The Effect of Learning Climate, Organizational Support, and Supervision on the Performance of Lecturers

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This study is: to analyze the effect of learning climate on the performance of lecturers at Efarina University, to analyze the effect of organizational support on the performance of lecturers at Efarina University. Analyzing the effect of supervision on the performance of Lecturers at Efarina University, Analyzing the influence of the learning climate, organizational support and supervision simultaneously with the performance of Lecturers at Efarina University. The location or place of research is at Efarina University **.** In this research activity, data and information were collected using the following methods: *Questionnaire* given to Efarina University lecturers who became respondents . Simultaneous testing shows that the climate variables learning , support organization work , and supervision have a positive and significant effect on the performance of Efarina University lecturers. Partially, the learning climate has a positive and significant effect on the work performance of Efarina University lecturers. Partially organizational support has a positive and significant effect on the work performance of Efarina University Lecturers, Partially supervision does not significantly affect the work performance of Lecturers at Efarina University, the $R2$ value ^{obtained} is 0.423 or 42.3% which indicates the ability of the climate variable learning , support organization and supervision in explaining the variation that occurs in the Lecturer 's performance variable is 42.3%, while the remaining 57.7% is explained by other variables that are not included in the model such as compensation, organizational culture, job satisfaction, and others.

Keywords : Commitment Organization, Motivation, Satisfaction Work, Performance

INTRODUCTION

Education is currently a sector that is receiving very serious attention from the government, the government is currently giving seriousness to improving the quality of education in schools either through the recruitment of better lecturers to get lecturers who have the ability to improve the quality of education, construction of various facilities such as buildings, laboratories and others, in several regions, job auctions have been conducted to ensure that the principal chosen to lead a school is the right person.

Recently, the seriousness to improve education has also been shown by the high budget for the education sector, making it easier to procure buildings, other facilities to the Lecturer certification fund which is expected to increase the performance of Lecturers in carrying out their duties at Efarina University, in addition to speeding up and improving quality. education is currently the ministry of education has been divided into two where the ministry of education will handle education up to high school while the ministry of research will teach high school lecturers so that it is hoped that they will be more focused and will provide significant improvements in the field of education in the Republic of Indonesia.

To improve education and also the performance of Lecturers at Efarina University, it is hoped that a good learning climate will support the performance of Lecturers so that Lecturers and all elements at Efarina University can improve their respective performances. In carrying out his duties, of course, a Lecturer will not be able to provide the best if there is no support from the organization for that positive organizational support is highly expected by the Lecturer, while to ensure the Lecturer carries out his duties properly and to remind the Lecturer of his duties as a Lecturer then proper supervision is needed so that lecturers will carry out their duties properly and with quality.

The reality in the field or phenomena show that there are still lecturers who are often late in teaching, less motivated in carrying out their duties, lack of organizational support and lack of supervisor participation and others.

The second effort, organizations need to provide support for employees, this is stated by Mathis and Jacson (2000: 92) or in their duties they say that employee performance will increase if there is good organizational support. This organizational support helps the personal development of employees, automatically employees will work better, because of the confidence that the organization will continue to support them if they face difficulties in carrying out their duties.

Based on the description above, this research is proposed with the title:
The effect of learning climate, organizational support, and supervision on the performance of lecturers at Efarina University.

Formulation Of The Problem

There are also problems that can be formulated in this research are:

1. Is there a real and positive influence between the learning climate and the performance of lecturers at Efarina University?
2. Is there a real and positive influence between organizational support and the performance of Lecturers at Efarina University?
3. Is there a real and positive influence between Supervision and the performance of Lecturers at Efarina University?
4. Is there a real and positive influence between the learning climate, organizational support and supervision simultaneously with the performance of Lecturers at Efarina University?

