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THE INFLUENCE OF RESEARCH CULTURE AND WRITING MOTIVATION AND LECTURER COMPETENCE TO COMMITMENT IN DOING RESEARCH AND LECTURER RESEARCH PRODUCTIVITY

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Abstract. The objective of this study was to identify the influence of performing research culture, writing motivation, lecturer competence on commitment to conduct research and productivity of lecturer research in Private Universities in East Java. The results of this study indicated that: the research culture had a positive and significant influence on the commitment in doing research on lecturers of Private universities in East Java. The writing motivation had no influence on the commitment in doing research on Private universities Lecturer in East Java. The competence of the lecturer had no influence on the commitment in doing research to the lecturer at the Private universities in East Java. The research culture had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java. The writing motivation had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java. The lecturer competency had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java. The commitment to do the research had no influence on the lecturer productivity in doing research in Private universities in East Java.

Keywords: performing research culture, writing motivation, lecturer competence on commitment to conduct research and productivity of lecturer research

INTRODUCTION

The Indonesian government through the Ministry of Research, Technology and Education High (Kemenristekdikti) encourages lecturers and researchers to be more productive research activities and write scientific publications from the research conducted. The effort of the Ministry of Research, Technology and Higher Education is to make Indonesia is not too far behind other countries in ASEAN regarding the productivity of research results. The Ministry of Research, Technology and Higher Education also disburses research funds of USD 10-11 billion per year or 0.8-0.9 percent of the total Gross Domestic Product (GDP). The research funding is still considered low and the budget portion of this research places Indonesia in 28th rank out of 116 countries.

The research budget that is still relatively low does not become an obstacle for Indonesian researchers to be more productive in research activities. It has been proven in the past four years which shows a trend of increasing research rankings in Indonesia. In 2014, Indonesia was in fourth rank in ASEAN for publication research and under some countries (Thailand, Malaysia and Singapore). In 2018, within a period of four years, Indonesia was able to pass through Thailand and Singapore and was ranked second in ASEAN. The number of Indonesian research researchers is 22,222 publications and still below Malaysia that is 24,045 publications. It is possible that in 2019 Indonesia will be in the first rank in ASEAN if the lecturers and researchers are more active in conducting massive research and publication of their research.

To increase research productivity for lecturers, especially private lecturers in private Universities is not easy. Given that research funds budgeted by private Universities are still relatively small and the opportunity for private lecturers to obtain research funding grants from the state is also quite competitive. The limitation of research funds used by private lecturers for research activities does not have to be an obstacle for private lecturers to continue conducting research. Lecturers have the obligation to conduct research activities in accordance with the Tri Dharma of Higher Education so the research activities must still be carried out forcefully by all lecturers both in state and private institutions although the fund is still minimum.

Regarding the research productivity of lecturers, there are several factors that influence it, including the culture of research, writing motivation, lecturer competence, and commitment to conduct

research. Robbins, explained that in order to get the illustration of cultural influence in conducting research to the the productivity of research that can be done based on these cultural characteristics (Robbins, 2008a). The culture of research can be strong or weak, depending on various influencing

factors such as coherence, consensus values and individual commitment to shared goals. A strong research culture will influence lecturer behavior because a high level of togetherness and intensity will create a conducive internal atmosphere in the form of high behavioral control. Eventually it will affect the productivity of research as final result of the achievement of lecturer work in Tri Dharma.

Referring to Adriana's research (Apriani, 2009), it showed that to increase the productivity of lecturers' research requires competency and high writing motivation from the lecturers. Beside to fulfilling minimum qualifications, lecturer competence in accordance with the Law No. 14/2005, lecturers should also be competent in carrying out their duties. Lecturer competence determines the quality of the implementation of Tri Dharma of Higher Education as shown in the professional activities of lecturers. Lecturers are encouraged to have pedagogical competencies, professional competencies, personality competencies, and social competencies that are needed in teaching, doing research, and practicing community service.

