

THE EFFECT OF COMMITMENT AND MOTIVATION TO TUTOR PERFORMANCE S1 PGSD PROGRAM AT UPBJJ-UT MAKASSAR

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Abstract: The face-to-face tutorial is one of the learning assistance services provided to the students, to improve the mastery of the material. The purpose of this study is to see the implementation of the tutorial in accordance with the quality assurance system set by the Open University, Tutor in charge will affect the learning outcomes, if the tutor has professional commitment and tutor motivation to produce maximum performance. Function tutor of faculty tutorial activities as a student facilitator in improving the mastery of student materials according to the subject matter (BMP) on the S1 PGSD program at UPBJJ-UT Makassar. Specifically aims To know the influence of professional commitment tutor to tutor performance, To know the influence of tutor's work motivation on tutor performance and To know the influence of commitment and motivation of tutor's work on tutor performance at UPBJJ-UT Makassar. The results of the research (1) the stronger the tutor's commitment will improve the tutor's performance, (2). and the higher the tutor's Motivation will improve the tutor's performance. The conclusion that the stronger the commitment, and the higher the motivation of the tutor will improve the tutor's performance. Tutor's commitment and tutor motivation together affect the tutor's performance. If UPBJJ- UT wants to improve the tutor's performance then it should be improved on tutor commitment factor and motivation of tutor work done together.

Keywords: Commitment, motivation, Performance.

1. INSTRODUCTION

The face-to-face tutorial is one of the learning aid service modes given to students, to improve the mastery of the material. Students interact directly with the tutor, inquire directly, and discuss with peers. The learning atmosphere of material delivery differs from the lecture system in conventional education. The tutor directly guides the students face-to-face in the classroom as much as eight meetings and structured assignments three times at the third meeting, three one assignments, two task meetings, and seven tasks three during the classroom tutorial period. The face-to-face tutorial is one of the learning aids given to students choosing semester or face-to-face tutorials at their own request.

Based on the tutor profiles stored by the tutor data are 632 tutors with the background of work as lecturers, high school teachers, and practitioners, with S1, S2 and S3 education level (pangkalan data tutor 2016). Have followed the tutor training and qualified in accordance with the guidelines of the University of Guarantee's quality assurance system (simintas-UT). Before becoming a tutor is required to enter the file to be selected whether the applicant is eligible to be appointed as a tutor, and is required to attend the tutor training, and before the duty of each semester is required to follow the tutor's perception. Tutor is the academic staff in charge of facilitating the student's learning process with emphasis on mastery and deepening of the lecture material in accordance with the teaching materials (JKOP-BB01), so that the tutor is able to carry out the tutorial well. A good and quality tutorial can be influenced by various factors such as professional commitment and tutor motivation to achieve maximum performance. Function tutor facial tutorial activities as a student facilitator in improving the mastery of the material based on the subject matter (BMP).

Commitment and tutor motivation in preparing tutorial face-to-face tutorials, influence the readiness of tutors by guiding students to develop the competence of self-study students. The quality of the tutorial is strongly influenced by the readiness of the tutor and the readiness of students to do the learning well and more actively so as to improve the material penguasaan well. The readiness of students to study the module before the tutorial is marked the level of student activity able to answer, ask questions, and discuss. The success of the tutorial with the atmosphere of student activity that dominates the learning atmosphere.

The tutor's assignment as a student facilitator in the face-to-face tutorials in the learning assistance program. Student learning aid directly and indirectly, tutors become intermediaries of students with package of teaching materials as source of basic material, tutor create atmosphere of learning by putting themselves as facilitator, motivator to guide student self study. The thoroughness of the tutor's work will provide learning assistance to students understand and explore the subject matter.

Commitment, Motivation and Performance:

Commitment is an attitude and behavior that fosters one's motivation in doing the job. Professional commitment is the level of individual loyalty to the profession. When associated with being a tutor at the Open University a tutor is an academic worker who must demonstrate work loyalty to UT with different job demands in their work agency.

Motivation is basically a drive from within and from outside the self that is supported by the ability of skills and knowledge to carry out the work. According to Rivai (2005) Performance is a function of motivation and ability to complete the task or job. So the success and performance of tutors in completing the work is influenced by commitment and motivation. Commitment and motivation have a very close influence with performance as a factor that exists within a person's behavior to achieve a certain goal. According Otto (2014) Motivation and commitment together have a significant influence on employee performance. Performance achieved by a person in performing the duties and responsibilities given to him is influenced by motivation factors. Commitment and influential motivation of the domain of work is certainly not separated from the compensation in the form of honor received by the tutor at UPBJJ-UT Makassar.

Tutors as non-UT educational staff assigned in the work contract and assignment letter can not be separated with honorarium received after performing tutorial duties.

2. RESEARCH METHODS

This research is a survey research with the form of an analysis of the path (parth Analysis) to find out the extent to which variations in one factor related to one variation or other factors, and direct influence of variables based on path coefficients. The method used in the analysis of this research data is multiple linear regression analysis (SPSS)

3. RESEARCH RESULT

To see the effect of tutor commitment and tutor's work motivation on the tutor's performance, multiple linear regression analysis is used. Based on the results of data processing with the help of SPSS 19.0 program can be seen summary of empirical research results as follows:

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	1.893	3.884		.487	.628
	Commitment (X1)	.691	.176	.509	3.925	.000
	Motives (X2)	.383	.172	.289	2.230	.029

a. Dependent Variable: Tutor Performance (Y)

Based on Table shows that:

1) The value of t arithmetic for tutor commitment variables on tutor performance obtained by 3925 with a significance price of 0.000 indicates that the value of t obtained is significant because the price of significance obtained is less than 0.05. Since the t value of 3.925 is greater than t table 1.694, the null hypothesis (H0) is rejected and the one hypothesis (H1) is accepted, so this means that the tutor commitment variable (X1) has a significant influence on the tutor's performance (Y).

