

AN ANALYSIS OF INFLUENCE ACTIVIST FIGURE, JOB EXPERIENCE, WIDE KNOWLEDGE AND DISCIPLINE TO LECTURER PERFORMANCE

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Abstract. Research related with main problems surrounding lecturers as professionals, scientists and educators who have ability so that transformation science to object education need analysis science related with human resource management . The issue raised related with variables used for title is for can understood that relatedness variables the with title is something benefits for reveal something influencing factors to performance useful profession for give something understanding knowledge and technology to child educate for can used develop skills. Review the theory used is something literature review containing about some and or the whole thing that discusses achievement something research so that with thus attachment between hope and reality can revealed about main understanding gap research . This is so to be continued with method study with road quantitative which discusses about influencing factors in a way significant, it turns out based on existing data , Job experience as lecturer and Job as lecturer influence pattern think proactively , vision as activist and ex-activist. Variable other no significant, and significant variables with category excluded, it turns out moment correlated between independent variables and dependent variables have an influence positive and significant, variable this is an activist figure . Benefits activist to public directio.

Keywords: Discipline; Figure Activist; Job Experience; Lecturer Performance; Wide Knowledge

1. INTRODUCTION

Related research with title Influence of activist figures , experiences work , broad knowledge and discipline to performance Lecturer.page also as part from some of those who follow directions education during lecturer follow lectures in the past, things the will required For give argumentation in a way objective about the need done research, research related with resource man the can said to be a very important issue about relatedness title with resource humans , especially required For all factors that become references, curriculum vitae , as well as behavior good lecturer whether influenced by factors factor earlier, with thus with data collection accompanied by with measurement will can obtained the relationship that will can Enough give explanation regarding the importance profession lecturers and everything something that supports related with dynamics development effort improvement performance desired goal achieved is:

1. To determine the influence of the activist figure variable (X1) on lecturer performance. Lecturer performance can be measured based on the ability to provide and explain a vision related to life views, the relationship with the vision can be expressed regarding the working mechanism of human resources who conduct data collection regarding the relevance of the relationship between lecturers who have experience as activities that will have implications for the character of educators. The argument is quite meaningful so it is reasonable that the person concerned can understand performance insights, these insights can provide a nuance

of behavior that is influenced by organizational thinking, networks between people, also related to the atmosphere of life, both in the corporate and public spheres.

2. Used to determine the influence of the work experience variable (X2) on lecturer performance. Lecturer performance is measured regarding the relationship between the influence of the work experience variable on lecturer performance, which is measured based on lecturer performance.
3. The third independent variable is a variable related to the main substance of research problems in the field of management, namely the specialization obtained through education at various levels, as well as the competencies possessed in the scope of work related to educational institutions. The third independent variable is *wide knowledge*, namely broad knowledge.
4. The use of the human resource concept is carried out by conducting an analysis related to the fourth independent variable, namely discipline. Discipline is a substance that indicates a person in the context of labor productivity, that a KPI (*Key Performance Indicator*) for the basis of calculation is related to the calculation between the use of resources as input and is calculated based on working hours in one day, work in one week, one month consists of four weeks, and the number of months in one year. Discipline is the use of a work method that is always ready for scheduling and follows the work schedule on time.

The significance of the title of the research is that the profession of Lecturer is a profession with a fairly professional social status because of unlimited learning, with various offers of positions in organizations, company commissioners, also the possibility of part-time work as directors, and this is a practice of implementing knowledge in the fields of economics, business, management and accounting.

The difference between theory and fact is that in theory it is stated theoretically in a course book, as well as the display of published research results. Theory is something that is done in the context of human resource management, that in relation to this, performance management theory needs to be aligned with facts, so that it can be done well. Facts are something that is used as a realistic thing about the conditions that are used as research objects, and are something that is related to evidence-based data in performance management theory. Lecturer performance is influenced by four independent variables.

