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## THE ROLE OF RESEARCH COMPETENCIES AND RESEARCH PUBLICATION COMPETENCIES ON RESEARCH PERFORMANCE OF THE LECTURERS IN PRIVATE UNIVERSITIES IN BANDUNG

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### ARTICLE INFORMATION

Received: 01<sup>st</sup> April 2020

Revised: 20<sup>st</sup> April 2020

Issued: 28<sup>th</sup> April 2020

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DOI:10.31933/DIJEMSS

### Abstract:

The research performance of S1 Accounting Study Program lecturers in Metropolitan Bandung Raya reached 52.54% from 100%. There is a problem in the research performance of a lecturer. In Metropolitan Bandung Raya, Bandung is section of Metropolitan Bandung Raya. Its mean there is research performance of the lecturer in Bandung too. Blaskova (2014) explained, among others, that research competencies and research publication competencies are competencies that affect lecturers' research performance. This research is a quantitative method of research to find out how much lecturer research competence, publication competency of lecturers' research results and lecturer research performance, and how much influence lecturer research competence and research publication competence on lecturer research performance. Population 365. sample 191. This study proves Research competence and research publication competence of research results affect research performance partially and simultaneously because the value of  $t$  arithmetic is greater than the table and the value of  $F$  arithmetic  $>$   $F$  table. Keywords: Research Competencies, Publication Competencies, Research Performance

**Keywords:** Research Competencies, Research Publication Competencies, Research Performance

### INTRODUCTION

The performance of the lecturer research program S1 Private University in Metropolitan Bandung Raya obtained a value of 52.54% of 100%. (Saptono, 2019) This shows that there are problems regarding the research performance of lecturers. Bandung is a part of Metropolitan Bandung Raya which has the most number of private universities

compared to other cities in the Greater Bandung Metropolitan area . If The Metropolitan Bandung Raya meet a research performance of lecturer, so in Bandung too. Blaskova (2014) explains that two lecturer competencies that affect research performance are research competence and research publication competence

Paying attention to the research results of Saptono (2019) and Blaskova (2014) Researchers want to know the research competencies, research publication competencies and research performance of lecturers working on the S1 Accounting program at Private Universities in Bandung. Researchers want to find out how much influence the competence of research competencies and research publication of research results on the lecturer research performance partially and simultaneously.

## LITERATURE REVIEW

Norton in Hairudin (2017: 424) explains that the lecturers' performance is the work of lecturers to achieve the goals set by the tertiary institution. Dimensions of Lecturer performance according to Norton in Hairudin (2017: 424) are educational performance, research performance, service performance to the community and performance in supporting universities in achieving organizational performance. One of the lecturers' performance is the lecturer's research performance. Research performance of the lecturers is a report of research which is published in journals and seminars (Saptono, 2019)

Research competency according to Saptono (2019) is the ability of lecturers to conduct research. Research competency indicators consist of lecturers able to understand research procedures, lecturers able to carry out research, lecturers are able to make research reports

Research publication competency according to Saptono (2019) is the ability of a Lecturer to publish research results in journals and seminars. The publication competency indicator consists of Lecturers able to publish research results in local journals in the Study Program, Lecturers are able to publish research results in local journals at the University, able Lecturers publish research results in national journals that have ISSN number, Lecturers are able to publish research results in international journals

Blaskova (2014) explains that research competence and publication competence of research results affect lecturers' research performance. In this study the performance of lecturers studied consisted of publish in Study Program Journal, publish in local Universities Journal, publish in National Journal, publish in International Journal, publish in National Seminar, publish in International Seminar. Referring to the opinion of Saptono (2019) and Blaskova researchers make the research paradigm as follows:



Source : Saptono (2019), Blaskova (2014)

**Figure 1. Research Paradigm**

**Hypothesis**

The researcher sets the hypothesis:

1. There is a positive and significant influence of research competencies on research performance of the lecturers partially
2. There is a positive and significant effect of research publication competencies on research performance of the lecturers partially
3. There is a positive and significant effect of research competencies and research publication competencies on research performance of the lecturers simultaneously