The third factor that influences research productivity is writing motivation. Empirically, the relationship between motivation and productivity has been investigated by Anthony (Aiful-Broni, 2012), he stated that factors that cause decreased productivity was motivational factor.

Another factor that influence the productivity of lecturer research in realizing Tri Dharma of Higher Education is also caused by the low commitment of lecturers in conducting research. Jack *et al.*, (Henry Syauta *et al.*, 2012) showed that organizational commitment had a significant influence on performance.

Based on the description above, it can be concluded that the productivity of lecturer in doing research needs to always be considered and always improved from year to year. For this reason, there few studies related to performance and productivity, including research conducted by (Zain, Z.M., Ishak, R. & Ghani, 2009), (Shin & Park, 2009), (Manetje & Martins, 2015), (June & Mahmood, 2011), (Ehtesham *et al.*, 2011), (Selma, 2016), (Yeh & Ho, 2018), (Arch *et al.*, 2012), and (Ana, 2015). Research conducted showed that there were direct and indirect relationship between competence (ability), motivation and organizational culture on commitment and performance (productivity). The results of this study reinforce the theory from (K & Newstrom JW, n.d.), and (Robbins, 2008b) that the performance is formed by ability, motivation and culture.

METHOD

The research design used in this study was explanatory research. This type of research was an observational study with a cross sectional study design. The method used in this study was the survey method (Riyanto, 2017). This research was conducted at a private universities in East Java by taking sample of 10 Universities that have a good reputation in the field of research. The number of samples used in this study was 225 private lecturers. The analysis used SmartPLS 2.0 application software.

RESULTS AND DISCUSSION

Structural Model Test (Inner Model)

Structural model was evaluated by R-square to construct t-test dependent and significance from structural path parameter coefficient.

1. R-Square Value

The results of R-square using SmartPLS as follows:

Table 1. R-Square Value

Variable	R ²	Description
Commitment in doing the research	0.121	The contribution of the variables of research culture, writing motivation, lecturer competence to conduct research was 12.1%.
Research productivity	0.524	The contribution of the influence of research culture variables, writing motivation, lecturer competency and commitment in doing research on research productivity was 67.8%.

2 Hypothesis Test

The significance of the estimated parameters provides very useful information about the relationship between the research variables. The base used in testing the hypothesis was the value contained in the inner model output path coefficients (Ghozali, 2008).

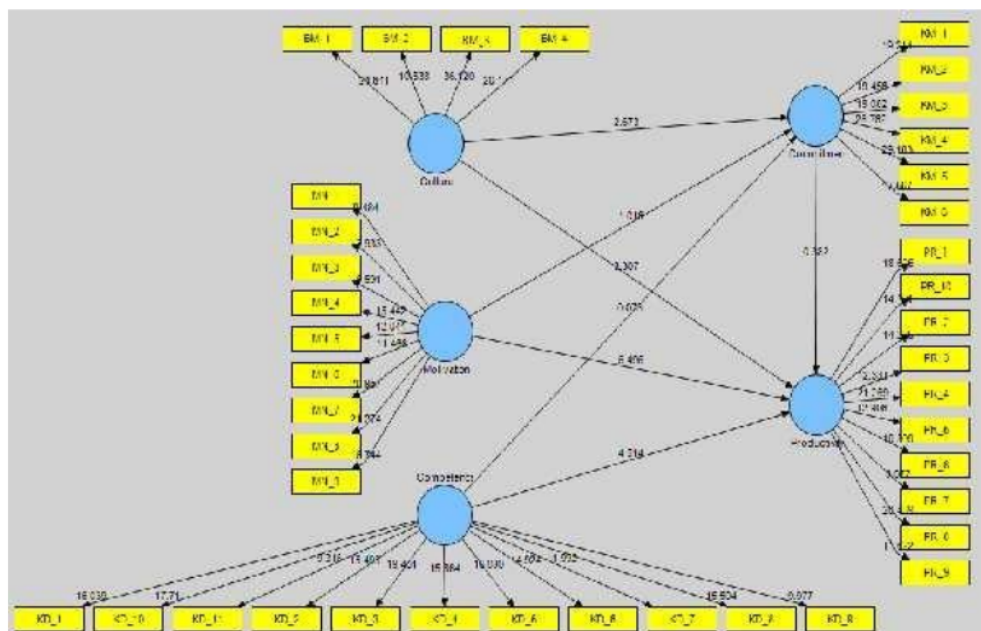


Figure 1 Inner Model Path Coefficients

Based on figure 1 it can be explained direct influence between research construct as follows:

