

The Influence of Calculative Commitment toward Lecturers Work Productivity at Faculty of Language and Arts State University of Manado

by Tini Mogeia

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The 5th Celt International Conference Proceeding : Contextualizing the Trajectory of Language and Arts in Contemporary Society



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Faculty of Language and Arts - Soegijapranata Catholic University

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The 5th Celt International Conference Proceeding: Contextualizing the
Trajectory of Language, Arts & Culture in Contemporary Society

English Department, Faculty of Language & Arts, Soegijapranata Catholic University,
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PREFACE

It is an honor and pleasure for me to present to you the PROCEEDING for the 5th Celt International Conference. The conference held on the 9-11th September 2017 was organized by the English Department, Faculty of Language and Arts, Soegijapranata Catholic University.

Celt International Conference is a three yearly event that supports the Faculty's journal, Celt, whose acronym stands for CULTURE, ENGLISH LANGUAGE TEACHING and LITERATURE. Ever since 2001 Celt journal has found ways to obtain qualified manuscripts to publish. Being founder of the International Conference and Celt journal, I am delighted to announce that the journal is not only nationally accredited but it is indexed by DOAJ, Google, IPI, Sinta, Core, EBSCO Information Service, Worldcat, One Search, Harvard Library, University of Oxford and has been given a DOI number by Crossref. The Celt International Conference is one of those ways to obtain many manuscripts for Celt journal to reach the internationally indexed Scopus journal listed by Thomson and Reuters.

Although there are many other International Conferences as competitors, 5th Celt International Conference with its theme in *Contextualizing the Trajectory of Language, Arts & Culture in Contemporary Society* managed to attract many participants and speakers from 20 countries: Australia, Bangladesh, Belarus, China, Croatia, East Timor, France, Japan, Malaysia, Malawi, New Zealand, the Philipines, Portugal, Romania, South Korea, Thailand, Ukraine, the United States of America, and Zimbabwe. From Indonesia alone, participants came from 16 cities. Not only from our very own town Semarang, but also from Bali, Bandung, Bojonegoro, Jakarta, Malang, Manado, Nusa Tenggara Timur, Padang, Salatiga, Solo, Sulawesi, Sumba, Surabaya, Tegal, and Yogyakarta. This theme is appropriately chosen because it is within the time when experts in the teaching and learning of Language and Arts should put whatever they have achieved in their classrooms and field research to be contextualized in society by incorporating the various theories, approaches, and media that we have gathered from various disciplines. I believe, the success of the teaching and learning of language, arts and culture can only be possible if we could see things through a multi-faceted perspective. How language, culture and art have been transnationalized in various countries by keeping some its original forms that are combined with local materials is something that we need to be aware of to ensure success in what we currently do as teachers, students, and professionals in the business world.

In today's world, success may only be reached not by its uniqueness but rather of its collaborativeness. What is the correct English language pronunciation nowadays? Is it by having an American-English, British-English, Australian-English, Singaporean-English, Indian-English, Javanese-English or what? What is English language culture nowadays is it purely western or should there be mixture of eastern culture in it? What does it mean when we say we are living in a globalized culture and speaking a globalized language? How can we contextualize all of this?

This proceeding records the ideas and practices that tries to answer those questions, through the forms of the papers shared in the form of an international conference. Not all of the papers are published in this proceeding, however. As instructed by the Ministry of Research, Technology and Higher Education in Indonesia, who become the main sponsor for the 5th Celt International Conference; some of the papers are proudly sent to academic journals. I sincerely hope that the papers would be published in those academic journals who agreed to collaborate with Celt journal, such as the MJLL: Malaysian Journal of Languages and Linguistics; Asian Englishes, TEFLIN: The Association for the Teaching of English as a Foreign Language in Indonesia, Asia TEFL, k@ta. Lingua Cultura, IJAL: Indonesian Journal of Applied Linguistics and IJALEL: International Journal of Applied Linguistics and English Literature. Whether published in those aforementioned journals or this proceeding, all of the manuscripts have been written well and should be shared as they fruitfully add to our knowledge of teaching and learning the English language, culture and arts of the current age. In this occasion, I sincerely thank all of the authors that have kindly contributed their best work to this proceeding.

