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The Effect of Recruitment and Motivation Systems on the Productivity of Permanent Lecturers at the PTIQ Institute Jakarta

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Abstract

The purpose of this research to find out the influence recruitment system and motivation for the work productivity of permanent lecturers at the Institute PTIQ Jakarta either partially or simultaneous. The method used in this research is quantitative descriptive, while the data collection in this research is a questionnaire with a measurement scale that is the Likert scale. The entire population in the research as respondents totaling 96 lecturers with permanent status. Then it means that the sample technique used is saturated sample technique. The results showed that there was a significant simultaneous effect between recruitment system and motivation for the work productivity of lecturers in the statistical test the value $F_{count} > Ft_{table}$ was 31,105 > 2,700. Contribution of influence between recruitment system variables and motivation influence the lecturer work productivity variables of 40.1% while the remaining 59.9% is influenced by other factors.

Keywords: Recruitment System, Motivation and Work Productivity.

1. Introduction

Basically, the progress of a company can develop cannot be separated from how the human resources (HR) owned by the company are empowered. Human resources (HR) are the most important element in production factors other than machines, capital, methods, and materials that can determine high quality and loyalty in a company.

Law of the Republic of Indonesia Number 14 of 2005 concerning Teachers and Lecturers Article 1 paragraph (2) defines that lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and arts through education, research, and community service (Law of the Republic of Indonesia No. 14 of 2005 on Teachers and Lecturers). Based on this definition, lecturers play an important role or spearhead in the implementation of the entire education process.

Lecturers have a position as professional staff at the higher education level who are appointed in accordance with statutory regulations. The position of lecturers as professionals as referred to in Article 3 paragraph (1) functions to increase the dignity and roles of lecturers as agents of learning, developers of science, technology and arts, as well as serving the community to improve the quality of national education. (Law of the Republic of Indonesia No. 14 of 2005 on Teachers and Lecturers).

Institut PTIQ (College of Al-Qur'an Science) Jakarta is one of the organizations engaged in the education sector, which is located in front of the Nuclear Energy Agency Office on Jl. Batan 1 No. 2 Lebak Bulus Cilandak, South Jakarta. PTIQ Institute Jakarta. The PTIQ Jakarta Institute is managed in accordance with the vision, mission and objectives as an Islamic higher education institution that aims to educate the nation's life and become a center for scientific development based on the Qur'an.

Table 1
Permanent Lecturer Work Assessment Report Data PTIQ Jakarta Institute

No	Basic Elements Lecturer Work Assessment	Year	Number of Permanent Lecturers				
			<60%	60%-79%	80%-89%	>90%	
1	➤ The implementation of education includes conducting lectures, guiding seminars, guiding KKN / PKL, guiding and testing on final exams and fostering student academic activities.	2015	0	9	32	19	60
2		2016	0	14	43	10	67
3	➤ The implementation of research includes producing scientific papers, translating scientific books, editing / editing scientific papers and making plans and patented technological works.	2017	0	10	57	15	82
4	➤ The implementation of Community Service includes carrying out the development of educational and research results, giving training / counseling / lecturing to the community and making / writing community service works.	2018	0	15	60	17	92
5		2019	0	12	71	13	96
	TOTAL		**0**	**60**	**263**	**74**	**397**

Source: PTIQ Jakarta Institute

Based on table 1.5 above, it can be explained that the work assessment of lecturers consisting of the Tridharma of Higher Education is below 79%, on average 15%. Meanwhile, the value between 80% -89% is 66%, and the value above 90% is 19%. In this case it is still not as targeted, because the PTIQ Jakarta Institute has a target value above 90% of 35%. It can be concluded that the target of lecturer work assessment is still not optimal.

Based on the description above, this study will focus on a review of the recruitment system, motivation and work productivity, so the authors are interested in taking the title: "The Effect of Recruitment and Motivation Systems on the Work Productivity of Permanent Lecturers at the PTIQ Jakarta Institute".

