

A DESCRIPTIVE ANALYSIS OF PERCEPTIONAL SOCIAL COMPETENCE INSTRUMENT LECTURER AT THE HIGH SCHOOL OF ISLAMIC IBNU SINA BATAM CITY

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Abstract

Perceptual social competence assessment instrument is built and developed based on theories of performance assessment of competence and on the basis of previous research within and outside the country. This research based on the theory of performance assessment of lecturers upon perceptual social competence which renders the performance of lecturers assessed competency and one of them is social competence, This assessment involves assessment of the 12 items are built. Research involving 34 people respondents a lecturer at an Islamic High school environment (STAI) Ibnu Sina Batam. A descriptive analysis of the instrument is determined by the value of the min score. Instruments Questionnaire given to 34 people. The min value of the score is found the total value average of 2.98. These values can be inferred that the consistency of answers on respondents from the total of the items in the social competence of the lecturers at the instrument category enough. Thus the performance assessment of social competence perceptual lecturer at an Islamic High school environment Avicenna Batam is enough. For upcoming research suggested revisiting the performance assessment perceptual lecturer based on competencies other than the social competence, for example, intellectual and emotional competencies.

Key words: average score; mean score; instrument; social competence; lecturer.

Introduction

Human resources development is already supposed to be viewed as part of the needs of the community and not solely the interests of the State. The construction should be placed in the position of men as perpetrators and beneficiaries of the process of finding a settlement and achieve development results. Lecturers should be able to improve quality and berdingkari in addressing the problems facing it, either individually or in a group. Need to realize that the responsibility for the development of education as a social process refers to the scope of the involvement of lecturers and College parties, so in development education was supposed to lecturer involved starting from the process of planning, implementation, outcomes and utilization of his. Educational institutions cannot be disclaimed warranties that lecturers took part in the achievement of the objectives. Lecturer are expected to achieve the feat it works, because the lecturer is one of the essential components in a system of education in college.

According to Handoko (2010) workers working with productive or not depends on the motivation, job satisfaction, stress, physical state, waging system work, design work, and economic aspects, technical and other treatment. Management of college education institution in this College party may need to constantly pay attention to job satisfaction. According to Handoko (2010) because it affects the stages of labor turnover, absenteeism, morale, complain, and problems of management of other vital.

In the current era of globalization with the increasing development of science and technology and the competitive pressure require humans to continue to innovate and keep track of the days that are more advanced. One of the main factors in the face of such developments is to enhance the human resources (HR). To realize it can be utilized resources of the existing source that has the ability in the face of increasingly advanced age and develop. So the importance of human resources so that the necessary implementation and develop the knowledge, skills, abilities and competency. Many factors can lead to human resources have a superior achievement one competencies possessed. Competence possessed by every employee is the driving factor in the success of an organization. Organizations need to sort out employees who have the appropriate competence by skill level, knowledge work as employees. In addition in an attempt to improve performance or attainment of yield better performance with sorting out employees who have high competence accompanied by implementing knowledge management. Based on the description, the authors are interested in doing research on "Descriptive Analysis Instrument of Social Competence Perceptual Lecturer At The High School Of Islamic Ibnu Sina Batam City".

Limitation problem in this research is limited to the stage of social competence of social competency assessment instruments perceptual lecturer with a descriptive analysis. Formulation of the problem in this research phase, do the social competence of the lecturers at the high school of Islam Ibnu Sina Batam city?. Whereas the aim of this research is aimed at generating social competence categories lecturer at The High School Of Islamic Ibnu Sina Batam city are convincing. Performance is the level of achievement of results the implementation of specific tasks (Payaman Simanjuntak, 2005). Rivai and Basri (2005) argues that: the performance is the result or the person's overall success rate during a certain period in comparison with the task of implementing the results of possibilities, such as the standard work, targets or goals or the criteria determined in advance and agreed with. Performance assessment generally includes both qualitative as well as quantitative aspects of the implementation of the work performance. According to Mathis (2006) factors affecting the performance of employees, namely the ability of the employee to the work, the level of effort that was poured out, and support organizations that he received. Mathis and Jackson (2006), defines that the performance is basically what it does and does not do the employees. While according to Robbins (2006) performance is the result or the person's overall success rate during a certain period d idalam perform the task compared to a range of possibilities, such as the standard of work, target/goals or criteria. Robbins and Judge (2006) describes "the concept of Competence as a combination of talent and abilities (aptitude) (ability).