Like all things, nothing is perfect. This proceeding is merely a media to publish the author's manuscripts. The contents and grammar usage are born solely on the authors themselves. If there are questions or inconveniences that arise while reading the manuscripts presented in this proceeding, readers are more than welcome to directly contact the authors by email.

May we all be blessed with a more energized way to help support more authors to write more and more manuscripts for the better development of the teaching and learning of English language, culture and arts!

Amen.

Ekawati Marhaenny Dukut

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The Influence of Calculative Commitment toward Lecturers Work Productivity at Faculty of Language and Arts State University of Manado

Tini Moge

tinimoge@gmail.com

English Education Department, Universitas Negeri Manado,
Manado, Indonesia

Abstract: This causal research aims finding out the direct influence of calculative commitment toward lecturer's work productivity at Faculty of language and Arts State University of Manado. The data will be collected from a randomly selected 60 lecturers. The data will be collected through questionnaire. The questionnaire will be signed by Likert Scale. A path analysis was used to analyze the data descriptively and inferentially. It is expected that the findings show that direct influence of calculative commitment lecturers work productivity. Final result, the calculation of the effect of calculative commitment to work productivity, obtained by path coefficient of 0.291. for the influence of study program variable to work productivity variable equal to 2,490 bigger than $t_{table} = 2,003$ for $\alpha = 0,05$ with $dk = 56$. Based on this research it can be concluded that there is a positive direct influence of the calculative commitment to the productivity of the lecturer.

Key words: Calculative Commitment, Work Productivity, Faculty of Language and Arts

Abstrak: Penelitian kausal ini bertujuan untuk mengetahui pengaruh langsung komitmen kalkulatif terhadap produktivitas kerja dosen di Fakultas Bahasa dan Seni Universitas Negeri Manado. Data akan dikumpulkan dari 60 dosen yang dipilih secara acak. Data akan dikumpulkan melalui kuesioner. Kuesioner tersebut akan ditandatangani oleh Skala Likert. Analisis jalur digunakan untuk menganalisis data secara deskriptif dan inferensial. Diharapkan temuan tersebut menunjukkan bahwa pengaruh langsung produktivitas kerja dosen calculative produktivitas kerja. Hasil akhir, perhitungan pengaruh komitmen kalkulatif terhadap produktivitas kerja, diperoleh koefisien jalur sebesar 0,291. Untuk pengaruh variabel program studi terhadap variabel produktivitas kerja sebesar 2.490 lebih besar dari $t_{tabel} = 2,003$ untuk $\alpha = 0,05$ dengan $dk = 56$. Berdasarkan penelitian ini dapat disimpulkan bahwa terdapat pengaruh langsung positif dari komitmen kalkulatif terhadap Produktivitas dosen.

Kata kunci: Komitmen Kalkulatif, Produktifitas Kerja, Fakultas Bahasa dan Seni

INTRODUCTION

Universities are educational units of higher education providers with the aim of mastery of science and technology. PP No. 60 of 1999 CHAPTER III on the Implementation of Higher Education states that the universities organize higher education and research and community service. In implementing the function of tri dharma of higher education, education and teaching, research, and community service, higher education has a very strategic position in order to produce human resources capable of competing globally. As a dynamic institution, higher education continuously improves its progress in accordance with the development of the era, able to meet the needs of the community, is required to play more role in maximizing the potential of learners to be able to compete academically in accordance with the field he is engaged in.

Lecturers are renewal agents, act as leaders and supporters of community values, as facilitators enable the creation of good learning conditions for students to learn, responsible for the achievement of student learning outcomes. Lecturers are required to be an example in the management of teaching and learning process for prospective teachers in this case, especially students who are interested in educational study program, professionally responsible lecturer to continuously improve their ability and uphold professional code of ethics.