2. LITERATURE REVIEW

Developing role research from previous or relevant research is crucial, as it can assist and strengthen theoretical studies and phenomena of relationships or influences between variables in a study. This article reviews and attempts to confirm the factors influencing lecturer performance and organizational citizenship behavior (OCB), including individual character, organizational culture, and individual behavior. Literature review Management Resource Man results from library research is that:

- 1). Characteristics individual influential to performance lecturer; 2). Culture Work influential to performance lecturer; 3) behavior individual influential to performance lecturer; 4). organizational citizenship behavior influential to performance lecturer; 5). Characteristics individual influential towards organizational citizenship behavior; 6). Culture Work influential to *organizational citizenship behavior*; 7). Behavior individual influential to *organizational citizenship behavior*; 8). Characteristics individual influential to performance lecturer through *organizational citizenship behavior* ; 9). Culture Work influential to performance lecturer through organizational citizenship behavior ; and 10). Behavior individual influential to performance lecturer through organizational citizenship behavior
- Keyword: Characteristics

individual , culture work , behavior Individuals , *Organizational Citizenship Behavior* , and Lecturer Performance.[4]

Lecturers as educational staff are required to have several competencies, which include: pedagogical, professional, social and personality competencies. This study aims to determine

How big is the influence and contribution of teaching competence and experience on lecturer performance? Faculty of Engineering, Panca Marga University, Probolinggo. The exogenous variables in this study are pedagogical competence (X1), personality and social competence (X2), and lecturer teaching experience (X3). The endogenous variable in this study is lecturer performance (Y). The *ex-post facto method* in a qualitative approach was used in this study. The number of samples in this study was 39 lecturers using proportional random sampling technique. Data collection techniques used tests, documentation, questionnaires, interviews, and observations. The purpose of this study was to determine the direct and indirect influence of independent variables (exogenous) on endogenous dependent variables with path analysis of the decomposition model. Descriptive and inferential statistics with the help of the SPSS program version 18 were used in data analysis. This study shows that pedagogical competence; personality and social competence; and teaching experience contribute significantly (97.5%) to lecturer performance and 2.5% is influenced by other factors. The results of this study are expected to be followed up by the University to improve lecturer performance.[1].

In carrying out their functions, universities are highly dependent on the performance of human resources (HR), especially lecturers. Lecturers have a significant responsibility in achieving national education goals, namely to educate the nation and improve the quality of Indonesian people in aspects of faith and piety, morals, mastery of science, technology, and the arts (Directorate General of Higher Education, 2020). Thus, lecturers are needed who are professional, qualified, and have high integrity. Lecturer performance is an important indicator in determining the success of higher education institutions. To achieve institutional goals, university leaders must be able to establish policies that support lecturers in carrying out the Tri Dharma of Higher Education: education and teaching, research, and community service (Ministry of Education and Culture, 2021). These three elements must be implemented in a balanced manner to ensure the role of lecturers in national development is effective. However, based on observations in the Undergraduate Accounting Study Program at Pamulang University, there are problems in the implementation of lecturers' duties, as evident in delays in functional promotions. This shows that lecturer performance is not optimal, which is caused by, among other things, the lack of fulfillment of academic requirements such as the appropriate level of education or not having a functional position [2].

The purpose of this study is to determine the effect of organizational culture and work discipline on the performance of lecturers at Dharmas University of Indonesia through work motivation as an intervening variable. The population and sample in this study amounted to 82 people. This study used multiple regression analysis. The results of the study show 1. That partially there is a positive and significant influence of organizational culture on work motivation. With a significance level of 0.011 smaller than alpha 0.05, it can be obtained that H0 is rejected Ha is accepted. Partially there is a positive and significant influence of work discipline on work motivation. With a significance level of 0.021 smaller than alpha 0.05, it can be obtained that H0 is rejected Ha is accepted. Partially there is a positive and significant influence of organizational culture on lecturer performance. With a significance level of 0.024 smaller than alpha 0.05, it can be obtained that H0 is rejected Ha is accepted. Partially there is a positive and significant influence of work discipline on lecturer performance. With a significance level of 0.029 smaller than alpha 0.05, it can be obtained that H0 is rejected Ha is accepted. Partially there is a positive and significant influence of Work Motivation on lecturer performance. With a