2. Literature Review

Recruitment System

According to Hasibuan (2014: 110) the recruitment system is a series of activities to find and attract job applicants with the motivation, ability, expertise, and knowledge needed to cover the deficiencies identified in staffing planning. Recruitment activities begin when candidates are searched, and end when their applications are submitted. The Recruitment System according to Mila Badriyah (2015: 88) is the process of getting a number of qualified candidates for work / main jobs within the company. Recruitment is the first step taken by a company in order to accept someone in the company. Meanwhile, according to Sutrisno (2016: 45) the Recruitment System is a process of finding, holding, finding and attracting applicants to be employed in an organization.
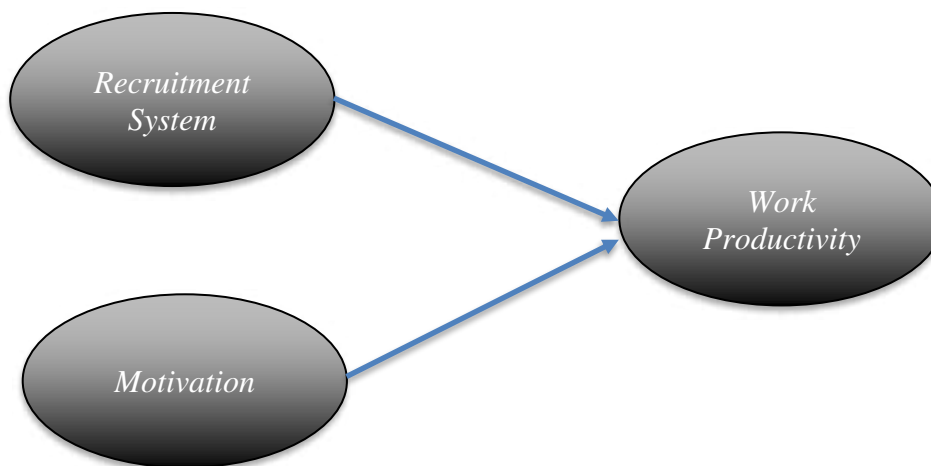
Motivation

The word motivation comes from the Latin movere which means encouragement or to move. Motivation is something that gives rise to motivation or morale. Work motivation is a driving force for morale, Manullang (2015: 166). Meanwhile, according to Hasibuan (2014: 95) motivation is the provision of a driving force that creates a person's enthusiasm for work, so that they are willing to work together, work effectively and be integrated with all their efforts to achieve satisfaction.

Work Productivity

Productivity is a comparison between work results and materials, time and energy used in producing goods or services by using existing sources effectively and efficiently, but still maintaining the quality of the goods or services produced, Mila Badriyah (2015: 183). Wibowo (2014: 94) work productivity is the ratio of output of goods and services divided by inputs or resources used to produce these goods and services.Meanwhile, according to Ardana et al (2012: 270) states that work productivity is the ratio between the results achieved and the participation of labor in a time unit or a number of goods / services that can be produced by a person or group of people / employees within a certain period of time.

Framework

Figure 1. Research Framework

Hypothesis:

H1 :   It is suspected that the recruitment system has an influence on the work productivity of permanent lecturers at the PTIQ Jakarta Institute.

H2:   It is suspected that there is an influence of motivation on the work productivity of the permanent lecturers of the PTIQ Jakarta Institute

H3 :   It is suspected that there is an influence of the recruitment system and motivation on the work productivity of permanent lecturers at the PTIQ Jakarta Institute.

3. Methods

This type of research is descriptive quantitative, according to Sugiyono (2012: 8), namely "The research method is based on the philosophy of positivism, used to research on certain populations or samples, data collection uses research instruments, data analysis is quantitative / statistical, with the aim of testing hypotheses that have been set". In the population study and the sample was 96 lecturers of the PTIQ Jakarta Institute who were permanent lecturers. In sampling, saturated sampling could be used. In this study using multiple linear regression method, to test the effect of the independent variable on the dependent variable. Testing the data used in this study includes validity, reliability, classic assumption tests (normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, t test to test and prove the research hypothesis, simultaneous, and the coefficient of determination.

4. Results and Discussion

Validity Test

The validity test is intended to test the statement on each item of the statement on the questionnaire is valid or not. To process the validity test, researchers used SPSS Version 25 with the following criteria:

a. If the value of r count> r table and the value of r is positive, then the statement item is declared valid

b. If the value of r count <r table and the value of r is negative, then the statement item is declared invalid

The results of the validity test for the Recruitment System variable are as follows:

Table 2. Validity Test

Variables	Item	Validity
RecruitmentSystem	10	Valid
Motivation	10	Valid
WorkProductivity	10	Valid

Based on the test results from table 1, that the Recruitment System variable is 10 statements, Motivation is 10 statements, and Work Productivity is 10 statements. Of the three variables, all statements are declared valid because all of them have a calculated r number greater than the r-table number of 0.201 which means valid.

