

The Impact Of Compansation Systemand Career Planning On Organizational Commitment (Survey On Lecturer)

Widiya Avianti¹, Endang Pitaloka²

¹(Management Departement/ Sekolah Tinggi Ilmu Ekonomi Dharma Negara, Indonesia)

²(Management Departement/ Universitas Pembangunan Jaya, Indonesia)

ABSTRACT: The purpose of the study is to analyse the impact of compensation and career planning on organizational commitment. This study uses survey method to 113 lecturers as respondents. The data is then processed by multiple regression. The results showed that the Compensation, Career Planning, on Organizational Commitment. It can be concluded to encourage lecturers to do research publication it is necessary to apply the system of compensation based on the performance appraisal system elements of research faculty and careers to include research as compulsory elements that must be met lecturers to improve his career. With the compensation system and a good career planning can ultimately increase organizational commitment. The conclusion of this study is compensated significantly influential on organizational commitment at the 90% confidence level.

Keywords: Compensation, Career Planning, Organizational Commitment

I. INTRODUCTION

This study aims to explore the variable compensation, career planning organizational commitment at the STIE Dharma Negara Bandung. In some studies and literature that human resources are one of the indicators of success College lecturers are lecturers. Lecturer Performance Assessment consisting of elements Tridharma and publication is one that can improve the compensation and career shaping lecturers and became lecturer in organizational commitment in the Higher Education.

Four facet model of career growth and to examine its effect on occupational commitment and turnover intentions. Weng conceptualized career growth as consisting of four factors: career goal progress, professional ability development, promotion speed, and remuneration growth. Results from a sample of 396 managers failed to confirm the four factor model, showing instead the need to collapse promotion speed and remuneration growth into a single facet, rewards. The three remaining dimensions of career growth were negatively related to turnover intentions and affective occupational commitment was found to partially mediate these relationships. Results are discussed in terms of using career growth to manage turnover (QingxiongWeng, James C. McElroy, 2012, 256)

Lecturer career growth aims to transform, develop, and disseminate science, technology, and the arts through education, research, and community service. Career faculty can be increased with the title professor or professor who is the highest functional office for the professors still teach in the higher education unit.

Development of professional skills as a teacher through the promotion of lecturers with increasing speed functional positions of lecturers, and the growth of remuneration with increased compensation. Lecturers are entitled to increase the compensation by implementing elements of Tridharma Universities with improving the status of academic positions consisting of 4 level:

1. AsistenAhli (basic)
2. Lektor (intermediate)
3. LektorKepala (advance)
4. Guru Besar(Profesor)

it has shown the importance of aspects of career self-management forenhancing organizational help in career management. Those who do more networking appear to attract more informal help, while those who increase their visibility report increased formal career support. (Jane Sturges Et.Al, 2002, 744)

The importance of a teacher to organize aspects of career self-management where it is one of the missions to achieve organizational goals. Help needed for the organization of career management and career achievement lecturers. Organizations can provide more assistance from the informal side, while those that increase competence through formal side will increase support formal career.

This will impact the career of lecturers and professors formed a commitment to higher education so as to achieve the objective of increasing the value and quality of Higher Education.

II. LITERATURE REVIEW

2.1. Compensation

Compensation according to R. Wayne Mondy (2008:7) the total remuneration received by the employee as a substitute for the services they have to offer. Compensation consists of 2 types of compensation Financial and Nonfinancial compensation. There are two classifications in the application of Financial Compensation namely:

1. Direct Financial Compensation consists of payments received by a person in the form of wages, salaries, commissions and bonuses
2. Financial compensation is not directly (benefits) covers all the financial rewards are not included in direct financial compensation

Nonfinancial compensation includes the satisfaction one receives from the work itself or from environmental psychological and / or physical where the person works.

Wayne F. Cascio (1990) defines that the Compensation includes direct form of cash payments, the payment is not directly in the form of employee benefits, and incentives to motivate employees to work hard to achieve higher productivity. Richard J. Long (1998), Vecchio (2006) and Martocchio (2004) stated Compensation is everything that is given to the employee organization either financial or non-financial. As stated by Keith Davis and Werther W.B., 1996 that Compensation is something that employees received in exchange of their services to the company's contribution.