2) The value of t arithmetic for the variable of tutor's work motivation on the tutor's performance obtained 2,230 with the significance price of 0.029 indicates that the value of t obtained is significant because the price of significance obtained is less than 0.05. Since the value of t arithmetic 2230 is greater than t table 1.694 the hypothesis zero (H0) is rejected and hypothesis one (H1) is accepted, so this means that the variable of work motivation tutor (X2) has a significant influence on tutor performance (Y).

Test F to determine whether simultaneously / together independent variables are able to explain the dependent variable well or whether the independent variables together have a significant influence on the dependent variable. Anova table can be seen the influence of independent variables of tutor commitment and work motivation tutor to the dependent variable of tutor performance simultaneously / together. Where after done analyzing with SPSS 19.0 then got the output as follows:

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1151.619	2	575.810	47.810	.000 ^a
	Residual	843.066	70	12.044		
	Total	1994.685	72			
a. Predictors: (Constant),						
b. Dependent Variable:						

Based on the above table shows that the results of hypothesis testing with F test calculations using SPSS for Windows release 19.00 obtained F count = 47.810 is greater than F table of 3.33 and with a significance price of 0.000. Since the price of significance is less than 0.05, it indicates that the calculated F value obtained is significant. Thus shows that together there is a significant influence of tutor commitment and tutor's work motivation on the tutor's performance

The degree of relationship between the tutor's commitment and the motivation of the tutor's work on the tutor's performance simultaneously or simultaneously can be known from the correlation price simultaneously or R as in the following table.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.760 ^a	.577	.565	3.47042
a. Predictors: (Constant),				
b. Dependent Variable:				

Based on the calculation results obtained simultaneous correlation coefficient of 0.760 with a value of R square of 0.577 This indicates that the powerful influence together variables commitment tutor and motivation of tutor work on the performance of the tutor entered in the strong category. The amount of influence of tutor commitment and motivation of tutor work can be known from simultaneous coefficient of determination coefficient (R²) which shows together commitment of tutor and motivation of tutor work has influence of 57.7% on tutor performance. While the rest of 42.3% is the influence of other factors not included in this model.

The result of t anova test got the result of commitment of tutor have positive and significant effect to tutor performance, it can be seen from t value for tutor commitment variable to tutor performance obtained 3,925 with price significance 0.000 indicates that t value obtained is significant because price of significance obtained less from 0.05. This means that the better the tutor's commitment the tutor's performance will increase.

The above results are in line with the statement from Luthans (2006), commitment is generally interpreted as an attitude that shows employee loyalty and is an ongoing process of how an agency employee expresses their attention to the success and goodness of the organization. High-commitment employees will have a positive impact on the work, which is to give the best effort to complete the task quickly and according to what is targeted. Another opinion put forward by Handoko (2008), employee commitment is the degree to which a worker identifies with the organization and its goals and wishes to maintain its membership within the organization. Employee commitment is encouraged by the conditions of fair work environment for employees, the higher the employees are valued, the higher the employees' commitment to the organization. To become a tutor at the Open University a tutor is an academic worker who must demonstrate work commitment and loyalty to UT with different job demands in their work agency. With strong commitment and loyalty, the performance of tutors at the Open University can increase.

From result of test of t anova got result of work motivation have no effect and not significant to tutor performance, it can be seen from t value for work motivation variable to tutor performance obtained 2,230 with price signifikansi 0,029 indicate that t value obtained is significant because price signifikansi obtained less than 0.05. This means that the better the work motivation the tutor's performance will increase.

The result of the above research is not in line with the statement from (Siagian, 2010), according to him, motivation is the driving force which resulted in an organization member willing and willing to mobilize the ability in the form of skill or skill of his personnel and time to organize various activities which are his responsibility and fulfill his duty, in the context of achieving the objectives and organizational goals that have been predetermined. Then Wibowo (2012) and Hasibuan (2005) states that the higher the motivation of achievement and discipline of work hence the performance of employees will also increase. Based on the above description it is clear that the performance of employees is influenced by motivation. Motivation can be seen from the internal and external motivations of non-UT assigned tutors who come from other institutions outside the Open University on face-to-face tutorial activities on the scheduled PGSD program. Motivation to perform the task as tutor.

4. CONCLUSIONS

Based on the results of research and discussion that existed in the previous chapter related to the influence of tutor commitment and tutor's work motivation on tutor performance, it can be concluded as follows:

1. The tutor's commitment influences the tutor's performance. Thus, it can be concluded that the stronger the tutor's commitment will improve the tutor's performance.
2. Motivation work tutor effect on tutor performance. Thus, it can be concluded that the higher the motivation of tutor work will improve the performance of tutors.
3. Commitment tutor and motivation of tutor work influence on tutor performance. Thus, it can be concluded that if the Open University wants to improve the performance of tutors then it should be improved on the factor of tutor commitment and motivation of tutor work done jointly.

Based on the conclusions and research results, it can be put forward suggestions in this study as follows:

1. For the Open University it should be noted that the tutor's commitment and the tutor's work motivation are among the variables that can influence the tutor's performance.
2. The findings of this study may be the basis for further research that examines the performance of tutors in the future.

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