

THE ANALYSIS OF INTELLECTUAL CAPITAL AND WORKING ENVIRONMENT ON LECTURERS WORK COMMITMENT

L.Suhairi Hazisma¹⁾

¹⁾ *Administration Business Department, Politeknik Negeri Sriwijaya, Palembang, Indonesia*
E-mail: hlsuhairihazisma@gmail.com

Lambok Vera Riama Pangaribuan²⁾

²⁾ *Accounting Department, Politeknik Negeri Sriwijaya, Palembang, Indonesia*
E-mail: p.vera98@yahoo.com

Hamdi Hadi³⁾

³⁾ *Management Department, Jakarta, Indonesia*

Abstract. The purpose of this study is to determine and to analyze the impact of intellectual capital and partially or jointly working environment on the work commitment of the lecturers at the Polytechnic in Southern Sumatra. This study uses descriptive and explanatory survey with a sample of 270 respondents. Type of this study is causality. The unit of analysis in this study is the individual that are the lecturers at the Polytechnic in Southern Sumatra. This study uses structural equation modeling by using LISREL software version 8.8. The result of this study proves that the intellectual capital and working environment the partially and jointly significantly influence the work commitment of the lecturers. The dominant influence is shown by the work environment. The conclusion from this study is that in order to improve and to build work commitment of Polytechnic's lecturers in Southern Sumatra, improvement efforts and a sustained increase of the intellectual capital are needed, especially in capital-dimensional structural / organizational and working environment primarily on the availability of teaching facilities.

Keywords: intellectual capital, work environment, lecturers' work commitment

I. INTRODUCTION

Education is a strategic way to improve the quality of a nation, therefore the progress of a nation can be measured by the progress of education. The progress of some countries in the world is inseparable from progress at the start of their education, the statement also believed by this nation. But in fact, the Indonesian education system has not shown the expected success.

Education in Indonesia is still not succeeded in creating human resources (HR) is reliably let alone to improve the quality standards of the nation. Multidimensional crisis experienced by this nation many believe due to the failure of the education system being used, as well as the decline in the human development index (HDI) or Human Development Index (HDI) Indonesia can not be separated from the low quality of education in Indonesia.

Faculty performance is critical in order to encourage the successful implementation of an educational institution specialized at Polytechnic. This indicates that the performance factor is very important to note.

In addition to teaching and research, the faculty performance is also measured by how much community service activities conducted by lecturers annually

considering this activity is one manifestation of Tridarma college

Lack of performance in the field of research and dedication will affect the performance of lecturers itself so that lecturers feel dissatisfied with what he had done.

Keramati and Azadeh [1] stated that a strong management commitment in a higher education institution can facilitate teachers do the teaching to his students.

Work commitment according to Luthans [2] is a strong desire to remain a member of the organization, willingness to exert high effort for the benefit of the organization, as well as confidence in accepting the values and goals of the organization. Based on the opinion of Luthan above, commitment can be interpreted as a psychological bond lecturer at the Polytechnic and its objectives as well as a strong desire to survive at the Polytechnic. Lecturer at the Polytechnic of work commitments in this study focused on three aspects, namely affective commitment, continuance commitment and normative commitment

The work environment can influence commitment to work because the work environment is not good it will encourage employees to change his commitment. Based on these statements, the poor performance of lecturers to

students lecturer was allegedly caused by the working environment is still relatively poor Polytechnic lecturers to support them to work properly.

The Less supportive working environment can lead to job commitment Polytechnic lecturers are still relatively poor, so that eventually the lecturer to less than optimal performance.