**RESEARCH METHODS**

Referring to the opinion of Saptono (2019) and Blaskova (2014), researchers make this research a quantitative study. Total population of 365 lecturers in the S1 accounting study program at Private Universities in Bandung. The total sample of 119 people was determined by the Slovin formula. Respondents were determined using the Cluster Proportionate Random Sampling method

The time of the study began on June 1, 2019 until August 17, 2019. The location of the S1 Accounting Study Program at the A and B accredited Private Universities in the city of Bandung. The researchers used questionnaires as a means of collecting respondents' perceptions about research competencies, publication competencies of research results and lecturers' research performance

**FINDINGS AND DISCUSSION**

In order to fulfill the requirements as scientific research, in this study, the researcher presents the respondent's profile, tests the data collection tool (in the form of a questionnaire) with a validity test, a reliability test. In order to meet the requirements regarding data that may be processed with multiple linear regression, researchers conducted a normality test. This study analyzed descriptive tests, correlation tests, multiple linear regression equations, t tests and F tests as well as the coefficient of determination.

Researchers' findings in this study are presented as follows:

**Profile Of Respondents :**

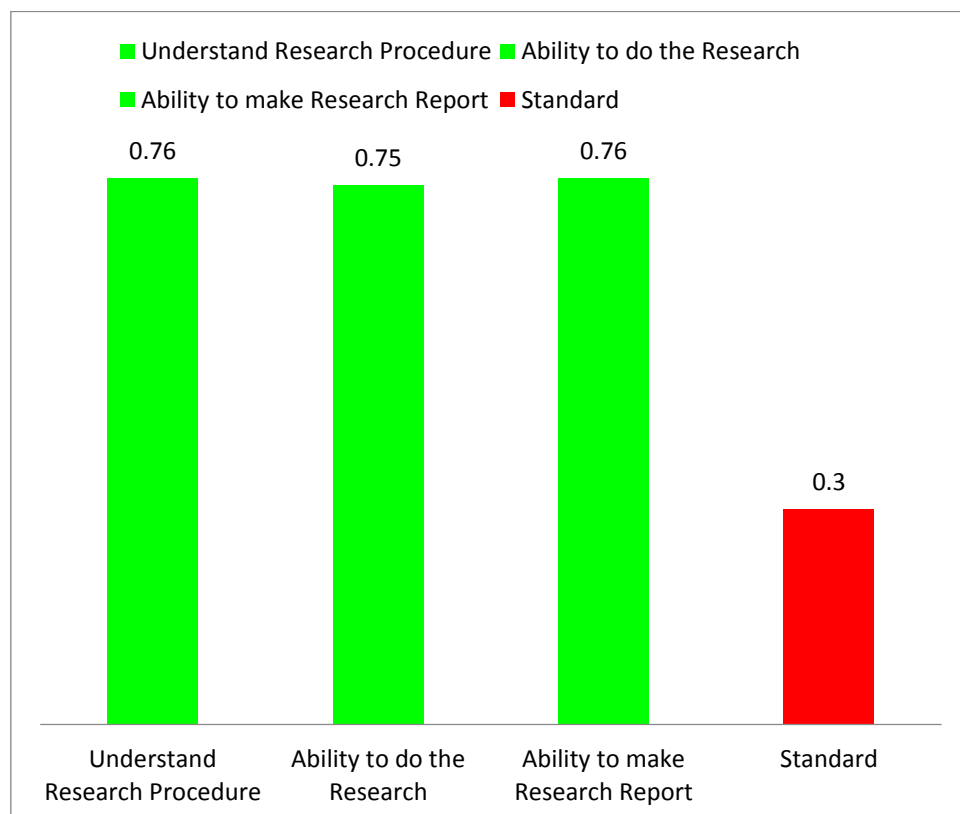
The respondent's profile consists of data on gender, age, recent education. Respondents were male as many as 90 people (47.12%), women as many as 101 people (52.88%). The number of women is greater because in reality women are more conscientious, more diligent, more patient in managing complicated jobs such as accounting. While men are impatient. The last education of respondents S2 = 177 people (92.67%), S3 = 34 people (7.3%). This information shows that all S1 Accounting lecturers have met the minimum requirements to become a lecturer, that is, to have a recent education diploma from postgraduate level.