Competence is a fundamental characteristic of a person (individual) that affect the way of thinking and acting, making a generalization to all situations encountered as well as survive long enough in the human self (Ruky, 2006). Competence in relation to performance can be classified in two groups (Ruky, 2006), namely competence threshold (threshold competencies) that the minimum criteria must be met in order that the office holder can work effectively and competence criterion (differentiating competencies) that criteria differentiates people who achieve superior performance and those whose performance is average. Performance measurement a lecturer of Islamic high schools (STAI) Ibnu sina Batam based on perception of lecturers is done by evaluating the necessary social competence in practice, education, research and community services in accordance with the references to the relevant literature (Director General of higher education, 2010). Research conducted by Ronald j. Burke (1995) results indicate competence partner women and men overall it can be said enough. While the research conducted by Lai (2011), results showed perceived competence overall mobilization can be said either.

Research Methods

According to Sugiyono (2014), included in the descriptive statistics include the presentation of data through tables, graphs, pie charts, pictogram, the calculation mode, median, mean (measurement of central tendency), computations deciles, percentile, calculation the dissemination of data through the calculation of the average and standard deviation, percentage calculation. This research was carried out in a high school Religion Islamic (STAI) Ibnu sina Batam, located at JL. Teuku Umar, Pelita, Batam. The population of the region is the generalization consists of: the object/subject who has certain qualities and characteristics set by the researchers to learn and then drawn conclusions, Sugiyono (2014). According to Sugiyono (2014) samples is part of the number and characteristics of which are owned by the population. In this study researchers use census. The overall member population as a sample. So the sample in this research is a full Lecturer of Islamic religious high school (STAI) Ibnu Sina Batam which amounted to 38 people. So in this study population is a sample, consisting of a lecturer with a population of as many as 38 lecturer on the STAI Ibnu Sina Batam. Lecturers from different background education level. All lecturers participated voluntarily in charging the previous questionnaire and get a description of the purpose of the research provided by the researchers. The variable in this study is social competence. Social competence required in the

practice of education, research and community services in accordance with the relevant literature, reference item of the instrument as follows:

1. The ability to convey opinions
2. The ability of accepting criticism
3. The capability of accepting a suggestion
4. The ability accept the opinions of others
5. The ability to make the work of public service
6. Carry out a public service
7. Give community service
8. Know well students follow a college
9. Give training, extension and upgrading to the community
10. easy to get along with colleagues
11. easy mingling among employees
12. the tolerance of diversity student

(Adaptation of the Directorate General of higher education, 2010).

This research uses a quantitative approach, the data obtained by using a questionnaire developed by researchers with the respondent is Lecturers at the high school of Islamic (STAI) Ibnu Sina Batam city. The instrument used was a questionnaire consisting of twelve fruit items. Twelve items used is a lecturer of social competency assessed that includes the ability to convey opinions, Abilities receive criticism, advice, receive the Ability the ability accept the opinions of others, the ability to make the work of devotion society, carry out public service, community service, know well that students follow a College, training, extension and upgrading to the community, it is easy to get along with colleagues, it is easy to get along in the among employees, tolerance of diversity student (adaptation of the higher education Department, 2010). Respondents give answers on every item with the given five choices of answers. Answers of the respondents viewed from the trend are the answers of respondents tend to move to the left-most columns or to the right-most column, which dispute the competency of social good or bad on every item.

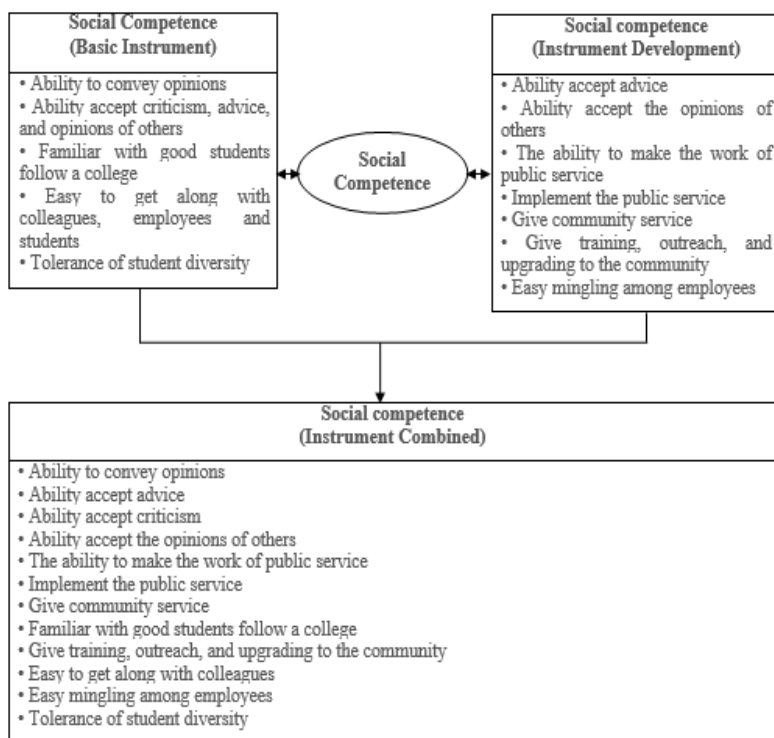


Figure 1 the Model Research of Social Competence Instrument

Data analysis for testing in research in using the descriptive analysis with attention to the value of the average score from every aspect of the instrument's social competency items. The selection of these measurements is also due to the awareness of researchers will be the nature of the appraisers have differences when evaluating the lecturer.