Reliability Test

Reliability testing is intended to test whether a questionnaire is reliable or not. According to Sugiyono (2014: 137), argues "a reliable instrument if used several times to measure the same object, will produce the same data". The criteria or conditions in deciding whether the statement is reliable or not are as follows:
1) If the Cronbatch Alpha value is> 0.60, then the instrument is reliable.
2) If the Cronbatch Alpha value is <0.60, then the instrument is not reliable.
The results of the reliability test in this study are as follows:

Table 3 Reliability Test

Variabel	Cronbatch Alpha	Standar Cronbatch Alpha	Decision
Recruitment System	**0,729**	0,600	Reliabel
Motivation	**0,658**	0,600	Reliabel
Work Productivity	**0,604**	0,600	Reliabel

Based on the test results in the table above, it shows that the Recruitment System ,Motivation and Permanent Lecturer Work Productivity variables are declared reliable, this is evidenced by each variable having a Cronbach Alpha value greater than 0.600.

Multiple Linier Regression

This linear regression test is intended to find out how much influence the variables X1 and X2 have on variable Y. In this study, the Recruitment System (X1) and Motivation (X2) on the Work Productivity of Permanent Lecturers (Y) either partially or simultaneously. The following is the result of processed regression data with SPSS Version 25 which can be seen in the following table:

Table 4 Multiple Linier Regression

	Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	**18.177**	2.800		6.492	.000
	Recruitment System	**.386**	.067	.526	5.791	.000
	Motivation	**.152**	.075	.183	2.011	.047

Based on the results of the regression calculation analysis in the table above, the regression equation Y = 18.177 + 0.386X1 + 0.152X2 can be obtained. From the above equation, it can be concluded as follows:

1. A constant value of 18.177 means that if the Recruitment System (X1) and Motivation (X2) variables do not exist, there is a Permanent Lecturer Work Productivity (Y) value of 18.177 points.

2. The value of the Recruitment System (X1) 0.386 means that if the constant is constant and there is no change in the Motivation variable (X2), then every 1 unit change in the Recruitment System variable (X1) will result in a change in the Permanent Lecturer Work Productivity (Y) of 0.386 point.

3. Motivation value (X2) 0.152 means that if the constant is constant and there is no change in the Recruitment System variable (X1), then every 1 unit change in the Motivation variable (X2) will result in a change in the Permanent Lecturer Work Productivity (Y) of 0.152 points .

Constant = 5.996 If the variables of Work Discipline and Motivation are assumed to be constant, then employee performance will increase by 5.996. Discipline Coefficient X1 Discipline coefficient value of 0.339, stating that every increase of 1 score for Discipline will be followed by an increase in employee performance of 0.339. Work Motivation Coefficient X2 the coefficient of Work Motivation shows a number of 0.556, which states that if there is an increase of 1 score for Work Motivation it will be followed by an increase in Employee Performance of 0.556.

Partial Test

As for determining the amount of t table, it is sought by using the following formula:
ttabel = tα.df (Taraf Alpha x Degree of Freedom) α = 5% real rate df = (n-3), then obtained (96-3) = 93, then t table = 1.986 .The criterion is said to be significant if the value of t count> t table or ρ value <Sig. 0.05.
a. Effect of Recruitment System (X1) on Permanent Lecturer Work Productivity (Y).
Determining the formulation of the hypothesis is:
H0: ρ1 = 0 There is no significant influence between the Recruitment System on the Permanent Lecturer Work Productivity partially.
H1: ρ1 ≠ 0 There is a significant influence between the Recruitment System on the Permanent Lecturer Work Productivity partially.

Table 5. Hypothesis Test Partial H1

	Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.590	2.263		9.541	.000
	Recruitment System	.448	.060	.612	**7.506**	.000
a. Dependent Variable: Work Productivity						

Based on the test results in the table above, the t value> t table or (7.506> 1.986) is obtained. Thus, H0 is rejected and H1 is accepted, this indicates that there is a partially significant influence between the Recruitment System on the Work Productivity of Permanent Lecturers.

b. The Effect of Motivation (X2) on the Work Productivity of Permanent Lecturers (Y)

Determining the formulation of the hypothesis is:

H0: $\rho 2 = 0$ There is no significant effect between motivation and permanent lecturer work productivity partially

H1: $\rho 2 \neq 0$ There is a significant influence between motivation on the work productivity of permanent lecturers partially

Table 6. Hypothesis Test Partial H2

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.888	2.957		8.416	.000
	Motivation	.356	.077	.430	**4.616**	.000
a. Dependent Variable: Work Productivity						

Based on the test results in the table above, the t value> t table or (4,616> 1.986) is obtained. Thus, H0 is rejected and H1 is accepted, this indicates that there is a partial significant influence between motivation on the work productivity of permanent lecturers.