The table 1 explains the number of respondents from each private university in the city of Bandung. The number of respondents from Widyatama University was 33 people. The number of respondents from Widyatama University is the highest number because the number of lecturers in the S1 Accounting Study Program at Widyatama University is the most lecturer compared to the number of lecturers at other private universities in the city of Bandung.

**Table 1. Number Of Samples**

No	Private University	Amount
1	Pasundan University	18
2	Parahyangan University	22
3	Nurtanio University	6
4	Bandung Islam University	11
5	Maranatha Christian University	22
6	Langlangbuana University	8
7	Widyatama University	33
8	Unikom	23
9	Un Nas Pasim	9
10	Sangga Buana University	17
11	Unibi	4
12	Telkom University	15
13	Winaya Mukti University	3
	Amount	191

Source: Questionnaire (2019)

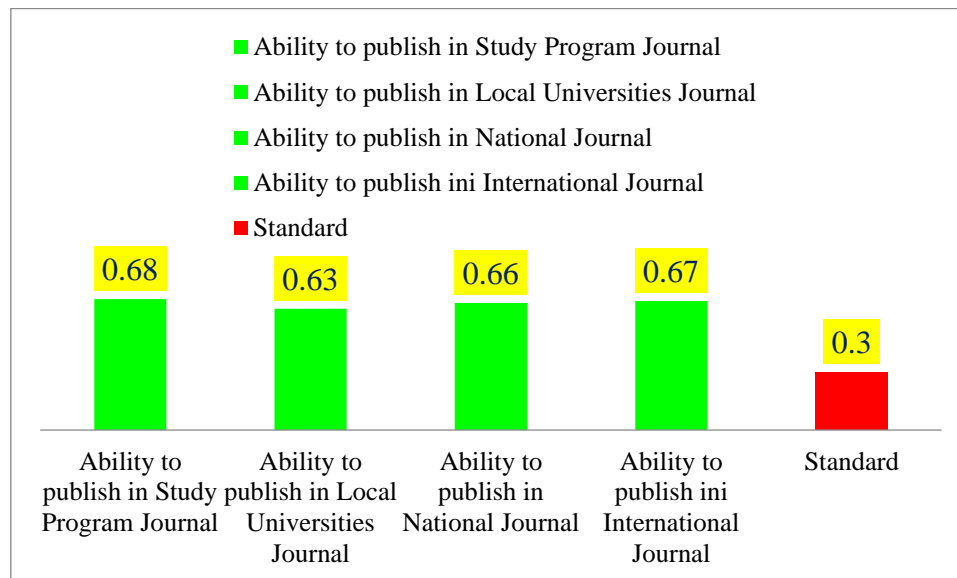
**Validity Test Of Research Competencies**

Source :Quistionnaire (2019)

**Figure 2. Validity Test Of Research Competencies**

The data in Figure 2 explains that the value of corrected item-total correlations is above 0.3. Because it is above 0.3, the data for the research publication competencies variable is valid