Intellectual capital that can improve works commitment of university teacher. Based on the above statement, the commitment Polytechnic lecturers in Indonesia is relatively less likely to be caused by the low intellectual capital. It can be seen that the Polytechnic in Indonesia is relatively more emphasis hard skill than a soft skill that is particularly important in employment and entrepreneurship so that unbalance the hard skills and soft skills will reduce intellectual capital owned Polytechnics itself (Initial Survey, 2013) ,

Low intellectual capital could have implications for educational purposes as well if the professor has a low work commitments. Work commitment is one of the attitudes of reflection feeling likes or dislikes a teacher to the organization work, then the work commitment is a condition or the degree to which an employee is in favor of a particular organization and its goals, as well as the intention and maintains membership in the organization ,

Lecturer with responsibility as educators would be willing to run the command in the interest of higher education institutions so that it can be said that these responsibilities are part of the faculty's commitment to fidelity to concentrate on the task at hand. From the description above, the writer wanted to know whether the intellectual capital and the work environment influence on work commitments.

Research Objective

This research Objective is aimed to:

1. Investigate the impacts of intellectual capital on the work commitment
2. Investigate the impacts of work environment on the quality the work commitment

II. THEORETICAL FRAMEWORK

Intellectual Capital and Work Commitments

Intellectual capital is a strength of the organization arising from those that exist within the organization itself. The dimensions of intellectual capital, there are three, namely human capital, structural capital / organizational and relational capital. Human capital is a very important asset for individuals who have the competence and high commitment expressed as a source of innovation and organizational renewal.

Commitment is seen as a reflection of the commitment affective orientation to the organization, the consideration of loss and gain / cost of leaving the organization and moral considerations to survive in the organization. The dimensions of the work commitment are affective commitment, continuance commitment, and normative commitment.

Intellectual capital owned universities, both in the form of human capital, organizational capital and relational capital can increase faculty work commitments. For example, a good relationship between lecturers and managers can improve the Polytechnic normative commitment of the faculty itself, as well as the organization of attachment between the Polytechnic lecturer at the Polytechnic managers can also build lecturer affective commitment, so that the faculty will continue to serve in the Polytechnic to do Tridharma College.

Results of research conducted Mavis Yi-Ching Chen, Yung Wang Shui, Vicky Sun, [3] concerning intellectual capital and organizational commitment to the creative industries in Taiwan showed that personal human capital and organizational intellectual capital affect the organizational commitment. For personal human capital, employees with higher levels of education are less committed to the organization, while the tenured employee found to be more committed to the organization.

Work Environment and Work Commitments

The working environment in this study is a condition that affects an employee outside employees in doing their jobs. The working environment consists of the dimensions of working conditions, relationships with other teachers, and the availability of work.

While the commitment of this research is seen as a reflection of the commitment of affective orientation to the organization, the consideration of loss and gain / cost of leaving the organization and moral considerations to survive in the organization.

Convenience employees in cooperation with other employees or with his boss is also an important factor to increase employee loyalty to the company. Convenience is meant here is comfort in terms of non-physical work environment perceived by employees.

According to Sedarmayanti [4] the non-physical work environment is all the circumstances relating to the employment relationship, a good relationship with your boss and co-worker relationships, or relationships with subordinates. Therefore, the company must maintain a relationship between the employees that work well for cooperation in accordance with the results desired. The work environment will encourage employees concerned to passionate in their work and eventually become a professional in the form of employee loyalty to the company. Employees who feel comfortable at work will likely want to keep working in such comfort.

Work environment that supports the work of lecturer and student learning can improve work commitment of lecturers, such as a comfortable working atmosphere can create a lecturer at ease teaching and learning process, as well as learning facilities such as a complete laptop / computer, overhead, stationery, and equipment for the more complete work to increase the commitment of lecturers normative.

Intellectual Capital and working environment to Work Commitment

Owned intellectual capital as human capital, organizational, and relational are supported by the orientation of the right learning and is reinforced by a supportive work environment as complete facilities, relationships among faculty harmonious and pleasant working atmosphere can improve work commitment of lecturers in the implementation Tri Dharma university, it is evident from the increasing activity of teaching and learning, research activity levels in one year, as well as increased activity also on sustainable society. Because it can be said that the intellectual capital and working environment together influence the work commitment of lecturers.