II. LITERATURE REVIEW
A. Learning Climate

Organizations are influenced by their external environment which causes their internal environment to change as well. The external environment changes due to changes in economic conditions both nationally and globally, socially, and culturally. Changes in the external environment will have an impact on changes in the organization's internal environment with existing adjustments. Aaaaa, without the desire to adapt, the organization will not be able to develop and grow in accordance with the existing conditions. One form of the organization's willingness to prepare its employees to be able to adapt to changes can be seen from the learning process developed by the organization. This is done by providing encouragement or motivation for employees to continue to develop themselves and eventually a learning process occurs within the organization.

B. Organizational Support

Employees are part of the organization, so the efforts of employees cannot be separated from the support of the organization. Organizational support is an employee's perception of the extent to which the organization cares for them, both regarding their comfort and the value of the contribution that employees make to the organization. In general, organizational support is seen as a key factor to support organizational effectiveness. The success of employees while working in the organization cannot be separated from the support provided by the organization.

From a social perspective, the existence of support is very important to improve employee performance. There are three forms of organizational support described, namely support from the organization, support from supervisors, and support from colleagues. Support from the organization is related to the organization's concern to provide comfort in working to employees, besides that organizational support can also be seen from the organization's acknowledgment of what has been done by employees. Supervisor support is related to the supervisor's willingness to listen to complaints and help find solutions to problems faced by employees. Other support from co-workers, support from co-workers is related to the willingness of co-workers to help complete tasks in order to provide good results. The three forms of organizational support have a positive influence on the emergence of employee innovative behavior and employee performance improvement.

C.Supervision

Controlling or supervision and control (wasdal) is a process to continuously observe the implementation of activities in accordance with the work plan that has been prepared and make corrections if they occur. *Controlling* or supervision is a management function where the role of personnel who already have the duties, authority and carry out their implementation needs to be supervised so that it runs in accordance with the goals, vision and mission of the company. In modern corporate management, this *control function* is usually carried out by the internal audit division.

Supervision is a management function that is no less important in an organization. All other management functions will not be effective without a supervisory function. In this case, Louis E. Boone and David L. Kurtz (2006: 78) provide a formulation of supervision as: "t *he process by which manager determine whether actual operations are consistent with plans"* .

D. Lecturer Performance

According to A. Dale Timpe *,* (2001:103) states that performance is the accumulation of three interrelated elements, namely skills, efforts, and the characteristics of external circumstances. The basic skills that a person brings to the workplace can be in the form of knowledge, abilities, interpersonal skills and technical skills. According to Stephen. (2006: 42) it is said that employee performance is a function of the interaction between ability and motivation. If anything is inadequate, performance will be negatively affected. Besides motivation, it is also necessary to consider (intelligence and skills) to explain and assess employee performance.

Performance or achievement of a person's performance is basically the result of a person's work during a certain period compared to the possibilities, for example standards, targets or targets or performance that has been determined in advance and has been mutually agreed upon. To determine the performance of the lecturer, it is necessary to conduct an

assessment of the performance itself, from the assessment it can be seen whether the performance produced by the lecturer has met the standards or not. By assessing the performance of lecturers, the school can obtain information about the performance of lecturers to motivate lecturers to want to develop themselves, as well as the basis for planning and decision making.

METHODOLOGY
Research Location and Time
The location or place of research is a lecturer at Efarina University, North Sumatra in November 2020

Population and Sample
Population is a group or collection of all elements or individuals who are sources of information in a research . The population in this study were all lecturers of civil servants at the Private Junior High School of Efarina University , totaling k 72 people, and all of these populations were observed in this study (census).

Method of collecting data
In this research activity, data and information were collected using the following methods:
1. A list of questions (*Questionnaire*) given to Efarina University lecturers who became respondents.
2. Documentation study is by collecting supporting documents obtained directly from the education office at Efarina University , which relates to learning climate, organizational support, supervision and lecturer performance .