Efforts towards improving quality and competitiveness is an absolute necessity that must be met in order to respond to a highly competitive global challenge. In the implementation of educational and teaching activities, research and community service, productivity improvement can only be done by lecturers. One measure of lecturer performance success lies in its productivity. If the productivity is high or increases, it is declared successful. Conversely, if productivity is lower than standard or decreased, said no or less successful.

Factors that are considered to affect the productivity of the lecturer's work is a calculative commitment. Commitment is considered to have an effect on the improvement of lecturer's productivity. In a very simple language according to Siagian the point lies in the only word with deeds. The growth of commitment as a logical sense of belonging to an organization, the members of the organization will make commitments, including paying homage - in such a way that they will sincerely work for the success of the organization. Such willingness will only grow and develop if the members of the organization believe that the success of the organization will pave the way for them to achieve their goals, hopes, desires, and personal interests.

Commitment consists of three aspects or dimensions: (1) affective commitment; (2) commitment calculative and (3) normative commitment. Calculative commitment is the summons of employees in carrying out their work so as to give satisfaction. Calculative commitment is closely related to the need for promotion of office so that employees in the call and involvement in the organization or work shows the seriousness and loyalty that have implications for job performance. In addition, the call and involvement of employees in the organization

related to the fulfillment of needs and survival. Another characteristic described by the calculative commitment is that calling within the organization will give satisfaction to the needs.

This research is focused on the Influence of Calculative Commitment of Toward Lecturers Work Productivity at Faculty of Language and Arts State University of Manado.

LITERATURE REVIEW

A. Calculative Commitment

Cambridge Advanced Learner's Dictionary mentions that commitment is "when you are willing to give your time and energy to something that you believe in, or a promise or firm decision to do something". When someone wants to give time and energy to something that is believed, or a promise, or a unanimous decision to do something that is a commitment.

Luthans classifies organizational commitment into three different dimensions. First, a strong desire to remain a member of a particular organization. This definition contains commitment in the context of one's loyalty to the organization. With such an attitude, committed individuals will continue to strive to become members of their organization, even though the organization is unable to elevate its life. Second, commitment can also be interpreted as a desire to develop a high level of business within the organization. This dimension of commitment can be viewed as an internal strength that exists within the individual to develop its performance standards in order to improve organizational performance. Third, commitment also means a set of beliefs and acceptance of organizational values and goals. This definition describes commitment is a person's attitude in accepting the values and goals of the organization and actualize it into more tangible forms. Everyone has limited time and energy, but with good commitment, time can be "made" and energy can be "gathered".

Commitment is seen as a value orientation toward an organization that shows the individual is very thoughtful and prioritizes work and organization. Individuals will strive to provide all the efforts it has in order to help the organization achieve its goals.

Morgan and Hunt 1994 cited by Jose'e Bloemer defines commitment as a consumer's enduring desire to continue a relationship with a specific retailer. Commitment is calling and devotion to being involved, committed and together with people, consumers, organizations, and tasks. Commitment will also be related to the meaning of our presence in a community. Committed people are often a source of energy for others. Boone and Johnson (1980) put forward five key commitments:

- a. Commitment to the organization,
- b. Commitment to self,
- c. Commitment to consumers,
- d. Commitment to others, and
- e. Commitment to duty.

Morgan and Hunt were quoted by Jose'e Bloemer as committing as a consumer's enduring desire to continue a relationship with a specific retailer.

Table 1:
Calculative Commitment

FAC ET	FOR THE ORGANIZATION	FOR THE COMMUNITY
Links	<i>*I've worked here for such a long time.</i> <i>*I'm serving on so many team and committees.</i>	<i>*Several close friends and family live nearby.</i> <i>*My family's roots are in this community.</i>
Fit	<i>*My job utilizes my skills and talents well.</i> <i>*I like the authority and responsibility I have at this company.</i>	<i>*The weather where I live is suitable for me.</i> <i>*I think of the community where I live as home.</i>
Sacrifice	<i>*The retirement benefits provided by the organization are excellent.</i>	<i>*People respect me a lot in my community.</i> <i>*Leaving this community would be very hard.</i>

Source
:
Morgan and
Hunt

Hunt (1994)

