

The Effect of Rewards, Lecturers Responsibility, and Profession Commitment to Lecturer's Discipline

Dahlan Gunawan^{1*}, Suyono², Jemmy Rumengan³, B.Herawan Hayadi⁴

^{1,3}Universitas Batam, Batam, Indonesia

^{2,4}Universitas IbnuSina, Batam, Indonesia

drdahlangunawan@gmail.com^{1*}

ABSTRACT

This study aims to determine the effect of rewards, lecturer's responsibility, and profession commitment to lecturer's discipline. This study uses a quantitative approach using a survey method. Path analysis is used to analyze the collected data. The populations in this study were all 106 lecturers of the Faculty of Medicine and Health Sciences. The number of samples taken in this study was 84 people who were randomly selected. The results showed that lecturer discipline was directly influenced by awards, lecturer's responsibility, and profession commitment. This study also found that profession commitment was influenced by the appreciation and responsibility of the lecturers. This study also found that lecturer's responsibility is influenced by awards. Based on these findings, it can be concluded that any changes in lecturer's discipline are influenced by awards, lecturer responsibility, and profession commitment. Therefore, lecturer's discipline, awards, lecturer's responsibility, and profession commitment can be taken into consideration in making strategic planning for human resource development.

Keywords

Lecturer's Discipline, Awards, Responsibility, Profession Commitment

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Introduction

Discipline plays an important role for the success of lecturers in carrying out their duties and functions as educators and lecturers at the Faculty of Medicine, University of Batam. With high discipline, lecturers will be able to carry out their professional duties effectively. The problem of work discipline is closely related to the attitude and behavior of a person in carrying out the work for which he is responsible. Various rules or norms that have been established by Batam University as a higher education institution, have a very important role in creating rules, norms, noble values in carrying out discipline, so that lecturers can obey, implement and have a steady pattern of behavior in following the rules. Rules or norms that apply at the University of Batam are followed by the sanctions given if there is a violation. These sanctions can be in the form of verbal or written reprimands, suspension, demotion and even dismissal, depending on the degree of violation committed by the lecturer. This is intended so that lecturers can carry out their duties and functions in a disciplined and responsible manner. If lecturers have high

discipline, it is hoped that they will be able to complete assignments quickly and precisely so that they can produce high productivity.[1][2][3]

Based on the formulation of the problem described in Chapter I [4], in general the purpose of this study is to reveal whether or not there is an influence between the variables studied[5], both direct and indirect, with the following descriptions[6][7][8][9]; 1) To determine the direct effect of the reward variable on the discipline variable of lecturers; 2) To determine the direct effect of the lecturer's responsibility variable on the lecturer discipline variable; 3) To determine the direct effect of the variable professional commitment to the discipline variable of lecturers; 4) To determine the direct effect of the reward variable on the profession commitment variable; 5) To find out that there is a direct influence of the lecturer responsibility variable on the professional commitment variable; 6) To determine the direct effect of the reward variable on the lecturer's responsibility variable.

Research Method

The populations in this study were all 106 lecturers at the Faculty of Medicine and Health Sciences, University of Batam. The minimum sample determination was carried out using the Taro Yamane formula. With the probability of error in sampling of 0.05 and a population of 106 lecturers, the sample size was 84 lecturers. [10]

The instrument used was tested first to assess its validity through the product moment correlation formula and reliability using the Cronbach Alpha formula for the variables of appreciation, lecturer's responsibility, professional commitment, and lecturer's discipline. From the test results it is known that all research instruments are reliable.[11][12][13][14]

Discussion and Results

Result

The results of this study found that: 1) the direct effect of appreciation on the discipline of lecturers had the path coefficient value $\text{py}_1 = 0.252$ with $t \text{ count} > t \text{ table}$. Thus, award (X1) has a positive direct effect on lecturer discipline (Y); 2) direct influence of lecturer responsibility on lecturer's discipline which has a path coefficient value of $\text{py}_2 = 0.353$ with $t \text{ count} > t \text{ table}$. Thus, lecturer responsibility (X2) has a positive direct effect on lecturer's discipline (Y); 3) the direct effect of professional commitment on lecturer discipline has a path coefficient value of $\text{py}_3 = 0.368$ with $t \text{ count} > t \text{ table}$. Thus, profession commitment (X3) has a positive direct effect on lecturer's discipline (Y); 4) the direct effect of appreciation on profession commitment has a path coefficient of $\text{p}_{31} = 0.584$ with $t \text{ count} > t \text{ table}$. Thus, reward (X1) has a positive direct effect on profession commitment (X3); 5) the direct effect of lecturer's responsibility on professional commitment has a path coefficient of $\text{p}_{32} = 0.322$ with $t \text{ count} > t \text{ table}$. Thus lecturer responsibility (X2) has a positive direct effect on professional commitment (X3); and 6) the direct effect of appreciation on lecturer responsibility has a path coefficient of $\text{p}_{21} = 0.830$ with $t \text{ count} > t \text{ table}$. Thus, award (X1) has a positive direct effect on lecturer's responsibility (X2). Based on the research findings above, it can be concluded that awards,

lecturer's responsibility, and professional commitment are variants of lecturer's discipline. Thus, efforts to improve lecturer's discipline can be done by increasing appreciation, lecturer's responsibility, and profession commitment.[15]

Discussion

Reward Has a Positive Effect on Lecturer's Discipline.