RESULTS AND DISCUSSION
A. Descriptive analysis _
The data obtained from the results of descriptive analysis, shows the highest value (maximum), lowest value (minimum), average (mean) and standard deviation of each variable studied for the hypothesis, both independent variables, namely learning climate, organizational support and supervision. , and the dependent variable is Lecturer performance . The results of the descriptive analysis can be seen in table 1 following :

Table 1 . Research Description Analysis
Descriptive Statistics

	N	Minimum	Maximum	mean	Std. Deviation
ClimateLearning	72	21	34	27.04	3,462
Support Organization	72	18	28	23.38	2,248
Supervision	72	18	32	26.38	2,509
PerformanceLecturer	72	24	44	34.01	4,518
Valid N (listwise)	72				

Source: 2015 Research Results (processed data)

From Table 4.6 above, it can be seen that the average variable X_1 (learning climate) is 27.04, the highest value is 34 and the lowest value is 21, while the standard deviation value is 3.462. Average organizational support variable (X_2) of 23.38, the highest value of 28, the lowest value of 18 and the standard deviation of 2.248. The average variable X_3 (

supervision) is 26 , 38 score highest as big as 32 and value Lowest as big as 18 whereas standard the deviation as big as 2,5 09 . _ The average variable Y (Lecturer performance) is 34.01, the highest value is 44 and the lowest value is 24, while the standard deviation is 4.518.

B. Coefficient Determination (R^2)

The coefficient of determination aims to measure how far the model's ability, namely the variation of the independent variable that is climate learning , support organization , and supervision in explaining the variation of the dependent variable that is performance Lecturer . The value of the coefficient of determination R 2 [can] be seen in Table 2 :

Table 2 . Determinant Coefficient (R2 Test [)]
Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,650 [a]	,423	,397	3,507	1,450

 a. Predictors: (Constant), Supervision, Organizational Support, Learning Climate
 b. Dependent Variable: Lecturer Performance
Source: Research Results, 2015 (processed data)

The R2 value obtained is 0, [4] 23 or 4 2.3% which indicates the ability of the climate variable learning , support organization and supervision in explaining the variation that occurs in the Lecturer 's performance variable is 4 2.3%, while the remaining 5 7 , 7% is explained by other variables that are not included in the model, for example : compensation , culture organization , satisfaction work , and so on. [A small] R2 value can be interpreted that the ability of the independent variable (*independent variable*) in explaining the variation of the dependent variable (*dependent variable*) is very limited. According to Ghozali (2005) states that in general the coefficient of determination for cross- *sectional data is* relatively low due to the large variation between each observation.

C. Simultaneous Test (F Test)

To test this hypothesis, F statistic is used with decision criteria. If the [calculated F value] is greater than F [table] , then H $_0$ [is] rejected and H $_1$ [is] accepted. Based on Table 4.8 below, it can be seen that F [count] = 16 , 601 and F [table] = 2.74 in this case F count [is] greater than F [table] and the significant value is 0.00 less than the alpha value of 0.05, so the decision taken is H $_0$ [is] rejected and H $_1$ [is] accepted. Acceptance of the alternative hypothesis shows that the independent variable is learning climate X $_1$, organizational support, X $_2$ and supervision X $_3$ is able to explain the diversity of the dependent variable, namely the performance of Lecturers (Y), so in this case the climate variable learning , support organization , and supervision simultaneously have a positive effect and significant to performance Lecturer at University Efarina .

Table 3 . Simultaneous Test (F Test)
ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	612,578	3	204.193	16.601	,000 [b]
	Residual	836,408	68	12,300		
	Total	1448,986	71			

a. Dependent Variable: Lecturer Performance
b. Predictors: (Constant), Supervision, Organizational Support, Learning Climate
Source: Research Results, 2015 (processed data)

D. Partial Test (t Test)

Similar to the F test hypothesis testing above, to test the hypothesis of the influence of the learning climate variables, performance, and supervision partially, a t-test was carried out. This test was carried out in two directions, using an alpha significance level of 2.5%.