significance level of 0.007 smaller than alpha 0.05, it can be obtained that H_0 is rejected and H_a is accepted. Work motivation does not mediate organizational culture on lecturer performance. Where the indirect relationship is smaller than the direct relationship ($0.048 < 0.141$), it can be obtained that it is not mediated. Work motivation does not mediate work discipline on lecturer performance. Where the indirect relationship is smaller than the direct relationship ($0.047 < 0.110$), it can be obtained that it is not mediated.[3]

Digital transformation has changed the way organizations conduct business, manage human resources, and enhance competitive advantage. In this context, digital leadership is a crucial factor in determining organizational success, particularly in optimizing the performance of Generation Z employees, who have been familiar with technology since birth and possess different work characteristics compared to previous generations. This study aims to analyze and summarize empirical findings regarding the influence of digital leadership on the performance of Generation Z employees in the era of digital transformation. The method used was a systematic literature review based on the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines. A total of 20 scientific articles published between 2021 and 2026 were analyzed in depth based on the research objectives, methods, studied variables, and main findings. The results of the study indicate that digital leadership has a positive and consistent effect on improving employee performance, both directly and through mediating variables such as creativity, work engagement, innovation capability, digital transformation, and talent management. Digital leadership also supports the ability to adapt to technology, encourages innovation, strengthens team collaboration, and creates a work environment that supports the productivity of Generation Z. On the other hand, this study identified several gaps, namely the limited number of studies that specifically discuss the performance of Generation Z, the dominance of quantitative approaches, and the lack of research that integrates digital leadership, digital transformation, and employee performance in one conceptual framework. These findings are expected to enrich the study of digital leadership and become a reference for organizations in designing effective strategies to improve the performance of the Generation Z workforce in the era of digital transformation.[5]

Modern universities demand a balance between intellectual excellence and social maturity through organizational development. However, the reality at UIN Syarif Hidayatullah Jakarta demonstrates a sharp conflict of priorities between the demands of a technical curriculum and a strong organizational culture, which often leads to academic procrastination. This study aims to evaluate the dynamics of student activists' time management and its impact on mastery of technical competencies. Using a descriptive qualitative approach, this study combines one semester of participant observation data with a literature review of 10 journal articles (2021-2025). The research findings reveal that inefficient time management in organizational activities is correlated with "cramming" behavior, which significantly reduces the quality of programming hard skills. Nevertheless, supporting literature confirms that organizations remain effective incubators for leadership soft skills when managed strategically. This article recommends adopting the Eisenhower Matrix discipline and the concept of Deep Work.[6]

This study aims to analyze the influence of Lecturer Integrity and Motivation on Lecturer Performance in the classroom, from students perspective. The sample consists of 89 students of the economics education study program STKIP PGRI Bangkalan. Integrity and motivation are considered fundamental prerequisites that empirically influence the quality of effective teaching. This study uses a descriptive quantitative method. The data collection method uses a questionnaire. Data analysis will be carried out using Multiple Linear Regression, after going through a series of classical assumption tests. The results of the study revealed that there is a significant influence of lecturer integrity partially on lecturer performance; there is a significant

influence of lecturer motivation partially on lecturer performance; there is a significant influence of lecturer integrity and motivation simultaneously on lecturer performance. It is expected to provide empirical evidence regarding the contribution of lecturer moral-ethics and encouragement to the effectiveness of the learning process, as well as being a basis for institutions in improving the lecturer evaluation and development system.[7]

3. RESEARCH METHODS

The research conducted to determine the influence of a variable on other variables significantly and also to test the theory of performance management is related to the substance of human resource management which is focused on the concept of performance management. Social science research, with quantitative categories, is a form of research that will use regression equations. After SPSS had been processed, We need to explaining about Table SPSS.