The results of hypothesis testing show that rewards have a positive effect on lecturer's discipline. This positive influence shows that high appreciation will have implications for improving lecturer's discipline. Discipline is a function of human resource management that plays a very important role and is the key to the realization of optimal goals. Through discipline also arises activities and awareness to comply with organizational rules and social norms, but respect for the implementation of this discipline needs to be done. A wise leader is obliged to analyze the needs of employees, and what aspects increase discipline in work. Therefore, rewards must be effective, because it can stimulate employee discipline. Award is a motivation for human resource development with the power of encouragement for humans to contribute as much as possible for the success of the organization to achieve its goals. The achievement of the organization also means achieving the personal goals of the members of the organization concerned, so that there will be no more negative behavior by the employees concerned. Appreciation in a job is the will and willingness of employees to comply with and obey all applicable rules and regulations, both written and unwritten. From the employee performance appraisal, the leader can reward the employee to determine whether he is performing or not.

Lecturers who work with commitment and high achievement will be seen in the awards from the leadership: a) financial compensation, b) employee benefits, and c) non-financial compensation. The existence of these factors allows lecturers to work responsibly so that their discipline will also be high. Financial or non-financial rewards or only attention from superiors are organizational recognition of contributions

made by employees. The reward system includes a number of variables all of which are important for maintaining a high level of employee engagement, including communication and respect. For organizations or supervisors, rewards are a good way of communicating to maintain activities and achievements that are considered good for the organization. Appreciation and recognition are also methods used by organizations to make lecturers feel respected and valued. Lecturers will be willing to give their best contribution to their organization if they receive recognition or appreciation from their organization. Lack of recognition or appreciation can lead to burnout, therefore proper recognition is essential for increased discipline. Based on several reward theories, it is intrinsic reward that can motivate lecturers' work. If implemented properly it can lead to a sense of meaning (sense of meaningfulness), a sense of choice and a sense of competence and a sense of progress. Reward and Punishment on Employee's Work Discipline at PT. Perkebunan Nusantara III Rambutan". The results of this study conclude that there is a simultaneous influence between Reward and Punishment on Employee's Work Discipline at PT. Perkebunan Nusantara III Rambutan. Sri Yuyu Hippy, Muhammad Polinggapo, BesseMarohong in her research entitled "The Effect of Awarding on Employee's Work Discipline in the Civil Service Agency for Regional Apparatus Development of Gorontalo Province". From the results of the simple correlation analysis between the awarding of rewards (X) and employees' work discipline (Y), the correlation coefficient $r_{xy} = 0.558$. This correlation coefficient value shows that the effect of rewarding on employee's work discipline is moderate. From the above explanation, we can conclude that the results of this study support previous findings about the direct effect of appreciation on Lecturers' Discipline.[16]

Lecturer's Responsibility Has a Positive Effect on Lecturer's Discipline

The results of hypothesis testing show that lecturer's responsibility has a positive effect on lecturer's discipline. This positive influence shows that the high responsibility of the lecturers

will have implications for increasing the discipline of the lecturers. Humans basically have to be responsible for carrying out and carrying out the main tasks assigned to them, so that responsibility is the development of authority over the work that must be carried out. Responsibility must be considered as developing the creation of job opportunities to carry out all orders from superiors in completing main tasks. Responsibility plays an important role in improving employee's performance, where by giving assignments or jobs to employees, they will be motivated and have a sense of responsibility to be accountable for the results of the work. The responsibility in question is the responsibility of an employee who is given the authority to carry out main tasks, both for himself and his job, even though he is aware that responsibility has risks that must be carried out. Discipline is something that is important in order to train employees' personalities in showing good performance. Good attitudes, behaviors and patterns of life and discipline is not shaped for a long time, one of the processes for shaping that personality is done through a training process. This process will be effective if it is carried out jointly between employees, leaders and the rest of the personnel in the organization. Discipline functions as coercion on someone to follow the rules that apply in that environment with coercion, habituation, and disciplinary training like that can make you realize that discipline is important. In the beginning, maybe discipline is important because of an imposition, but because of habituation and a continuous process of training, discipline is carried out on one's own awareness and perceived as a need and habit. It is hoped that in the future, this discipline will increase into a habit of thinking well, positively meaningful and looking far ahead, discipline is not only a matter of following and obeying the rules, but has increased into a habit of thinking well, positively meaningful and looking ahead, discipline is not just a matter of following and obeying the rules. , but has increased to become a discipline of thought that regulates and affects all aspects of life. This study is in accordance with Olson theory that someone who has a high level of personal responsibility will actively try to achieve goals, show commitment, activities, behaviors, and a lifestyle to maximize performance at work and

