. In this case motivation can have a direct impact on lecturer performance. Someone who has a strong motivation to achieve work results will result in increased performance. Motivation is a process that explains the intensity, direction and persistence of individuals to achieve a goal [3]. Based on the explanation, it can be stated that achievement motivation is an encouragement to someone to want to do something [5].

Motivation is based on a variety of different motives. In this context, the motive is the basis for the emergence of motivation, motivation itself is the impetus and strength for a person to achieve maximum work results. The motive that forms the basis for motivation comes from outside the individual, which can be in the form of rewards or needs in the context of career advancement. Therefore, good management of reward and career advancement will bring up good motives in order to improve performance.

Furthermore, related to the impact of motivation on performance, several research results have found that motivation plays an important role in performance, in this case the high and low motivation has an impact on the high and low performance [6]. Other research results have also supported these findings [7]. Then it has also been found that there is a strong positive relationship between achievement motivation and performance, in this case if achievement motivation is increased, performance will increase [7]. Other research results also state that there is a correlation between achievement motivation and performance [8]. Furthermore, achievement motivation contributes 18% to performance [9]. Therefore, based on the results of previous research, it shows that motivational variables have an impact on performance variables.

Based on the theoretical explanation and the results of the research, motivation will have an impact on changes in performance. Thus, a description of the motivation of employees is very important, because this can be used as a basis for determining policies for employees. So we need a study to describe employee motivation and conduct a study to examine the impact of motivation on performance.

The problems in this study include (1) how the achievement motivation of the lecturers of the Muhammadiyah University of Tangerang, (2) how the performance of the lecturers of the Muhammadiyah University of Tangerang, and (3) whether there is an influence of the lecturer's achievement motivation on the performance of the lecturers of the Muhammadiyah University of Tangerang. While the objectives of this study are (1) to describe the achievement motivation of lecturers at the University of Muhammadiyah Tangerang, (2) to describe the performance of lecturers at the University of Muhammadiyah Tangerang, and (3) to test whether there is an influence of motivation on the performance of lecturers at the University of Muhammadiyah Tangerang.

2 Method

This study uses a quantitative descriptive research method with data analysis techniques using simple linear regression analysis followed by t-test to determine the effect and impact of achievement motivation on the performance of lecturers at University of Muhammadiyah Tangerang. The method of data collection in this study was done through survey techniques. The survey technique used in this research is to obtain research data from the variables to be correlated, which include data on achievement motivation variables, data on lecturer performance variables. The data were obtained through a survey of a predetermined population. The location where the survey was carried out at the University of Muhammadiyah Tangerang. Respondents involved as subjects of this study were 548 people. The sampling technique used is the saturated sample technique, which uses all members of the population as a sample.

The instrument used in this study used a questionnaire instrument to measure the achievement motivation of lecturers and lecturers' performance at the Muhammadiyah University of Tangerang. The achievement motivation data collection instrument in the form of a questionnaire refers to Guilford (2017), while the lecturer performance questionnaire refers to Bernadin & Russel (2007). The indicators for the questionnaire for achievement motivation and lecturer performance can be seen in the table below (Tables 1,2,3,4 and 5).

Questionnaire instruments to measure achievement motivation and lecturer performance before being used, expert judgment was carried out and the validity and reliability of the instrument were analyzed using the product moment correlation formula. Based on the results of expert judgment, the achievement motivation questionnaire instrument and the performance instrument were in the very valid category. While the test results of the instrument for validity are in the valid category with a significance level of 5%. Then for the reliability of the achievement motivation instrument, a reliability coefficient of 0.874 was obtained which was in the very reliable criteria. As for the lecturer's

Table 1. Research Instrument

Variables	Measurement	Indicator	Item (n)
Achievement Motivation	Questionnaire	Achievement Need	9
		Friendly Need	12
		Power requirement	15
Performance	Questionnaire	Quality	8
		Quantity	8
		Punctuality	7
		Effectiveness	8
		Independence	8
		Commitment	8

performance instrument, the reliability coefficient of 0.893 was obtained which was in the very reliable category.

3 Result and Discussion

Data Analysis Prerequisite Test.