B. Work Productivity

According to Payaman, productivity is a benchmark achievement of business results by comparing the value of the results achieved and the value of all materials and efforts used to achieve these results. This is in line with Whitmore (1979: 2) in Sedarmayanti that, productivity is a measure of the use of the resources of an organization. Whitmore argues that productivity is a measure of the use of resources in an organization or institution that is determined as the ratio of outputs achieved in accordance with the resources used. Wayne and Shane agree that Productivity is a measure of the relationship between inputs (labor, capital, natural resources, energy, and so forth) and the quality and quantity of outputs (goods and services)

Productivity contains a mental attitude that always holds that life today must be better than yesterday, and tomorrow must be better than today. With this view, one

will be encouraged to be dynamic, creative and innovative in carrying out its duties. Prokopenko defines productivity as the relationship between results and the time it takes to accomplish them. Time is often a good denominator since it is a universal measurement, and it is beyond human control. The less time taken to achieve the desired result, the more productive the system.

Figure 1:
Measurement of Productivity

$$\frac{\text{Output}}{\text{Input}} = \text{productivity}$$

Source: Prokopenko (1987)

Umar raising productivity can be done by improving productivity ratios, by generating more output or better output with a given resource input level as Blecher suggests in Wibowo that productivity is often compared to predetermined standards. When more outputs are generated from the same number of entries, or fewer inputs can be used to obtain the same output, productivity is improved. This means that the achievement of the results through the dynamic motion of individuals in the work.

The opinion of Paul Mali (Tjutju Yuniarsih and Suwarno, 2008: 162) that in measuring productivity based on effectiveness and efficiency. Effectiveness is associated with performance, and efficiency is associated with the use of resources. Productivity in education is related to the overall process of structuring and using resources to achieve educational goals effectively and efficiently. This is in line with Gaspers (2000: 18) regarding productivity measurement is as follows:

Figure 2:
Measurement of Productivity Source: Gaspers (2000)

$$\text{Productivity index} = \frac{\text{Output} = \text{Performance} = \text{Effectiveness}}{\text{Input} = \text{Time Allocation} = \text{Effectiveness}}$$

C. Relevant Research

Some of the relevant studies that serve as reference for this research include Pakde, Janususilo, Anders Gustafsson, Michael D. Johnson, & Inger Roos and Neti Karnati. Pakde argued that work productivity as one of the current management orientations, its existence is influenced by various factors. Factors affecting work productivity are (1) Remuneration; (2) Education and Training; And (3) Understanding and Process of Manpower Planning. Pakne concludes that remuneration is the reward or remuneration that a company provides to the

workforce as a result of the achievements it has given in order to achieve the company's objectives.

Janususilo, in his research on Productivity Basics, productivity development must be done through (1) movement movement; (2) movement of productivity improvement (improvement); And (3) the maintenance movement.

Anders Gustafsson, Michael D. Johnson, and Inger Roos in his research on empirical studies on customer satisfaction (Emperical Study of Telecommunications Customers) put forward three things about the calculative commitment that is (1) It pays off economically to be a customer of the company.) I would suffer economically if the relationship were broke, and (3) The company has location advantages versus other companies. Anderson suggests that managers should evaluate overall and periodically on customer performance and satisfaction and offer competing opportunities as calculative commitments.

METHODOLOGY

A. Research Method

Based on the problem and purpose of this research, the research method used is a survey with a technique of study of sexuality or the study of the relationship of four variables studied. Surveys are studies that take samples from a population and use questionnaires as an instrument of data collection (Burhan Bungin, 2004: 44). The first variable is the endogenous variable, i.e. work productivity (Y), intervening variable is the calculative commitment (X). This research was analyzed by using multivariate statistic with path analysis technique. It is asserted that in path analysis techniques, intervening variables must be grouped into dependent variables in conducting regression analysis to make conclusions made accountable conceptually.