fully self-actualize according to the way they want to. Thus, the results of this study support previous findings regarding the direct effect of lecturer's responsibility on lecturer's discipline.[17]

Profession Commitment Has a Positive Effect on Lecturer Discipline.

The results of hypothesis testing show that professional commitment has a positive effect on lecturer's discipline. This positive influence shows that a lecturer's high profession commitment will have implications for increasing the discipline of the lecturer. Enforcement of employee's discipline is something important for an organization, because discipline will make the work done more effectively and efficiently. Discipline is very important for organizational growth, especially used to motivate employees to be able to discipline themselves in carrying out work both individually and in groups. Commitment is an attitude that is built in the individual to fulfill responsibility for something that is bound to him. This condition arises or manifests in part because of the feeling of being accepted in the work group and having a role in the work organization. If a person can quickly accept the values of the organization, he will quickly be accepted into the organization. This condition causes a person to be quickly recognized as a member of the organization which in turn will make him happy with his work. Low commitment reflects a person's lack of responsibility in carrying out his duties. Questioning commitment is the same as questioning responsibility, thus, the measure of an employee's commitment can be manifested in 1) emotional attachment; 2) trust in the organization, and 3) conformity with the organization. In this concept, employees are faced with a commitment to do everything that is their duty and responsibility, in the sense that employees need to be committed to improving self-competence. With high competence, the employee performance will also be high. The results of this study provide input that professional commitment is a strong determination to do something better than before and provide benefits for himself and the organization. Therefore, this determination is something that can encourage success in carrying

out activities better. The results of this study are in line with the theory put forward by Mowday, Porter and Steers in Slocum and Hellriegel argues that "high commitment is correlated with low job changes, inaction can be reduced, low levels of absenteeism, and increased employee employee empowerment systems". In addition, this research is also in accordance with research conducted by Cherington who conducted a study using a questionnaire to several work groups, brokerage firm executors, factory workers, insurance salespeople, and the police found a positive relationship between organizational support and Task Commitment, persistence, innovative management, job performance and attendance levels. From the explanation above, the conclusion is that the results of this study support previous findings about the direct effect of profession commitment on lecturers' discipline.

Reward Has a Positive Effect on Profession Commitment

The result of hypothesis testing is that rewards have a positive effect on professional commitment. This positive influence shows that high appreciation will have implications for increasing the commitment to the profession of a lecturer. The reward system is a total reward package given by a company or organization in the form of money, facilities or non-money as a reward for the performance given by employees which aims to motivate employees to improve and maintain their performance. The reward system is an important contributor to job satisfaction because rewards will be perceived by employees as a real effort of the organization to reward and encourage the performance it has invested in work. The results of this study support the theory put forward by Manthis which states that the concept of reward does not only concern financial value but is broader than that which is popular with the concept of "Total Reward" or a comprehensive reward system in the form of money or non-money given by companies to attract, motivate and retain employees. Thus the results of this study support previous findings about the direct effect of rewards on profession commitment.

Lecturer's Responsibility Has a Positive Effect on Profession Commitment

This study shows the findings that lecturer's responsibility has a positive effect on profession commitment. This positive influence shows that high lecturer's responsibility will have implications for increasing profession commitment. Responsibility is human awareness of behavior or actions that are intentional or unintentional. Responsibility also means acting as a manifestation of awareness of one's obligations. A lecturer has an obligation to teach. When teaching, that means he has fulfilled his obligations. It also means that he has been responsible for his obligations. Of course, how the lecturers' teaching activities are, that is the level of responsibility. If at the time of teaching he pays attention to learning principles, which is the level of responsibility. Someone wants to be responsible because there is awareness or conviction or understanding of all actions and their consequences and on the interests of other parties. This responsibility arises because humans live in a society and live in a natural environment. Humans should not do whatever they want to other humans and their natural environment. Humans create balance, harmony, harmony between fellow humans and between humans and the environment.