Based on the calculation of the normality test using SPSS type 2.0 software, the results of the normality test of the data are obtained as follows:

Then for the homogeneity test based on calculations using SPSS type 2.0 software, the data obtained from the homogeneity test results are as follows:

Description of Research Results

Based on the research results obtained a description for each data achievement motivation and lecturer performance as follows:

The Effect of Achievement Motivation on Lecturer Performance.

Determining the effect of the variable achievement motivation and lecturer performance is done through the determination of a simple linear regression model. The linear regression model will show linearity and causality testing between achievement motivation and performance variables. The causal relationship in simple linear regression can show the influence between achievement motivation variables and lecturer performance. The linear regression model in this study is as follows:

$$Y = a + bX + e$$

Table 2. Normality Test

Variable	df KS Sig	Dec
Achievement Motivation	30 0.128 0.113	Normal
Lecturer Performance	30 0.141 0.125	Normal

Table 3. Homogeneity Test

Variable	S ²	F-count	Dec
Achievement Motivation	20.74	2.81	Homogeneity
Lecturer Achievement	7.39		Homogeneity

Table 4. Description of the Data

Variable	Average	Criteria
Achievement Motivation	80%	High
Lecturer Performance	83%	Good

Table 5. Linear Regression

Model	Unstandardized coefficient		t-count	sig
	b	Error		
Constant	1.179	0.285		0.000
Achievement Motivation	0.382	0.085	4.392	0.000

R = 0.752

Information:

Y = Lecturer Performance.

a = Constant.

b = Regression coefficient.

X = Achievement motivation.

e = Standard error.

Based on the results of the study obtained the results of linear regression analysis in the table below:

The linear regression model obtained from the results of the regression analysis is as follows:

$$Y = 1.179 + 0.382X + e$$

Based on the table, the t-count is 4.392, this result shows that the t-count is greater than the t-table and the significance of 0.000 is less than 0.05. Thus, H_0 is rejected and H_1 is accepted, so the achievement motivation variable has a significant effect on lecturer performance.

The results of the study have shown that achievement motivation has a significant effect on lecturer performance. It can be explained that a decrease in achievement motivation will be followed by a decrease in lecturer performance. On the other hand, an increase in achievement motivation will be followed by an increase in lecturer performance. This is supported by several previous research results which have shown that motivation plays an important role in performance, in this case motivation plays an important role in performance, in this case the high and low motivation has an impact on the high and low performance [6, 11–13]. Furthermore, other research results have also supported these findings [7]. Then it has also been found that there is a strong positive relationship between achievement motivation and performance, in this case if achievement motivation is increased, performance will increase [9, 14–16]. Therefore, based on the results of previous research, it shows that motivational variables have an impact on performance variables.

Achievement of motivation has an impact on improving performance because motivation can provide direction in achieving work goals. In this case motivation is a condition that moves employees who are directed to achieve organizational goals or work goals [1]. Apart from that, the mental attitude also encourages employees to try to achieve optimal performance. In this case motivation is formed from the attitude of an employee in dealing with work situations. The positive attitude of an employee in dealing with a

work situation will be able to lead to positive achievement motivation, this achievement motivation will provide a positive direction in achieving work goals. So that when work goals are achieved, it can be a form of performance improvement.

Achievement motivation is based on individual motives, the motive in this case is a psychological state that encourages, activates, or moves and that motive directs and channels a person's behavior, attitude and behavior which is always associated with the achievement of goals, both organizational goals and personal goals. Each member of the organization [10]. Someone who has a strong motive to achieve an achievement will have the behavior and actions to achieve the goal of increasing achievement [17]. This will have an impact on achieving maximum performance, achieving maximum performance is referred to as performance improvement.

4 Conclusion

Based on the results of the study, it can be concluded as follows:

1. The achievement motivation of lecturers at the University of Muhammadiyah Tangerang is in the "strong" category on average.
2. The average performance of lecturers at the University of Muhammadiyah Tangerang is in the "good" category.
3. There is an influence of achievement motivation on the performance of lecturers at the University of Muhammadiyah Tangerang.

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