After a study of theories concerning calculative commitment variables it can be obtained answers to the problem whether there is a significant influence on the productivity of lecturer work. Constellation relation between research variables can be seen in the picture as follows:

Figure 3:
Theoretical Model Research the relationship between variables



Information:

X = Calculative commitment

Y = Productivity of lecturers

B. Population and Sample

Population is a generalization region consisting of: objects / subjects that have a certain quantity and characteristics set by the researchers to be studied and then drawn conclusions. The statement means that the population in the study is a collection of data that has the characteristics or characteristics of a particular phenomenon. The population of this research are all lecturers at Language and Art Faculty of Manado State University. The population is affordable as a sampling frame totaling 152 people. The sample of this research is 60 people by random sampling. The sampling technique used in this research is by using the Random Sampling procedure, which is the sample selection process where all members of the population have the same opportunity to choose. Sampling of the population is done randomly regardless of the strata present in the population. This is done because members of the population are considered homogeneous.

C. Data Collection Technique

The instrument of data collection is questionnaire. Questionnaires were used for data collection concerning the commitment of calculative and work productivity of lecturers. Questionnaires are arranged in the form of statement items constructed based on indicators of each variable derived from theoretical studies. Each item is prepared by giving five alternative answers. The process of preparing the instrument is preceded by the preparation of grain instrument grid concept based on theoretical study framework, which consists of indicators.

D. Conceptual and Operational Definition

Variable Calculative Commitment (X)

a. Conceptual Definition

Calculative commitment is a condition in which a person expresses a creative attitude and develops himself based on a sense of internal / external, satisfaction / welfare and promotion.

b. Operational definition

Calculative commitment is a condition in which a lecturer expresses a creative attitude and develops himself based on a sense of justice, satisfaction / welfare, and promotion of a position reflected in the score of the respondent's assessment of the given instrument.

c. Instrument Grille

Table 2:
Measurement of Productivity

No	Indicator	Item	Amount
1	Internal justice	1-12	12

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2	External justice	13-27	13	
3	Satisfaction over salary / welfare	28-48	21	Variable Work Productivity (Y)
4	Promotion of position	49-53	5	
		Total	53	a. Conceptual Definition

Work productivity is the result of a person's work within the scope of his work at a certain time period by considering the effectiveness and efficiency concerning (a) the implementation of education and teaching, (b) the implementation of research and (c) the implementation of community service. Effectiveness is the conformity of planning with the results obtained, or the accuracy of the systems, methods, and or processes and procedures used to produce the planned services. Efficiency is the savings in using resources (funds, manpower, time, etc.) for the production and presentation of services that suit your needs.

b. Operational definition

Work productivity is the work of lecturers within the scope of their work over a certain period of time by considering the effectiveness and efficiency of (a) the implementation of education and teaching, (b) the implementation of research and (c) the implementation of community service as reflected by the scores of respondents' Given.

c. Instrument Grille

Table 3:
Productivity Grid from Lecturer Work

No	Indicator	Item	Amount
1	Results of Implementation of Education and Teaching	1-21	21
2	Results of Research Implementation	22-24	3
3	Results of Community Service Implementation	25-30	6
		Total	30

E. Data Analysis

The data collected through research instruments were analyzed using descriptive statistical analysis techniques and inferential statistics. Descriptive analysis is used for data presentation, central size and size of the spread of each variable singly. The presentation of data in the form of distribution list and histogram. Central size of mean, median, mode, maximum score and maximum score. The size of the spread in the form of variance and perennial analysis is used to test the research hypothesis by using path analysis which is preceded by the analysis requirements test, namely normality test, regression linearity test. The hypothesis tested in this study is related to the presence or absence of influence between independent variables with no free.