Responsibility is natural, meaning that it has become a part of human life, that every human being must be burdened with responsibility. If he does not want to be responsible, then there are other parties who impose that responsibility. Thus the responsibility can be seen from two sides, namely from the side of the party who did it and from the side of the interests of other parties. From the side of the maker he must realize the result of his actions, thus he himself must also restore to a good state. From the other side, if the maker does not want to be responsible, the other party will recover either individually or socially. When examined, that responsibility is an obligation or burden that must be borne or fulfilled as a result of the actions of the party who did, or as a result of the actions of other parties, or as a service, sacrifice to the other party. The obligation or burden is intended for the good of

the party who did it himself, or another party. With balance, harmony, harmony between fellow humans, between humans and the environment, between humans and God is always well maintained. Responsibility is a characteristic of civilized humans (cultured). Humans feel responsible because they are aware of the good or bad consequences of their actions, and also realize that other parties need their dedication or sacrifice. To obtain or increase responsible awareness, efforts need to be made through education, counseling, exemplary, and piety to God Almighty. The results of this study are supported by Siagian's opinion which states that commitment has two components, namely the attitude and the will to behave.

Attitude component includes three important things. First, identification with the organization, namely the recruitment of employees for organizational goals is as a basis for commitment. Employee identification can be seen through the attitude of agreeing to organizational policies, the similarity of personal values with organizational values and a sense of pride in being part of the organization. Second, employee involvement is in accordance with their roles and responsibilities in the organization. Highly committed employees will accept almost all of the duties and responsibilities they have been given. Third, closeness, affection and loyalty are as well as an emotional bond and attachment between the organization and employees. Highly committed employees will show loyalty and a high sense of belonging to the organization. Meanwhile, according to Mowday, Porter and Steers in Slocum and Hellriegel assume that high commitment is correlated with low job changes, inaction can be reduced, low rates of absenteeism, and increased employee job satisfaction. "Thus the results of this study support the previous findings about the direct effect of lecturer responsibility on profession commitment.

Reward Has a Positive Effect on Lecturer's Responsibility

The results of hypothesis testing show that rewards have a positive effect on lecturer's responsibility. This positive influence shows that

high appreciation will have implications for increasing lecturer's responsibility. The reward system is a total reward package given by the organization in the form of money, facilities and non-money as a reward for the performance given by employees which aims to motivate employees to improve and maintain their performance. The reward system is an important contributor to job satisfaction because rewards will be perceived by employees as a real effort of the organization to reward and encourage the performance it has invested in work. Responsibility is an obligation or burden that must be borne or fulfilled as a result of the actions of the party who did, or as a result of the actions of other parties, or as dedication, sacrifice to the other party. The obligation or burden is intended for the good of the party who did it himself, or another party. With balance, harmony, harmony between fellow humans, between humans and the environment, between humans and God is always well maintained. A person feels responsible because he is aware of the good or bad consequences of his actions, and also realizes that the other party needs his dedication or sacrifice.

To gain or increase responsible awareness, efforts need to be made through education, counseling, modeling, and piety to God Almighty. The results of this study are in line with Bratton's opinion quoted by Wilton, who said that rewards refer to all financial, non-financial and psychological payments provided by an organization for its employees as a form of exchange or reward for work performed. It is seen here that with an effective reward system, employees will be motivated to work. An effective reward system provides employees with both financial and non-financial rewards. Leaders must use the organizational reward system as effectively as possible, so that employees can be motivated and work productively. Manthis also said that the concept of reward does not only concern financial value but is broader than that which is popular with the concept of "Total Reward" or a comprehensive system of rewards in the form of money and non-money given by companies to attract, motivate and retain employees. A good reward system will cause employees to work in accordance with existing rules and work more

enthusiastically, so that their responsibilities will grow. Thus the results of this study support previous findings about the direct effect of appreciation on lecturer's responsibility.

Conclusion

The research is aimed at obtaining factors that can be related to lecturer's discipline. In its implementation, a survey method can be used to see an overview of organizational culture, lecturer's responsibility, profession commitment and lecturer's discipline based on the results of research and discussion, so some conclusions can be drawn as follows;

Significantly influences of appreciation among lecturers' disciplines. This proves that there is a high appreciation for the lecturer's discipline at the Faculty of Medicine.

Significantly affect the responsibility of the lecturers on the lecturers' discipline. This shows that the high responsibility of the lecturers to increase the lecturer's discipline in the Faculty of Medicine.

Significantly affects the commitment of the profession to the lecturer's discipline which shows that high profession commitment will result in an increase in lecturer's discipline.

It has a significant effect on reward, commitment to the profession. This shows that high appreciation will result in increased profession commitment.

This significantly influences the lecturer's responsibility to profession commitment. This shows that high lecturer's responsibility will result in an increase in profession commitment.

There is a positive direct effect of appreciation on lecturer's responsibility. This shows that high appreciation will lead to an increase in lecturer's responsibility.

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