

## Conference Paper

# How is the Performance of Private University Lecturers Regarding Scientific Publications?: The Perspective of Workplace Spirituality and Job Satisfaction in Garut Regency

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### Abstract.

The performance of lecturers' scientific publications is an obligation that every lecturer must carry out because it will support careers and university social stratification. The purpose of this study is to disclose how the performance of lecturers' scientific publications is analyzed from the perspective of workplace spirituality and job satisfaction. This study uses a quantitative-descriptive approach, proportional random sampling is used to determine as many of 157 lecturers with a Likert scale of gradation 1-4. The data were then analyzed using Smart-PLS 3.3. The results show that workplace spirituality has a positive and significant effect on the performance of scientific publications, and job satisfaction mediates the influence of spirituality at work on the performance of scientific publications on permanent lecturers at private universities in Garut Regency, Indonesia. The findings indicate that higher level of workplace spirituality will increase job satisfaction and scientific publication performance.

**Keywords:** workplace spirituality, job satisfaction, performance

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## 1. Introduction

One of the performances of an organization is determined by the individual characteristics of its employees [1]. Performance is a function of the ability, level of effort, and support from the organization [2], so that the strategic decision-making process for the HR function must consider the effectiveness of the HR function regarding which processes, systems and skills must be improved from employees [3]. The abilities and skills of employees are the key to success in achieving performance, even though modern technology is used, or the amount of funds owned, without professional human resources everything becomes less meaningful [4].

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In educational organizations, employees include educational staff and educators/lecturers. Therefore, lecturers are required to be responsible for their obligations as the embodiment of performance, both qualitatively and quantitatively, in accordance with their respective authorities, duties and responsibilities as an effort to achieve the goals of the organization concerned legally, and not violating morals or ethics. Responsibility as one of the attitudes that must be owned by employees when working in order to support high performance [5]. One of the responsibilities of lecturers is to publish scientific publications in accordance with existing university regulations.

Research has often been done that emphasizes the importance of spirituality in the workplace in an organization [6–9], This development spread among academics, managers, and organizations at large. This is a paradigm as a change that occurs in the science of organizational behavior and management [8,10]. It is hoped that this research will be able to answer the need and find out more so that an agreement can be found regarding the controversies about the concept, behavior, and the impact of workplace spirituality [11].

This study is expected to contribute to a better understanding of the concept, its measures, and their impact on employee performance. Ashmos and Duchon [6] Identify what excludes but what Maslow suggests about self-actualization needs, life satisfaction, life balance, happiness, mentality [12]. This study aims to provide an extension of the concept of work spirituality by adding a new dimension in accordance with the existing culture in the Southeast Asian region. The ultimate goal is to reinforce Maslow's ideas about the spirituality of work. The purpose of this study is to overcome by incorporating a new dimension explored by Petchawang and Duchon, namely the dimension of transcendence. As for the development of the hypothesis in this study regarding the relationship between work spirituality and individual performance mediated by the attitude variable of job satisfaction. Specifically, from the perspective of educators in private universities, three organizational aspects are analyzed, namely: workplace spirituality, job satisfaction, and scientific publication performance.

## 2. Theoretical Framework

### 2.1. Workplace spirituality

There is a close relationship between success and spirituality in the new global economic order [13]. Research focusing on the spirituality of productive work was conducted, showing a significant relationship between work spirituality and different organizational

outcomes [6,9,14,15]. In the context of the work environment, spirituality can be seen at two levels, namely; The first is the individual level, referring to the set of values that drive the individual's transcendent experience through the work process, and facilitate feelings of connectedness with others while providing feelings of completeness and happiness. Second, the organizational level, at this level refers to the framework of organizational cultural values that encourage employees' transcendent experiences through the work process, facilitating feelings of connectedness with others while providing a feeling of completeness and happiness. [6]. However, several variations of approaches to measuring work spirituality include transcendence in empirically assessing spirituality in organizations in ASEAN [16]. Work spirituality shows a positive influence on employee attitudes and behavior [17]. On the other hand, spiritual practice in a particular organization can increase awareness and knowledge, and can even lead the company to achieve high performance [18].