Variable Enter^a

Model	Variables Entered	Variables Removed	Method
1	Dicipline		Enter
	JE, WK ^b		

a) Dependent Variable: Lecturer Performance

b) Tolerance = 0.000 limit reach

Model Summary

Model	R	R Square	Adjusted R Square	Std Error of the Estimate
1	.991 ^a	.981	.980	48.330

a. Predictors (Constant), DISCIPLINE, JE, WK

ANOVA ^a

Model		Sum of Squares	df	Mean Square	F	Sig
1	Regression	5384673.713	3	1794891.238	768.434	0.001
	Residual	102774.204	44	2335.777		
	Total	5487447.917	47			

a. Dependent Variable: LECTURER PERFORMANCE

b. Predictors (Constant): DISCIPLINE, JE, WK

Coefficients

		UNSTANDARDIZED	COEFFICIENTS	STANDARDIZED		
Model		B	STD ERROR	Beta	t	Sig
1	(Constant)	40.495	53.299		.760	.451
	JE	24.734	.650	1.013	38.054	<.001
	WK	-.078	.322	-.014	-.243	.809
	DISCIPLIN	-.045	.107	-.024	-.426	.672

a. Dependent Variable: Lecturer Performance

Excluded Variable

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Model		Beta in	t	Sig	Partial Correlation	Collinearity Statistics Tolerance
1	FA	b	48.025	0.000	To	.000
					dependent	

a. Dependent Variable: Lecturer Performance

Fisher's test was carried out by obtaining data in the process from SPSS as follows, namely data with degree of Freedom = 3, Fisher's test count = 768,434,

Residual Degree of Freedom = 44. Significance Value = 0.001. Thus, to obtain the interpretation is as follows: Fisher's test to test the influence simultaneously, namely whether all variables have the same effect on the dependent variable. The significance value in question is $0.001 > 0.05$, so H_0 is rejected, and H_1 is accepted. The calculated F value = 768.434 is also greater than the F Table value = 0.05, F Table is around 2.82. This further strengthens that the regression model is significant.

After seeing the t-count tabulation, by mention attention to the regression equation that was formed, after understanding the process in SPSS =

The regression equation is =

$$Y = 40,495 + 24,734 X_1 - 0.078X_2 - 0.045X_3 + e$$

1. Based on the t test, the results obtained are t count on the variable coefficient, namely for the Job Experience variable, the number of samples = n or with degrees of freedom is $df = n - k - 1$ where k is the number of independent variables. df residual = 44 with 3 independent variables Job Experience, Wide Knowledge, and Discipline. The significance level used is $\alpha = 0.05$ (two-sided / two-tailed), so that t table = 2.015.
Because t count = 38.054 t table = 2.015, t count > t table, then the result is significant. This is also reinforced by Sig = $0.001 < 0.05$.
2. Based on the Wide Knowledge variable with t count of -2.43 with significance = .809, it does not have a positive and significant effect.
3. According to the Discipline variable, with a calculated t of -0.426 with a significance of 0.672, it does not have a positive and significant effect.
4. The fourth variable is included as an excluded variable, this variable is prominent activist with collinearity statistics of 0.000, namely t count = 48.025 and significance = 0.001, if used as the only independent variable for the dependent variable Lecturer Performance.

4. RESULTS AND DISCUSSION

Based on the staging process research conducted in Research Methods, then matter the related with results will be discussed in Chapter IV so the results which are explanation from phasing in the method study is expected Enough answer existing problems. In addition to discussing existing results relatedness with statistics, then main problems the main thing that goes through the process until reach desired solution as effort know significance independent variables used, too related with theory performance collective, which is *collective achievement*. Lecturers are members of the academic community with the hope of achieving the highest possible achievements. With the explanation that an organization is needed to hone *the soft skills* needed as added value for a student. This forum can be called an organization. People join organizations motivated to seek experience, *networking* and *soft skills*. Contributions to organizations to train cooperation, *teamwork*, learning to understand and be understood, a moral responsibility, a means of conveying the truth and a field of worship. (Yadiman and

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Purwadi, 2020). According to the primary data collection process carried out, there will be data in Table 4.1 as follows.