Results and Discussion

From the collection of research data being run, acquired data of the respondents based on gender, and can be seen in table 1 as follows:

Table 1 Respondent based on Gender

Gender	The number of respondents
Men	16
Women	18
Total	34

Table 1 can be explained that the number of male respondents totaled 16 respondents and women numbered 18 respondents. Following the results of the assessment of the respondent against aspects of the item of the instrument and to facilitate study, variables are used describing certain criteria based on the average score obtained the now respondent categories. The use of the score in this category are used in accordance with the five categories score Likert scale developed and used in the study. As for the criterion in question as propounded by Muhidin and Abdurahman (2007) in table 2:

Table 2 Criteria Analysis Description

The Range Of Category Score	The interpretation
1.00 – 1.79	Not Very Good/Very Low
1.80 – 2.59	Not Good/Low
2.60 – 3.39	Enough/Average
3.40 – 4.19	Good/High
4.20 – 5.00	Very Good/Very High

Muhidin and Abdurahman (2007)

Descriptive statistics of the acquired results can be seen in table 3 below:

Table 3 Descriptive Statistics

Aspects that are assessed	N	Min	Max	Mean	Description
The ability to convey opinions	34	1	5	2.32	Not Good
The ability of receiving advice, and opinions of others	34	1	5	3.03	Enough
The ability of accepting criticism	34	1	5	2.71	Enough
The ability accept the opinions of others	34	2	5	3.44	Good
The ability to make the work of public service	34	1	4	2.35	Not Good
Implement the public service	34	1	4	2.53	Not Good
Giving community service	34	1	5	3.12	Enough
Acquainted with good students follow a college	34	1	5	3.12	Enough
Give training, outreach, and upgrading to the community	34	2	5	3.44	Good
Outgoing colleagues surroundings	34	1	5	3.24	Enough
Outgoing employee surroundings	34	1	5	2.94	Enough
Tolerance of student diversity	34	2	5	3.53	Good
Total Score Mean				2.98	Enough

Source: Data processed with SPSS

The table 3 shows that the respondent's assessment against the aspects assessed for the ability to convey the opinion score a minimum of 1 and a maximum of 5 with an average score of 2.32 or be on categories is not good. Ability to accept advice, and opinions of other people score a minimum of 1 and a maximum of 5 with an average score of 3.03 or are on a category is enough. Ability to accept criticism score a minimum of 1 and a maximum of 5 with an average score of 2.71 or are on a category is enough. Ability to accept the opinions of others score minimum of 2 and a maximum of 5 with an average score of 3.44 or be on the category either. For the ability to make the papers public service score a minimum of 1 and a maximum of 4 with an average score of 2.35 or be on categories is not good. To carry out the public service score a minimum of 1 and a maximum of 4 with an average score of 2.53 or be on categories is not good. To give community service score a minimum of 1 and a maximum of 5 with an average score of 3.12 or are on a category is enough. Getting to know the students well following his score a minimum of 1 and a maximum of 5 with an average score of 3.12 or are on a category is enough. To provide training, guidance, and upgrading to the General score minimum of 2 and a maximum of 5 with an average score of 3.44 or be on the category either. For outgoing colleagues surroundings score a minimum of 1 and a maximum of 5 with an average score of 3.24 or are on a category is enough. For outgoing surroundings employees score a minimum of 1 and a maximum of 5 with an average score of 2.94 or are on a category is enough. For the tolerance of diversity student score a minimum of 2 and a maximum of 5 with an average score of 3.53 or be on the category either. Total average score for all aspects of the rated score on average 2.98 or are on a category is enough. Overall aspects that represent enough votes for social competence.

Conclusion

The assessment of the respondent against aspects of social competency items rated shows that the average score of the lowest and highest 2.32 on score an average of 3.53 in total average score for all aspects of the rated score on average 2.98 or are on the category is enough. Overall aspects that are judged to be sufficient to represent the category of social competence. Research results are in line with research conducted by Ronald j. Burke (1995). For the assessment of social competence of these aspects can be used and continue to be developed with attention to other aspects beyond the aspects used in this study, such as innovation and creative. To test the quality of the instruments by using statistical analysis techniques such as; Rasch Model, SPSS and SEM to find out the results of the comparison. For the next research can use a large number of samples.

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