RESULTS

A. Description of Research Data Result

Description of the data presented in this section includes the data of Variable Calculative Commitment (X) and Variable Work Productivity (Y). Description of each variable successively starting variables X and Y:

1. Variable Calculative Commitment (X)

The data obtained through this research is processed statistically into the frequency distribution list. The score range is 29, number of classes 6,91 (taken 6), with a maximum score of 203, and a minimum score of 159 while the class length is 4.20 (taken 4). The results of the analysis show that the calculative commitment variable has a mean value of 184.467 with standard deviation is 7,493, 183 mode and median 183. Data processing can be seen in frequency distribution list as follows:

Table 4:
Frequency Distribution of Group Data Variables of Calculative Commitment

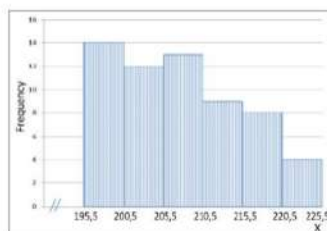
No.	Class Interval	Absolute Frequency	Relative Frequency (%)	Cumulative Frequency (%)
1	196 - 200	14	23,33	23,33
2	201 - 205	12	20,00	43,33
3	206 - 210	13	21,67	65,00
4	211 - 215	9	15,00	80,00
5	216 - 220	8	13,33	93,33

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6	221 - 225	4	6,67	100,00
Total		60	100,00	

The frequency distribution is based on grouping data from five categories, i.e. never, sometimes, often, and always. The data above shows that, the frequency / number of respondents in the calculative commitment variable score 196-200 with the number of respondents 14 respondents or 23.33%. Distribution of calculative commitment score distributions can be seen in the following histogram:

Figure 4:
Histogram Graph Work Productivity



2. Variable Work Productivity (Y)

The data obtained through this research is processed statistically into the frequency distribution list. The score range is 28, number of classes is 6.91 (taken 5), with a maximum score of 127.00, and a minimum score of 67.00, while the class length is 4.05 (taken 5).

The result of analysis shows that work productivity variables have mean value of 96,317 with standard deviation is 12.234, 91.00 mode and median 93. Data processing can be seen in frequency distribution list as follows:

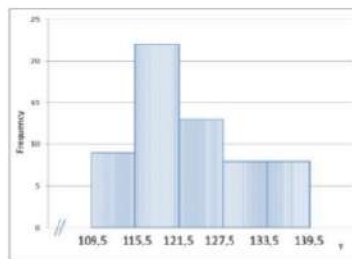
Table 5:
Data Frequency Distribution Group Variable Work Productivity

No.	Class Interval	Absolute Frequency	Relative Frequency (%)	Cumulative Frequency (%)
1	110 - 115	9	15,00	15,00
2	116 - 121	22	36,67	51,67
3	122 - 127	13	21,67	73,34
4	128 - 133	8	13,33	86,67
5	134 - 139	8	13,33	100,00

Total	60	100,00
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The frequency distribution is based on grouping data from five categories, i.e. never, rarely, sometimes, often, and always. The data above shows that, the frequency / number of respondents in the most variable work productivity is in the class interval 116-121 with the number of 22 respondents or equal to 36.66%. Distribution of work productivity variable distribution scores is shown in the following histogram:

Figure 5:
Histogram Graph Work Productivity



Distribution of work productivity variable distribution scores is shown in the following histogram:

B. Significance and Linearity of Calculative Commitment (X) over the Work Productivity Regression (Y)

The calculation of the effect of calculative commitment to work productivity, obtained by path coefficient of 0.291. In this study determined the influence is significant or not when $\text{count} > \text{table}$. But if $\text{count} \leq \text{table}$, then stated there is no direct effect of Management program variable to performance. It turns out that the value of count for the influence of study program variable to work productivity variable equal to 2,490 bigger than table = 2,003 for $\alpha = 0,05$ with $dk = 56$, hence can be concluded that there is positive direct positive influence of calculative commitment to work productivity.

CONCLUSION

Based on the analysis of the productivity of lecturers of the Faculty of Languages and Arts of Manado State University, it can be concluded that there is a positive direct influence of the calculative commitment to the productivity of the lecturer. This means that the increased commitment of the lecturer on calculative considerations will increase the productivity of the lecturers' work in performing their service duties. Based on these conclusions, the results of this study have implications: 1) Calculative commitment increases when the lecturer's confidence is met and increased through the ability of self in performing tasks, self-control,

responsibility, and motivation to achieve the goals that have been determined. 2) Lecturer work productivity increases when the lecturer's confidence is met through a sense of justice, satisfaction / welfare, and promotion of office.

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