Hypothesis testing is done by comparing the $_{calculated\ t}$ value with the t $_{table\ value}$ with the decision criteria:

If t $_{count}$ < t $_{table}$ H $_{0\ is}$ accepted or H $_{1\ is}$ rejected

If t $_{count}$ > t $_{table}$ H $_{0\ is}$ rejected or H $_{1\ is}$ accepted

Based on Table 4.9, it can be seen that the value of the constant is 0 , 957 and the coefficient value of each variable is 0.504 for X $_1$, 0, 7 94 for X $_2$ and by 0.0 33 for X $_3$. Then the regression model for this research is as follows:

$Y = 0 , 957 + 0 , 504 X_1 + 0.7 94 X_2 + 0.0 33 \_ X_3$

Where :

Y = Lecturer Performance
X $_1$ = learning climate
X $_2$ = Organizational support
X $_3$ = Supervision

Table 4 . Partial Test (t Test)
Coefficients ^{a}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,957	5,946		,161	,873
	ClimateLearning	,504	,133	,386	3,795	,000
	Support Organization	,794	,199	,395	3,991	,000
	Supervision	,033	,171	0.018	,191	,849

a. Dependent Variable: Lecturer Performance

Source: Research Results, 2015 (processed data)

From Table 4 above this is obtained results as following :

1. Score t $_{count}$ for variable climate learning (3.7 95) more big compared with t $_{table}$ (3 ,18) or sig value (0.00 0) more small of alpha (0.025). Based on results obtained _ then Ho is $_{accepted}$ and H1 is $_{rejected}$ for variable climate learning .
   With thereby so climate learning by Partial take effect significant to performance work Lecturer at University Efarina , which means that the learning climate has a strong role or a large role in explaining or in improving the performance of Lecturers at the University Efarina .
2. Score t $_{count}$ for variable Support organization (3, 991) while t $_{table}$ (3,18) or sig value (0.00 0) more small of alpha (0.025). Based on results obtained _ then Ho is $_{rejected}$

and H1 is ₐccepted for variable Support organization . With thereby so by Partial Support organization take effect positive and significant to performance Lecturer at University Efarina . , in other words that organizational support plays a very important role in improving the performance of Lecturers at the University Efarina .

3. Score t $_{count}$ for variable supervision (0, 018) more small compared with t $_{table}$ (3 ,18) or sig value (0.8 49) more big of alpha (0.025). Based on results obtained _ then Ho is $_{accepted}$ and H1 is $_{rejected}$ for variable supervision . With thereby so supervision no take effect significant to performance Lecturer at University Efarina means that supervisory role in improving the performance of Lecturers at the University Efarina is still low.

CONCLUSION

Based on the results of research and discussion that have been described in the previous chapter, it can be concluded as follows

1. Simultaneous testing shows that the climate variables learning , support organizaton work , and supervision have a positive and significant effect on the performance of Efarina University lecturers, which is indicated by the $_{calculated\ F\ value\ which\ is}$ greater than the F $_{table}$ value and also a significant value which is smaller than the alpha value.

2. Partially, the learning climate has a positive and significant effect on the work performance of Efarina University lecturers, where the $_{calculated\ T\ value}$ is greater than the T $_{table}$ value and also the significant value is smaller than the alpha value.

3. Partially organizational support has a positive and significant effect on the work performance of Tebing Tinggi Private Junior High School Lecturers, where the $_{calculated\ T\ value}$ is greater than the T $_{table}$ value and also the significant value is smaller than the alpha value.

4. Partially, supervision has no significant effect on the work performance of Tebing Tinggi Private Junior High School Lecturers, where the $_{calculated\ T\ value}$ is smaller than the T $_{table}$ value and also the significant value is greater than the alpha value.

5. The R2 value obtained is 0.423 or 42.3% which indicates the ability of the ^{climate} variable learning , support organization and supervision in explaining the variation that occurs in the Lecturer 's performance variable is 42.3%, while the remaining 57.7% is explained by other variables that are not included in the model such as compensation, organizational culture, job satisfaction, and others.

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