Goodness of Fit

To determine the amount of Ftable, you look for the terms df = (n-k-1), then (96-2-1) = 93, so F table = 2,700The formulation of the hypothesis is as follows:

H0: $\rho 1,2 = 0$ There is no significant influence simultaneously between the Recruitment and Motivation System on the Work Productivity of Permanent Lecturers

H0: $\rho 1,2 \neq 0$ There is a significant influence simultaneously between the Recruitment System and Motivation on the Work Productivity of Permanent Lecturers

Tabel 7 ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	334.257	2	167.129	**31.105**	.000[b]
	Residual	499.701	93	5.373		
	Total	833.958	95			
a. Dependent Variable: Work Poductivity						
b. Predictors: (Constant), Motivation, Recruitment System						

Based on the test results in the table above, the calculated F value> F table or (31.105> 2,700) is obtained. Thus, H0 is rejected and H1 is accepted, this indicates that there is a significant influence simultaneously between the Recruitment and Motivation System on the Work Productivity of Permanent Lecturers.

Coefficient of Determination (R2)

Priyatno (2016) explains that the coefficient of determination is used to determine how much the percentage of the contribution of the influence of the independent variables together on the dependent variable. The coefficient of determination can be seen in the following table:

Table 8 Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.633ª	**.401**	.388	2.318
a. Predictors: (Constant), Recruitment system, Motivation				

Based on the test results in the table above, the R-square value is 0.401, it can be concluded that the contribution of the influence between the Recruitment System (X1) and Motivation (X2) variables has an effect on the Permanent Lecturer Work Productivity variable (Y) by 40.1% while the remaining 59.9% is influenced by other factors

Discussion

Based on the results of statistical testing, discussion of the relationship between supporting theories that are aligned with the results of data processing.
1. The Effect of the Recruitment System on the Work Productivity of Permanent Lecturers
Based on the statistical results, it can be seen that the contribution of the influence between the recruitment system variable (X1) and the work productivity of permanent lecturers (Y) is 37.5% while the remaining 62.5% is influenced by other factors. This shows that a good and mature recruitment system will get qualified lecturers in order to realize the institute's vision and mission. From the hypothesis testing, it is obtained t count <t table or (7.506> 1.986) thus H0 is rejected and H1 is accepted, this indicates that there is a partially significant effect between the recruitment system on the work productivity of permanent lecturers at the PTIQ Jakarta Institute. This result is in line with the theory put forward by Hasibuan (2016; 21-23), in the human resource management function, namely planning the workforce effectively and efficiently to suit the company's needs in helping the realization of company goals.
2. The Effect of Motivation on the Work Productivity of Permanent Lecturers
Based on the statistical results it can be seen that the contribution of the influence between the motivation variable affects the permanent lecturer work productivity variable by 18.5% while the remaining 81.5% is influenced by other factors. This shows that high work motivation will increase the work productivity of lecturers. With motivation, the company's vision and mission can be realized, and vice versa. From hypothesis testing, it is obtained t count <t table or (4,616> 1,986), thus H0 is rejected and H1 is accepted, this indicates that there is a partially significant influence between motivation on lecturer work productivity. This is in line with the theory put forward by Manullang (2015: 166), motivation at work is the most important factor in the company because without motivation, the company's goals will not be achieved and vice versa.
3. The Effect of the Recruitment System and Motivation on the Work Productivity of Permanent Lecturers
Based on the results of the study, it shows that the recruitment and motivation system has a positive effect on the work productivity of permanent lecturers with the regression equation Y = 18.177 + 0.386 X1 + 0.152 X2. The results of this regression analysis show that the coefficient of each variable is positive and has a unidirectional relationship, meaning that the better the recruitment and motivation system, the better the work productivity of lecturers at the PTIQ Jakarta Institute, and vice versa. The influence contribution between the recruitment system variable and motivation affects

the permanent lecturer work productivity variable by 40.1% while the remaining 59.9% is influenced by other factors.

From testing the hypothesis using statistical tests, it is obtained that F count> F table is 31.105> 2,700, thus H0 is rejected and H1 is accepted, this shows that there is a significant effect simultaneously between the recruitment system and motivation on permanent work productivity at the PTIQ Jakarta Institute.

5. Conclusion

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

1. Based on the results of hypothesis testing, it is obtained t count <t table or (7.506> 1.986) which means that the H0 is rejected and H1 is accepted, this indicates that there is a partially significant effect between the recruitment system on lecturers' work productivity.

2. Based on the results of hypothesis testing, it is obtained t count <t table or (4,616> 1.986) which means that the H0 is rejected and H1 is accepted, this indicates that there is a partially significant influence between motivation on lecturer work productivity.

3. Based on the simultaneous analysis of the correlation coefficient, it is found that the variable recruitment system and motivation has a positive and significant effect on the work productivity of lecturers and where the F value> F table is obtained, namely 31.105> 2.700, thus H0 is rejected and H1 is accepted, this shows that there is a significant influence simultaneously between the recruitment system and motivation on lecturer work productivity.

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