Table 2. Direct influence between Research Construct

Construct	Original	Sample	Standard Deviation	Standard Error	T Statistics
	Sample (O)	Mean (M)	(STDEV)	(STERR)	(IO/STERR)
Culture -> Commitment	0.279	0.283	0.104	0.104	2.673
Motivation -> Commitment	0.104	0.107	0.102	0.102	1.016
Competence -> Commitment	0.006	0.007	0.083	0.083	0.073
Culture -> Productivity	0.195	0.199	0.059	0.059	3.307
Motivation -> Productivity	0.365	0.364	0.056	0.056	6.496
Competence -> Productivity	0.286	0.292	0.064	0.063	4.514
Commitment -> Productivity	0.022	0.022	0.059	0.059	0.382

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Bootstrap testing is also intended to minimize the problem of research data abnormalities. The test results with bootstrapping from the SmartPLS analysis were as follows:

The influence of research culture variable on the commitment⁴ in doing research on the lecturers of Private Universities in East Java showed the path coefficient value of 0.279 with a $t_{\text{statistical}}$ value of 2.653. Statistical value was greater than t_{table} (1.960). This result means that the⁶ research culture had a positive and significant influence on the commitment in doing research on lecturers of Private universities in East Java.

The influence of writing motivation on the commitment⁴ in doing research on the lecturers of Private universities in East Java showed the path coefficient value of 0.104 with a $t_{\text{statistical}}$ value of 1.016. Statistical value was smaller than t_{table} (1.960).⁶ This result mean that the writing motivation had no influence on the commitment in doing research on Private universities Lecturer in East Java.

The influence of lecturer competency variable on the commitment⁴ in doing research on the lecturers of Private universities in East Java showed the path coefficient value of 0.006 with a $t_{\text{statistical}}$ value of 0.073. Statistical value was smaller than t_{table} (1.960). It means that the competence of the

lecturer had no influence on the commitment in doing research to the lecturer at the Private universities in East Java.

The influence of research culture variables on the lecturer research productivity in Private universities in East Java showed a path coefficient of 0.195 with a $t_{\text{statistical}}$ value of 3.307. Statistical

value was greater than t_{table} (1.960). It means that the research culture had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java.

The influence of writing motivation variable on the lecturer research productivity in Private universities in East Java showed a path coefficient of 0.1365 with a $t_{statistical}$ value of 6.496. Statistical value was greater than t_{table} (1.960). This result means that the writing motivation had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java.

The influence of the lecturer competency variable on the commitment to conduct research on the lecturers of Private universities in East Java showed a path coefficient value of 0.286 with a $t_{statistical}$ value of 4.314. Statistical value was greater than t_{table} (1.960). The result means that lecturer competency had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java.

The influence of the commitment in doing research variable on private universities lecturers in East Java showed the path coefficient value of 0.022 with a $t_{statistical}$ value of 0.382. Statistical value was smaller than t_{table} (1.960). This result means that the commitment to do the research had no influence on the lecturer productivity in doing research in Private universities in East Java.

CONCLUSION

Conclusions of this research are as follows: The research culture had a positive and significant influence on the commitment in doing research on lecturers of Private universities in East Java. The writing motivation had no influence on the commitment in doing research on Private universities Lecturer in East Java. The competence of the lecturer had no influence on the commitment in doing research to the lecturer at the Private universities in East Java. The research culture had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java. The writing motivation had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java. The lecturer competency had a positive and significant influence on the lecturer productivity in doing research in Private universities in East Java. The commitment to do the research had no influence on the lecturer productivity in doing research in Private universities in East Java.

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