### Validitay Test Of Research Publication Competencies

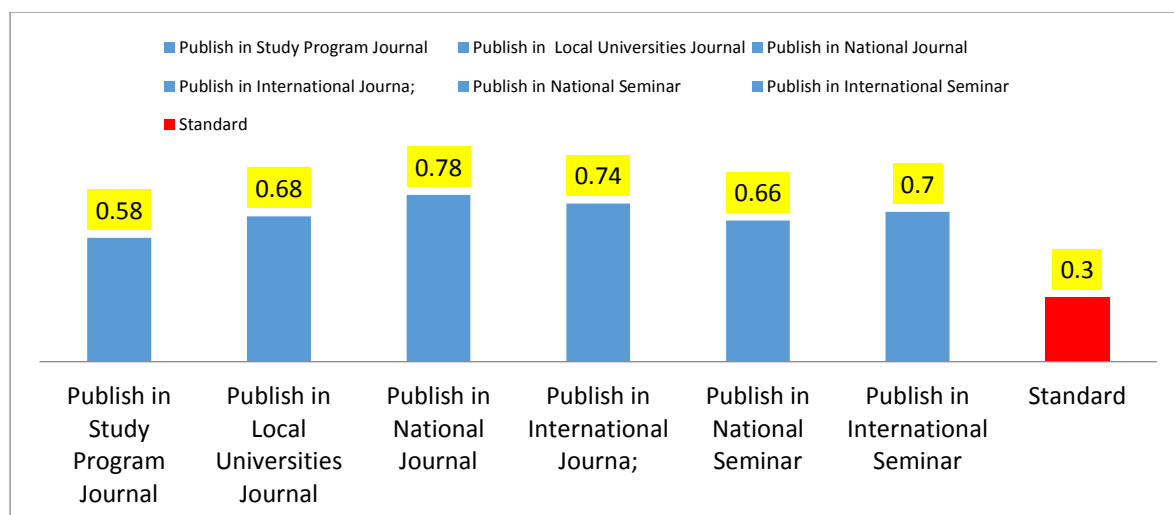


Source: Quitionaire (2019)

**Figure 3. Validity Test Of Publication Competencies**

The data in Figure 3 explains that the value of corrected item-total correlations is above 0.3. Because it is above 0.3, the data for the research publication competencies variable is valid

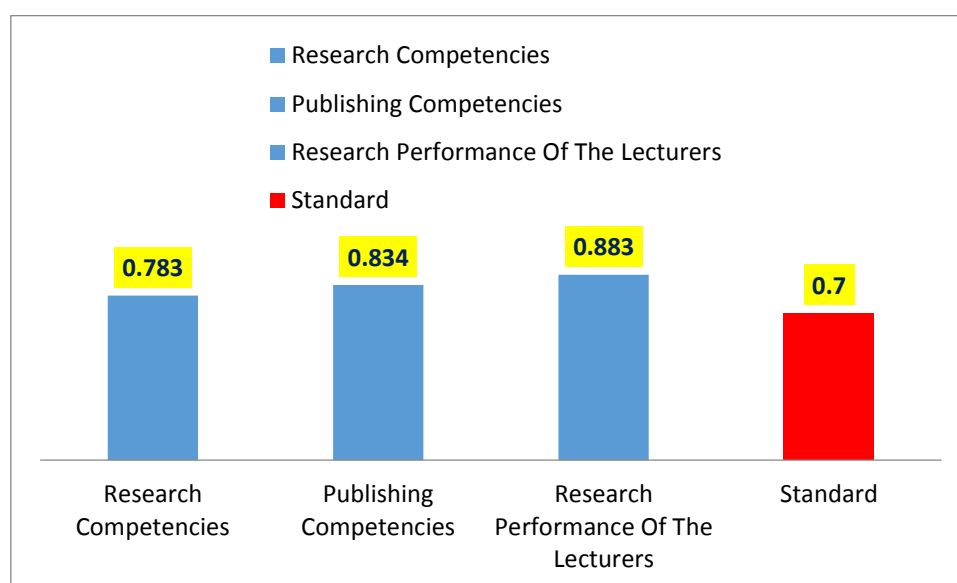
### Validity Test Of Research Performance Of The Lecturers



Sumber :Kuesioner (2019)

**Figure 4. Research Performance Of The Lecturers**

## Reliability Test



Source: Questionnaire (2019)

**Figure 5. Cronbach's Alpha**

Cronbach's Alpha value of each variable is higher than 0.7, so all data on this research variable are declared reliable

## Normality Test

Asym sig (2-tailed) for each variable of 0.200. Because it is higher than 0.05, then the data is declared to have been normally distributed.