Table 4.1. Variables from Data Collection for Regression Equation.

No	Figure Activist	Job Experience	Wide Knowledge	Discipline	Lecturer P
1	110	0	100	672	0
2	120	1	100	672	0
3	130	2	100	672	100
4	140	3	100	720	100
5	150	4	200	720	100
6	160	5	200	720	100
7	170	6	200	720	100
8	180	7	200	1200	100
9	190	8	300	1200	100
10	200	9	300	1200	200
11	210	10	300	1200	200
12	220	11	300	1200	200
13	230	12	300	1200	300
14	240	13	300	1200	300
15	250	14	300	1200	300
16	260	15	300	1200	300
17	270	16	300	1200	300
18	280	17	300	1200	400
19	290	18	300	1200	400
20	300	19	300	1200	400
21	310	20	300	1200	400
22	320	21	300	1200	550
23	330	22	300	1200	550
24	340	23	300	1200	550
25	350	24	300	1200	550
26	360	25	300	1200	550
27	370	26	300	1200	700
28	380	27	300	1200	700
29	390	28	300	1200	700
30	400	29	300	1200	700
31	410	30	300	1200	700
32	420	31	300	1200	700
33	430	32	300	1200	850
34	440	33	300	1200	850
35	450	34	300	1200	850
36	460	35	300	1200	850
37	470	36	300	1200	850
38	480	37	300	1200	850
39	490	38	300	1200	850

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40	500	39	300	1200	850
41	510	40	300	1200	850
42	520	41	300	1200	1050
43	530	42	300	1200	1050
44	540	43	300	1200	1050
45	550	44	300	1200	1050
46	560	45	300	1200	1050
47	570	46	300	1200	1050
48	580	47	300	1200	1050

Analysis related to *Prominent Activist*, explaining from *Figure Activist*, is a study of Lecturers, in 2011, with 11 years of experience as an organizational activist until becoming a Lecturer, is a practice of organizational experience as an implementation of organizational theory and organizational behavior courses. In addition, it is also related to work experience since 2011. Work experience is calculated since becoming a Lecturer. Extensive knowledge is related to S1 transcripts with code = 1, lecturer certificates with code = 2 as competency indicators, and the use of S2 transcripts, with code = 3., that is the explanation in *the time series data*.

Discipline starts from 1.5 hours, now 2.5 hours of teaching for 2 courses before *standby*, so it can be said that a day only appears for 3 effective hours in the teaching and learning process., followed by the status being raised to a three-day working lecturer until 2018. Furthermore, when at STIE Pelita Bangsa(2018) it changed to five working days.

Lecturer performance is measured based on the Functional Position score, namely before 2015, using the S1 transcript, and in passing received in 2013 with a score of 100. In 2020 it changed to a score of 200, and in 2022 it became a score of 300. After that, since the current year, namely 2026 is a prediction.

CONCLUSION

The conclusions reached after a dynamic discussion cover all theoretical aspects, primarily covered in the organizational theory and organizational behavior courses. The first stage is to draw conclusions related to verifying the relationship between the use of statistical tests to determine the effect of the independent variable on the dependent variable. The second stage is to determine the urgency of the problem related to the conclusions that serve as the research objective.

When concluding regarding the use of research methods, statistically the job experience variable has a more significant influence, this is shown by the relationship between statistics and management theory, this is because all empirical experiences along with conceptual abilities accompanied by *skills* have a positive and significant influence. The next stage is with all relevant concepts that can provide the expected solution.

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