

The Influence of Learning Climate, Organizational Support, and Supervision on Lecturer Performance

Tria Meisya Aziti

Nurtanio University, Indonesia

Correspondent Author: triameisyaaaziti20@gmail.com

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ABSTRACT

This research is: analyzing the influence of the learning climate on the performance of lecturers in Tebing Tinggi, analyzing the influence of organizational support on the performance of lecturers in Tebing Tinggi, analyzing the influence of supervision on the performance of lecturers in Tebing Tinggi, analyzing the influence of the learning climate, organizational support and supervision simultaneously on the performance of lecturers at Tebing Tinggi. The location or place of research is the College of Lecturers in Tebing Tinggi City . In this research activity, data and information were collected using methods, namely: A list of questions (*Questionnaire*) given to Tebing Tinggi lecturers who were respondents . Simultaneous testing shows that climate variables learning, support organization work, and supervision have a positive and significant effect on the performance of Tebing Tinggi Lecturers. Partially the learning climate has a positive and significant effect on the work performance of Tebing Tinggi Lecturers. Partially, organizational support has a positive and significant effect on the work performance of Tebing Tinggi Private Middle School Lecturers. Partially, supervision has no significant effect on the work performance of Lecturers in Tebing Tinggi City. The R² value ^{obtained} is 0.423 or 42.3% which shows the ability of climate variables. learning, support organization and supervision in explaining the variations that occur in lecturer performance variables 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, etc.

Keywords: Organizational Commitment, Motivation, Job Satisfaction, 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 both through recruiting better lecturers to get lecturers who have the ability to improve the quality of education, building various facilities such as buildings, laboratories and On the other hand, in several regions, position auctions have been held to ensure that the principal chosen to lead a school is the right person.

Recently, the seriousness of improving education has also been demonstrated by the high budget for the education sector, making it easier to procure buildings, other facilities, including funding for lecturer certification, which is expected to improve the performance of lecturers in carrying out their duties at school, in addition to speeding up and improving the quality of current education. 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 provide lecturers for higher education so that it is hoped that it will be increasingly 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 in schools, it is hoped that a good learning climate will support the performance of lecturers so that . Lecturers and all elements in the school can improve their respective performance. In carrying out his duties, of course, a Lecturer will not be able to give his best if there is no support from the organization. For this reason, positive organizational support is really expected by Lecturers, meanwhile to ensure that Lecturers carry out their duties well and to remind Lecturers of their duties as Lecturers, then Proper supervision is needed so that lecturers will carry out their duties well and with quality.

The reality in the field or phenomenon shows that there are still lecturers who are often late in teaching, lack motivation in carrying out their duties, lack organizational support and lack of participation from supervisors and so on.

The second effort, organizations need to provide support for employees, this was stated by Mathis and Jacson (2000:92) or in their work they say that employee performance will increase if there is good organizational support. This organizational support helps employees' personal development, employees will naturally work better, because they feel confident 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 influence of learning climate, organizational support, and supervision on the performance of lecturers in Tebing Tinggi.

Formulation of the problem

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

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

Literature review

A. Learning Climate

Organizations are influenced by their external environment which results in their internal environment also changing. The external environment changes due to changes in national and global economic, social and cultural conditions. Changes in the external environment will have an impact on changes in the organization's internal environment with existing adjustments. Without the desire to adapt, the organization will not be able to develop and grow in accordance with existing conditions. One form of an organization's willingness to prepare its employees to be able to adapt to change 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 ultimately a learning process occurs within the organization.

B. Organizational Support

Employees are part of the organization, so employee efforts 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 the

employee makes to the organization. In general, organizational support is seen as a key factor in supporting organizational effectiveness. The success of employees while working in an 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 explained, namely support from the organization, support from supervisors, and support from co-workers. Support from the organization is related to the organization's concern for providing comfort in working to employees, apart from that, organizational support can also be seen from the organization's recognition of what employees have done. Supervisory 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 produce good results. These three forms of organizational support have a positive influence on the emergence of innovative employee behavior and increased employee performance.

C. Supervision

Controlling or supervision and control (wasdal) is the process of continuously observing the implementation of activities in accordance with the work plan that has been prepared and making corrections if this occurs. *Controlling* or supervision is a management function where the role of personnel who already have duties, authority and carry out their implementation needs to be supervised so that they run in accordance with the company's goals, vision and mission. In modern company 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: "the *process by which manager determines 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, effort, and the characteristics of external circumstances. The basic skills that a person brings to the workplace can be knowledge, ability, interpersonal skills and technical skills. According to Stephen. (2006: 42) said that employee performance is a function of the interaction between ability and motivation. If any are inadequate, performance will be negatively affected. Besides motivation, it is also necessary to consider (intelligence and skills) to explain and assess employee performance.

A person's performance or achievement is basically the result of a person's work during a certain period compared to possibilities, for example standards, targets or goals or performance that have been determined in advance and have been mutually agreed upon. To find out the performance of lecturers, it is necessary to carry out an assessment of the performance itself, from this assessment it can be seen whether the performance produced by the lecturer meets the standards or not. By conducting lecturer performance assessments, the school can obtain information about lecturer performance to further motivate lecturers to want to develop themselves, as well as as a basis for planning and decision making.

RESEARCH METHODS

Location and Time of Research

The location or place of research is Higher Education Lecturers in Tebing Tinggi City, 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 research . The population in this study is all civil servant lecturers at Tebing Tinggi Private Middle School, totaling 72 people, and all of this population was observed in this study (census).