## Descriptive Test

**Table 2. Descriptive Test**

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Average Of The Research Competencies	191	2,00	5,00	3,3384	,85940
Average Of The Publication Competencies	191	2,00	5,00	3,3272	,84697
Average Of The Research Performance Of The Lecturers	191	2,00	5,00	3,3379	,81636

Valid N (listwise) 191  
Source: quitionnaire (2019)

Table 2 explains the average value of the research competencies variable at 3.3384 (good enough), the average value of the research publication competencies variable at 3.3272 (good enough) and the average value of the research performance of the lecturer is 3.3379 (

pretty good). This information indicates a problem with three variables because the ideal value for the variable should be 3.41 (good) or even 4.21 (very good)

## Correlations Test

**Table 3. Correlations Test**

Correlations				
		Research Competencies	Publication Competencies	Research Performance Of The Lecturers
Research Competencies	Pearson Correlation	1	,846**	,853**
	Sig. (2-tailed)		,000	,000
	N	191	191	191
Research Publication Competencies	Pearson Correlation	,846**	1	,916**
	Sig. (2-tailed)	,000		,000
	N	191	191	191
Research Performance Of The Lecturers	Pearson Correlation	,853**	,916**	1
	Sig. (2-tailed)	,000	,000	
	N	191	191	191

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source : Questionnaire (2019)

Table 3 explains that the value of the relationship between research competencies variables with research publication competencies is 0.846 (very close)

## Equation of Multiple Linear Regression

**Table 4. t Test**

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	1,651	,559		,004
	Research Competencies	,521	,097	,274	,000
	Publication Competencies	,989	,074	,684	,000

a. Dependent Variable: Research Performance Of The Lecturers

Source : Questionnaire (2019)

Equation of Multiple Linear Regression  $Y = a + b_1X_1 + b_2X_2$ .  $Y = 1,651 + 0,521 X_1 + 0,989 X_2$ . This means that without research competencies and research publication competencies, the research performance of the lecturer is 1,651. If one unit of research competencies and research publication competencies are added simultaneously, the performance increases to 3,161

### T test and Significance

The t-test value for research competencies and research publication competencies was 5,360 and 13,380. T table test value for 191 respondents amounted to 1.97. Because the value of  $t_{\text{arithmetic}} > t_{\text{table}}$ , it is stated there is a positive influence of research competencies and research publication competencies on the research performance of the lecturer.

The significance value for research competencies and research publication competencies was 0,000 and 0,000 and less than 0,05. Because the value of significance less than 0,05, it is stated there is a significance influence of research competencies and research publication competencies on the research performance of the lecturer.

With the t test and significance, the hypothesis of a positive influence, significant research competencies and research publication competencies on the research performance of the lecturer can be partially proven

### F test and Significance

**Table 5. Uji F**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3920,408	2	1960,204	579,011	,000 <sup>b</sup>
	Residual	636,461	188	3,385		
	Total	4556,869	190			

a. Dependent Variable: Research Performance Of The Lecturers

b. Predictors: (Constant), Research Publication Competencies, Research Competencies

Source : Questionnaire (2019)

The F-test value for research competencies and research publication competencies was 579,011. F table test value for 191 respondents amounted to 3,80. Because the value of  $F_{\text{arithmetic}} > F_{\text{table}}$ , it is stated there is a positive influence of research competencies and research publication competencies on the research performance of the lecturer simultaneously

The significance value for research competencies and research publication competencies was 0,000 and 0,000 and less than 0,05. Because the value of significance less than 0,05, it is stated there is a significance influence of research competencies and research publication competencies on the research performance of the lecturer simultaneously.

With the F test and significance, the hypothesis of a positive influence, significant research competencies and research publication competencies on the research performance of the lecturer can be simultaneously proven

### Determination Coefficient Test

Table 6 explains the coefficient of determination. The magnitude of the coefficient of determination is R Square multiplied by 100%. The coefficient of determination means that the independent variables contribute to influence the dependent variable by the percentage indicated on the value of the coefficient of determination.



Table 6 column R Square shows the value of R Square of 0.860. This means that the coefficient of determination is  $0.860 \times 100\% = 86\%$ .

**Table 6. Koefisien Determinasi**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.928 <sup>a</sup>	.860	.859	1,83995

a. Predictors: (Constant), Publication Competencies, Research

Competencies

Source : Questionnaire (2019)

The significance coefficient of determination of 86% is research competencies and research publications competencies contribute to the influence of research performance of the lecturer by 86%. The remaining 14% is influenced by other variables not examined, for example motivation, leadership, compensation, job satisfaction.