A career is all the jobs held during the life of a person in his work (Keith Davis and Werther W.B; 1996). Sherman et al., (1998) to formulate the phases of career development programs which include:

1. Balancing the needs of individuals and companies
2. Creating favorable conditions
3. Inventory job opportunities
4. Determine the potential employee

2.2. Career Planning

Stone (in Gomez, 2003: 213) states that "development career Refers to the process and activities Involved in preparing an employee for future positions in the organization". Career development ie show the processes and activities prepare an employee for the post within the organization to come. John M Ivancevich dan Robert Konopaske (2012, 434) :

"the concept of career has many things. The popular meaning is probably reflected in the idea of moving upward in one's chosen line of work, making more money, having more responsibility and acquiring more status, prestige, and power".

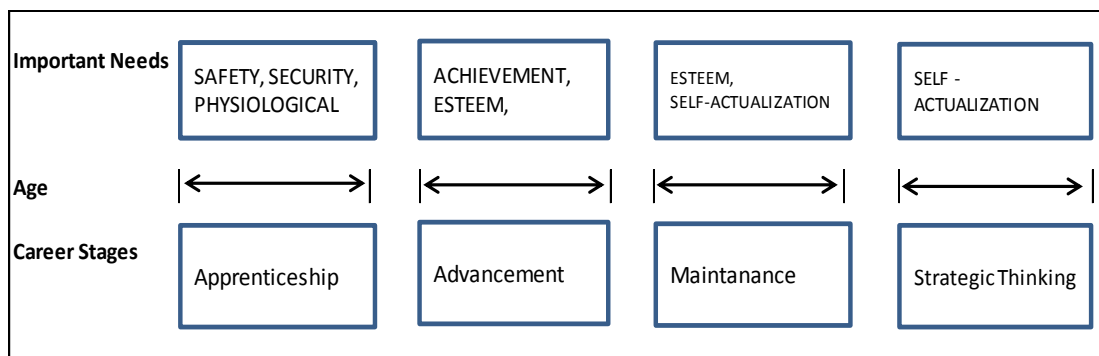


Figure 2.1. Career Stages and Important Needs

Management and career development will increase the effectiveness and creativity of human resources in order to support the company to achieve its goals (Robbins, 1996).

Career planning does not guarantee the success of one's career, but the absence of a career planning sometimes one becomes not have the preparation in using the opportunities that arise. The primary responsibility of career planning and career development person is himself, while the involvement of HR-Dept to make a career planning as a joint success (employees and companies) is to provide information and providing management support.

2.3. Organizational Commitment

Mowday, Porter and Steers (1997) defines organizational commitment as the relative strength of the individual in identifying integrating themselves into parts of the organization. It is characterized by three things:

1. Acceptance of the values and goals of the organization
2. The readiness and willingness to strive earnestly on behalf of the organization and
3. The desire to maintain membership in the organization (to be part of the organization)

Furthermore Mowday, Porter and Steers (1997) suggested that characterized their commitment

1. Strong Belief and acceptance of the goals and values of the organization
2. The readiness and willingness to work hard
3. A strong desire to stay in an organization

Thus the commitment classified attitudinal or affective commitment because they relate to the extent to which individuals feel their personal values and goals in accordance with the values and goals of the organization. According to Greenberg and Baron (2000), the concept of organizational commitment with regard to the extent to which an individual identifies himself and his desire to remain in the organization. Organizational commitment has almost the same emphasis on the individual processes (employees) in identifying himself with the values, rules and goals of the organization.

III. RESEARCH METHODS

The desk review method (research-based review) by using scientific papers published in the last five years (2008-2013). The study was conducted with reference books of literature, textbook, paper, and other legislation required in connection with the problems examined.. Method Is Used Descriptive Quantitative Methods. Descriptive research is the basis for all research.