Method of collecting data

In this research activity, data and information were collected using methods, namely:

1. List of questions (*Questionnaire*) given to Tebing Tinggi lecturers who were respondents.
2. The documentation study is by collecting supporting documents obtained directly from the Tebing Tinggi City Education Office and from the Tebing Tinggi Private Middle School , which relate to the learning climate, organizational support, supervision and lecturer performance .

RESULTS AND DISCUSSION

A. Descriptive analysis _

Data obtained from the results of descriptive analysis shows the highest (maximum), lowest (minimum), average (mean) value and standard deviation of each variable studied for the hypothesis, including the independent variables, namely learning climate, organizational support and supervision. , as well as the dependent variable, namely lecturer performance . The results of the descriptive analysis can be seen in table 1 following:

**Table 1. Analysis of research descriptions
Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Learning Climate	72	21	34	27.04	3,462
Organizational Support	72	18	28	23.38	2,248
Supervision	72	18	32	26.38	2,509
Lecturer Performance	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 of variable X₁ (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 (X₂) amounted to 23.38, the highest value was 28, the lowest value was 18 and the standard deviation was 2.248. The average of the variable _____ The average of 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 of Determination (R²)

The coefficient of determination aims to measure the extent of the model's ability, namely variations in the independent variables, namely learning climate, organizational support and supervision, in explaining variations in the dependent variable , namely lecturer performance . The value of the coefficient of determination R² 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)

R² value obtained is 0, 4 23 or 4 2.3% which shows the ability of the learning climate, organizational support and supervision variables in explaining variations that occur in the lecturer performance variable is 4 2.3%, while the remaining is 5 7 7% is explained by other variables not included in the model, for example : compensation, organizational culture , job satisfaction, etc. A small R2 value can mean that the ability of the independent variable ^{to} explain *variations* in the *dependent variable* is very limited. According to Ghozali (2005), in general the coefficient of determination for cross-section data *is* relatively low because there is large variation between each observation.

C. Simultaneous Test (F Test)

To test this hypothesis, the F statistic is used with the decision making criteria, if the ^{calculated} F value is greater than the F _{table} , then H₀ is rejected and H₁ is accepted. Based on Table 4.8 below, it can be seen that ^{calculated} F = 16 , 601 and F _{table} = 2.74 in this case F _{count} is greater than F _{table} and the significant value is 0.00 which is smaller than the alpha value of 0.05, so the decision taken is that H ₀ is rejected and H ₁ is accepted. Acceptance of the alternative hypothesis indicates that the independent variables are learning climate , X ₁ , organizational support, X ₂ and supervision High cliff.

Table 3. Simultaneous Test (F Test)

ANOVA ^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	612,578	3	204,193	16,601	,000 ^b
1 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)

Similarly to testing the F test hypothesis above, to partially test the hypothesis of the influence of learning climate, performance and supervision variables , 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 carried out by comparing the ^{calculated} t value with the t _{table} value with the decision criteria being:

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 constant value is 0.957 and the coefficient value of each variable is 0.504 for X ₁ , 0.7 94 for X ₂ and 0.0 33 for X ₃ . So the regression model for this research is as follows:

$$Y = 0 , 957 + 0 , 504 X_1 + 0 .7 94X_2 + 0.0 33 X_3$$

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		
(Constant)	,957	5,946		,161	,873
1 Learning Climate	,504	,133	,386	3,795	,000
Organizational Support	,794	,199	,395	3,991	,000
Supervision	,033	,171	,018	,191	,849

a. Dependent Variable: Lecturer Performance

Source: Research Results, 2015 (processed data)

From T able 4 above , the following results are obtained :

1. calculated t value for the learning climate variable (3.7 95) is greater than the t_{table} (3.18) or the sig value (0.00 0) is smaller than alpha (0.025). Based on the results obtained, H_o is accepted and H₁ is rejected for the learning climate variable.
In this way, the learning climate partially has a significant effect on the work performance of lecturers in the city of Tebing Tinggi , which means that the learning climate has a strong role or a large role in explaining or improving the performance of lecturers in the city of Tebing Tinggi .
2. calculated t value for the organizational support variable is (3, 991) while the t_{table} (3.18) or sig value (0.00 0) is smaller than alpha (0.025). Based on the results obtained, H_o is rejected and H₁ is accepted for the organizational support variable. Thus, partially organizational support has a positive and significant effect on the performance of lecturers in the city of Tebing Tinggi. , in other words, organizational support plays a very important role in improving the performance of lecturers in the city of Tebing Tinggi.
3. calculated t value for the monitoring variable (0.018) is smaller than the t_{table} (3.18) or the sig value (0.8 49) is greater than alpha (0.025). Based on the results obtained, H_o is accepted and H₁ is rejected for the monitoring variable. Thus, supervision does not have a significant effect on the performance of lecturers in the city of Tebing Tinggi, meaning that the role of supervision in improving the performance of lecturers in the city of Tebing Tinggi is still low.

CONCLUSION

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

1. Simultaneous testing shows that climate variables learning, support organization work, and supervision have a positive and significant effect on the performance of Tebing Tinggi 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 Tebing Tinggi 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 TebingTinggi Private Middle 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 does not have a significant effect on the work performance of TebingTinggi Private Middle 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. R^2 value obtained was 0.423 or 42.3%, which shows the ability of climate variables learning, support organization and supervision in explaining variations that occur in lecturer performance variables is 42.3%, while the remaining 57.7% is explained by other variables not included in the model such as compensation, organizational culture, job satisfaction, etc.

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