## Discussion

The discussion will consist of Research Competencies, Publication Competencies and Research Performance Of The Lecturers

### Discussion About Research Competencies

**Table 7. Indicators of Research Competencies**

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Understand Research Procedure	191	2,00	5,00	3,3717	1,00160
Ability to do the Research	191	2,00	5,00	3,3246	1,02566
Ability to make Research Report	191	2,00	5,00	3,3194	1,06009

Valid N (listwise)

191

Sumber : Kusioner (2019)

The smallest indicator of the average value is the ability to make research report. Therefore, what must be fixed first for research competencies is the ability to make research report. Improvements are made by the way the lecturers learn themselves or take part in training on how to make research reports.

### Discussion About Research Publication Competencies

The smallest average value of research publication compatibility is the ability to publish in international journals. Therefore, lecturers should improve their research publication competencies by studying on their own or attending training on how to make international journals. That way the competence of lecturers increases, and their research performance will increase as well.

**Table 8. Indicators Of Publication Competencies**

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
Ability to publish in Study Program Journal	191	2,00	5,00	3,3613	1,01066
Ability to publish in Local Universities Journal	191	2,00	5,00	3,3560	1,03566
Ability to publish in National Journal	191	2,00	5,00	3,3089	1,03307
Ability to publish in International Journal	191	2,00	5,00	3,2827	1,06804
Valid N (listwise)	191				

Source: Questionnaire (2019)

**Discussion About Research Performance****Table 9. Indicators Of Research Performance**

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
Publish in Study Program Journal	191	2,00	5,00	3,3665	1,01137
Publish in Local Universities Journal	191	2,00	5,00	3,3560	1,01512
Publish in National Journal	191	2,00	5,00	3,3770	1,01271
Publish in International Journal	191	2,00	5,00	3,3403	1,03842
Publish in National Seminar	191	2,00	5,00	3,2932	1,02490
Publish in International Seminar	191	2,00	5,00	3,2932	1,06024
Valid N (listwise)	191				

Sumber: Kuesioner (2019)

Table 9 explains the lowest value for indicators of research performance of the lector is to successfully publish research results at national and international seminars. To improve this, lecturers should motivate themselves to attend national and international seminars, so that the research performance of the lecturer can be improved in an international journal.

Paying attention to the results of hypothesis testing that have proven to have a positive and significant influence on research competencies and research publication competencies on research performance, it is better to improve research performance of the lecturer by simultaneously improving research competencies and research publication competencies. Paying attention to table 4 column standardized sub column beta, it can be explained that the beta value of research competencies is 0.274 smaller than research publication competencies 0.684. If there are limited human resources and other resources, it is better to improve

research competencies first because the bet value is smaller than research publication competencies

## CONCLUSION AND SUGESTION

### Conclusion

Researchers conduct research on research competencies, research publications competencies and research performance of the lector

Researchers explains the average value of the research competencies variable at 3.3384 (good enough), the average value of the research publication competencies variable at 3.3272 (good enough) and the average value of the research performance of the lecturer is 3.3379 ( pretty good). This information indicates a problem with three variables because the ideal value for the variable should be 3.41 (good) or even 4.21 (very good).

With the t test and significance, the hypothesis of a positive influence, significant research competencies and research publication competencies on the research performance of the lecturer can be partially proven

With the F test and significance, the hypothesis of a positive influence, significant research competencies and research publication competencies on the research performance of the lecturer can be simultaneously proven

### Suggestion

Lecturers should improve their research competencies by the lecturers learn themselves or take part in training on how to make research reports.

lecturers should improve their research publication competencies by studying on their own or attending training on how to make international journals. That way the competence of lecturers increases, and their research performance will increase as well.

Lecturers should motivate themselves to attend national and international seminars, so that the research performance of the lecturer can be improved in an international journal.

Improving research performance of the lecturer should be done by simultaneously improving research competencies and research publication competencies. but if there are limited human resources and other resources, it is better to improve the research competencies first

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