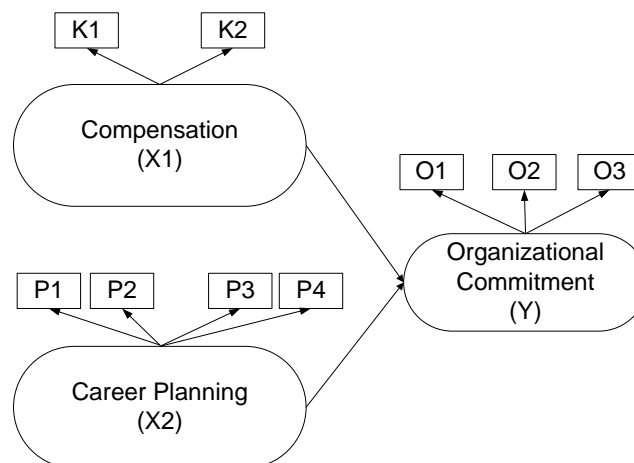


Figure 2.2. Research Methods

IV. RESULTS AND DISCUSSION

4.1. Result

The results of data processing by linear regression analysis techniques

Table 4.1 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	F	Sig.
1	.630 ^a	.397	.276	2.47632	3.292	.080 [*]

a. Predictors: (Constant), PERENCANAANKARIR, KOMPENSASI

The coefficient of terminated indicates that the variable compensation and career planning can explain the variable of organizational commitment of 39.7%. while the remaining 60.3% is explained by other variables outside the model

Table 4.2. Coefficients^a

Model	Unstandardized Coefficients			Standardized Coefficients	T	Sig.
	B	Std. Error	Beta			
1	(Constant)	11.493	4.791		2.399	.037
	KOMPENSASI	.400	.196	.512	2.048	.068
	PERENCANAANKARIR	.075	.066	.283	1.132	.284

a. Dependent Variable: KOMITMEN ORGANISASI

1. Variable compensation positive impact on organizational commitment. Any increase in variable compensation of 1 point, assuming other variables remain the organization's commitment to increase by 0.4 points
2. Variable career planning positively impact organizational commitment. Any increase in the variable career planning by 1 point, assuming other variables remain the organization's commitment will be increased by 0.075 points

Table 4.3. Coefficient Correlations^a

Model			PERENCANAAN KARIR	KOMPENSASI
1	Correlations	PERENCANAANKARIR	1.000	-.189
		KOMPENSASI	-.189	1.000
	Covariances	PERENCANAANKARIR	.004	-.002
		KOMPENSASI	-.002	.038

a. Dependent Variable: KOMITMENORGANISASI

4.2. Discussion

The results of data processing by linear regression analysis techniques, with the number of respondents 13 people. Variable compensation significantly influential on organizational commitment at the 90% confidence level. Variable compensation positive impact on organizational commitment. Any increase in variable compensation of 1 point, assuming other variables remain the organization's commitment will be increased by 0.4 points. Variable career planning is not significantly influential on organizational commitment at the 90% confidence level. Variable career planning positively impact organizational commitment. Any increase in the variable career planning by 1 point, assuming other variables remain the organization's commitment will increase by 0.075 points.

V. CONCLUSION

Universities in Bandung has introduced a system of compensation for educative power in accordance with the faculty Academic Position. So from the results of data processing can be concluded that the compensation is adjusted and improved according to predefined rules it will significantly influence the career planning of carrying out and fulfill all elements of the three responsibilities of lecturers in universities, especially in the Bandung, so that the career of lecturers with the rise Academic Positions that have been set according to the Law Of The Republic Of Indonesia Number 14 Of 2005 Concerning The Teacher And Lecturer that it is in line with the objective of universities, namely:

- a. Setting up an undergraduate-oriented global competitiveness
- b. Setting up a dynamic scholar and able to develop entrepreneur
- c. Generate scholar with integrity empathy and synergy
- d. Generate scholars who have a network of partnerships with the business world, SMEs, public and private that it can increase the organization's commitment to Colleges.

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