Malek Leila Spot et al [5] in his research found that with the increase of each study variable, other variables will increase. For example, as a result of an increase in social capital or organizational commitment, intellectual engagement will increase and organizations can use a competitive advantage. Intellectual capital associated with lecturers and working environment education environment shows that the higher the level of intellect and improvements in the work environment contribute significantly to job commitment lecturer who goes has an influence in improving the quality of educational institutions in this regard polytechnic. From the above, it can be guessed the influence of intellectual capital and the working environment to work commitments.

III. RESEARCH METHOD

This study uses a quantitative research approach. The research method used by the writer is explanatory research method.

The unit of analysis chosen was polytechnic in South Sumatra with a unit of observation (respondent) is a lecturer at the Polytechnic. There were 3 polytechnics in South Sumatra. Thus, the total population is 570 people lecturer. So that the samples were taken in this study of 270 respondents from the polytechnic in South Sumatra, using proportionate random sampling technique The sample size are determined by observing the analytical techniques used to test the hypothesis that structural equation modeling (structural equation model / SEM).

Empirical Method

Output for research model is as on figure below:

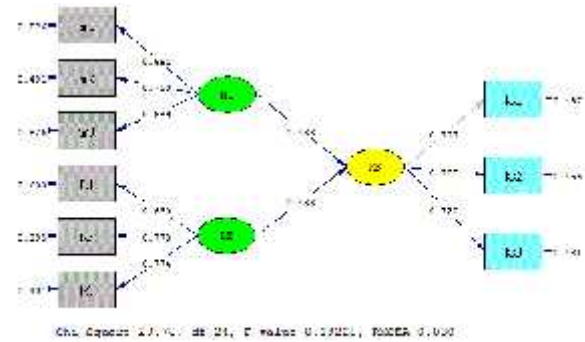


Fig 1. Hybrid Model Calculation Results SEM (Standardized Coefficient)

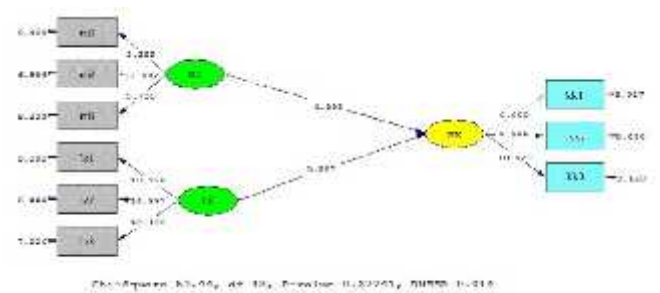


Fig 2. Hybrid Model Calculation Results SEM (t-value)

Summary for the research hypothesis is as on table below:

Tabel 1
Table of Result Test

Structural Equation		Standard dize	Stand art Error	Value t _{value} / F _{value}	Result (t _{value} 1.96)
Endogen Variab	Exogen Variabel				
Lecturers ' work commitm ent	Intellectu al Capital	0.430	0.087	4.895	Significant (Parsial)
	Work Environ ment	0.435	0.0823	5.287	Significant (Parsial)
	Intellectu al Capital and Work Environ ment	R ² = 0.538	0.0855	154.4 6	Significant (Simultan)

Table 2
Hypothesis Testing Results

Hipotesis	Deskripsi	Desicion
H ₁	Intellectual Capital toward to Lecturers Commitment	Accepted
H ₂	Work Environment to Lecturers' Work Commitment	Accepted
H ₃	Intellectual Capitaland Work Environment simultan toward to Lecturers' Work Commitment	Accepted

The explanation for the test results for each hypothesis as follow:

Hypothesis 1:

Hypothesis 1 states that Intellectual Capital system has impacts on Lecturers' work commitment. The test results indicate that the estimation coefficient is 0.430 with T value 4.895 (significant at level 1.96). The figure means that there are an impact and significance of the variable Intellectual Capital toward to Lecturers' work commitment hypothesis 1 is accepted.

Hypothesis 2:

Hypothesis 2 states that Work Environment has an impact on Lecturers' work commitment. It results indicate that the estimation coefficient is 0.435 with T value 5.287 (significant at level 1.96). The figure means that there are an impact and significance of the variable Work Environment toward to Lecturers' work commitment hypothesis 2 is accepted.

Hypothesis 3:

Hypothesis 3 states that Intellectual Capital and Work Environment has the impact on Lecturers' work commitment. It's result indicates that the estimation coefficient is 0.538 with T value 155.46 (significant on level 3.03). The figure means that there are an impact and significance of the variable Intellectual Capital and Work Environment toward to Lecturers' work commitment, hypothesis 3 is accepted.

IV. DISCUSSION

The Effect of Intellectual Capital to Work Commitment of Lecturers

The result of hypothesis testing and analysis proved that intellectual capital is a positive and significant effect on the commitment to work with a coefficient of 0.430 (Figure 1 and Table 1). It provides information that increases the intellectual capital at the Polytechnic in Southern Sumatra, the work commitments Polytechnic lecturer in South Sumatera will increase / high. The results of the study in line with the results of research conducted Mavis Yi-et al [6] concerning intellectual capital and organizational commitment to the creative industries in Taiwan that showed that human capital personal and organizational intellectual capital affect the organizational commitment.

Loading factor dimensions are the most powerful form variable intellectual capital is the capital structure of the organization, which means that the intellectual capital is formed stronger if continuously existing organizational structure in the polytechnic in the southern part of Sumatra runs effectively and lack of clarity of the organizational structure will enhance the work commitments of the lecturers.

The dimensions of the dominant form of intellectual capital is the Capital Structure of the Organization consisting of indicators of the effectiveness of the organizational structure and clarity of organizational structure, while the dimensions of the dominant form Commitment of work faculty is committed affective

consisting of indicators of emotional closeness that is strong against the work, motivation to work and the desire to contribute to the work. The structural capital organization is the organization's ability to respond to the various problems that can include technologies, methodologies and processes explicit knowledge in higher education. It becomes the findings in this study that the capital structure of the organization owned polytechnic in the southern part of Sumatra was able to increase the affective commitment. Thus the fact that the results of the study proved that the intellectual capital provides a positive impact on work commitment at the Polytechnic Lecturer in the southern part of Sumatra.

The Influence on Commitment Work Environment Lecturer

Results of hypothesis testing and analysis indicate that the working environment positive and significant effect on the commitment to work with a coefficient of 0.435 (Figure 1 and Table 2). The most powerful dimension shaping the work environment at the Polytechnic Lecturer in the southern part of Sumatra is the availability of teaching facilities. Its meaning is the availability of facilities and teaching faculty consists of the availability of teaching equipment, the availability of an Internet connection and the availability of lab if provided with complete and adequately provides a strong indication of the commitment of the lecturers have an impact on State Polytechnic southern part of Sumatra.

The results of this study strengthen the results of research conducted by Selda Ta demi Raf ar [7] with the results showed that the working environment has a positive impact on affective and normative commitment to academics working for both state and foundation universities while having a negative impact on the continuous commitment; Amir Subagyo [8] which states that the working environment has a positive and significant impact on organizational commitment.

The dimensions of the dominant shape the working environment is the availability of teaching facility that consists of the availability of teaching equipment, the availability of an Internet connection and the availability of laboratory practice, while the dimensions of the dominant form Commitment of work lecturer is a commitment affective consisting of indicators of emotional closeness that is strong against occupation, motivation to work and a desire to contribute to the work.

Influence of Intellectual Capital and the Environment Working Together to Work Commitment Lecturer

Based on test results and data partly hypothetical intellectual capital and a positive work environment and a significant impact on work commitment. Similarly, proved to be together (simultaneously) the intellectual capital and working environment significantly influence commitment to work with determination coefficient $R^2 = 0.538$, shows the contribution of total direct and indirect effects of the exogenous variables commitments amounted to 53.8% (Figure 1 and Table 1). thus can be interpreted that if the intellectual capital and the working environment becomes

the focus of attention at the Polytechnic lecturer environment in South Sumatra, it will give effect to the commitment of lecturers working alone. Based on these data the most dominant variable influence on faculty work commitment shown by the work environment variables ($r^2 = 0.435$) compared with the intellectual capital variable ($r^2 = 0.430$). While for 0462 ($r = \text{Zeta}$) is another factor affecting the work commitment, but not examined in this study beyond the intellectual capital and the working environment variables.

From these findings, it can be stated that in an effort to increase job commitment lecturer Polytechnic in southern Sumatra, based on empirical evidence and corroborated theoretically be done through intellectual capital with emphasis on capital aspects of structural organization and, improving the working environment with emphasis on aspects of the availability of teaching facilities. Nevertheless, there are other variables that can affect the commitments that are not investigated in this study. It may be a consideration for the next research such as organizational culture, leadership, and many other factors that cause that encourages further research.

V. CONCLUSIONS

1. Intellectual capital is proven to influence positively and significantly to work commitments. The dimensions of the most dominant in the intellectual capital variable capital dimensional structural / organization, while in the variable work commitments predominantly shaped by the dimensions of affective commitment.
2. Work Environment is proven to influence positively and significantly to the Work Commitment. The dimensions of the work environment are the dominant variable dimensions of the availability of teaching facilities, while variable work commitments established by the dimensions of affective commitment.
3. Intellectual Capital and Working Environment are jointly proved to have a positive and significant impact on work commitment of lecturers. The most dominant variable influencing variables lecturer commitment is variable working environment, with dimensions that most reflects the dimensions Availability of Teaching, was the best dimensions reflect Lecturer Variable Commitment is commitment Affective dimension

REFERENCE

- [1] A. Keramati, and M. A. Azadeh. 2007. Exploring the Effects of Top Management's Commitment on Knowledge Management Success in Academia: A Case Study. *Paper presented at World Academy of Science, Engineering and Technology*. Retrieved on 17 October 2010 from <http://www.waset.org/journals/waset/v27/v27-53.pdf>
- [2] Luthans, Fred. 2011. *Organization Behavior, An Evidence-Based Approach*, Twelfth Edition, New York, Mc.Graw-Hill Inc
- [3] Mavis Yi-Ching Chen, Yung Shui Wang, Vicky Sun. 2012. Intellectual capital and organizational commitment: Evidence from cultural creative industries in Taiwan. *Emerald Group Publishing Limited* 0048-3486, Vol. 41 No. 3, pp. 321-339
- [4] Sedarmayanti, (2007), *Manajemen Sumber Daya Manusia Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil*, Bandung : Refika Aditama
- [5] Leila Malek Makan, Sajjad Delavari, Mehrab Afsaneh Keivanshek. 2014. The effects of social capital and organizational commitment on the staff's intellectual contribution in the central building of Shiraz University of Medical Sciences, *Journal of Health Management dan Informatics*, Vol. 2, No. 2
- [6] Mavis Yi-Ching Chen, Yung Shui Wang, Vicky Sun. 2012. Intellectual capital and organizational commitment: Evidence from cultural creative industries in Taiwan. *Emerald Group Publishing Limited* 0048-3486, Vol. 41 No. 3, pp. 321-339
- [7] Selda Ta demi Raf ar .2012. Impact of the Quality of Work-life on Organizational Commitment: A Comparative Study on Academicians Working for State and Foundation Universities in Turkey. *International Journal of Social Sciences Vol. III (4)*.
- [8] Amir Subagyo. 2014. Pengaruh Lingkungan Kerja dan Self Efficacy Terhadap Komitmen Organisasional Dosen Politeknik Negeri Semarang. *ORBITH* VOL. 10 NO. 1 MARET 2014: 7 - 81