## 2.2. Job satisfaction

Job satisfaction is a pleasant feeling that results from the assumption that one's job fulfills or allows the fulfillment of important job values [19,20]. Job satisfaction is the first stage in achieving performance [21]. Satisfied workers expect to receive things such as wages, working conditions, supervision, and quality are met. While they are dissatisfied with what they really feel, such as a noisy atmosphere and highly specialized and standardized work. There is a significant relationship between job satisfaction and the spirituality component of work [22–24]. The measurement of job satisfaction has been carried out by many researchers, including the work itself, supervision, co-workers and careers [19,20,25,26]. Shows that the organization needs to improve the organization's internal environment, such as job satisfaction so that employees can provide effective behavior [23].

## 2.3. Employee performance

Performance is the result of work achieved by employees, which is the result of work in quality and quantity in carrying out their duties in accordance with the responsibilities given to them [5]. Employee performance can support the company's achievement and increase the economic growth of an organization [27]. In the context of the world of education, educators (lecturers) are required to be productive in terms of scientific

publications as a manifestation of their duties. With this productivity can encourage educational organizations to compete in the global order. One of them is required to publish scientific articles in quality journals. In order to be able to show high performance, in this case, it is necessary to encourage internally individuals through job satisfaction [28,29], It is also necessary to have a sense of meaning for employees at work [30,31]. Previous researchers mostly measured employee performance with constructs; quality of work, quantity of work, responsibility [19,32,33]. In the context of the performance of scientific publications, cooperation with other institutions is also needed so that it can improve its quality, therefore we add to the construction of employee performance through collaboration [1,5].

### 3. Methodology

This study uses a descriptive-quantitative approach, with a questionnaire as the main instrument to collect data for the purpose of providing a clear picture of each variable studied and its relationship to phenomena that occur based on the facts found.

Data were obtained directly from the results of distributing questionnaires and interviews. The population in this study were permanent lecturers of private universities (PTS) in Garut Regency Indonesia as many as 260 lecturers. The samples taken from this study were 157 permanent PTS lecturers in Garut Regency. The sampling technique used in this study was proportional random sampling. Data analysis used PLS-SEM to obtain a picture of causality between the variables studied.

## 4. Result and Discussion

### 4.1. Characteristic of respondents

The characteristics of respondents from 157 private university lecturers in Garut Regency in this study were obtained based on the education of 82% with master's education and 18% with doctoral education. Based on the gender, the permanent lecturers of PTS in Garut Regency were dominated by male sex as much as 54% and 46% female. Based on academic positions, it is dominated by 51% of lector positions, 45% of expert assistants, 4% of head lecturers.

## 4.2. Analysis of descriptive

Respondents' responses to each of the items asked indicate that the assessments on each of the variables studied in general have shown good criteria. As presented in the following table:

TABLE 1: Criteria.

Variable	Indeks Score	Criteria
Workplace Spirituality	3,08	Good
Job Satisfaction	3,06	Good
Scientific Publication Performance	3,16	Good

Table 1 can be explained that the condition of workplace spirituality is good, indicated by the meaningfulness of work, a sense of community, alignment of personal goals with the organization.

## 4.3. Outer model

The outer model test is conducted to assess whether the items used can measure each variable construct, so that the data is considered valid and reliable. Following are the results of the evaluation of the outer model:

TABLE 2: Outer Model.

Variable	Items	Item not Valid
Workplace Spirituality	SDK1-SDK18	SDK 13
Job Satisfaction	KK1-KK20	KK9, KK10, KK19
Scientific Publication Performance	KPI1-KPI12	KPI 7

Table 2 it shows that there are still invalid indicators, therefore it is necessary to re-estimate. The workplace spirituality variable that has a loading factor value above 0.7 as many as 17 indicators is declared valid, and 1 indicator below 0.7 is invalid. Job satisfaction variables that have a loading factor value above 0.7 as many as 17 indicators are declared valid, and 3 indicators below 0.7 are invalid. And the Scientific Publication Performance variable which has a loading factor value above 0.7 as many as 11 indicators is declared valid, and 1 indicator below 0.7 is invalid. Because the value of the loading factor above, there are still indicators that are below 0.7, then a re-estimation is carried out by eliminating the item code whose loading factor value is below 0.7 as follows:

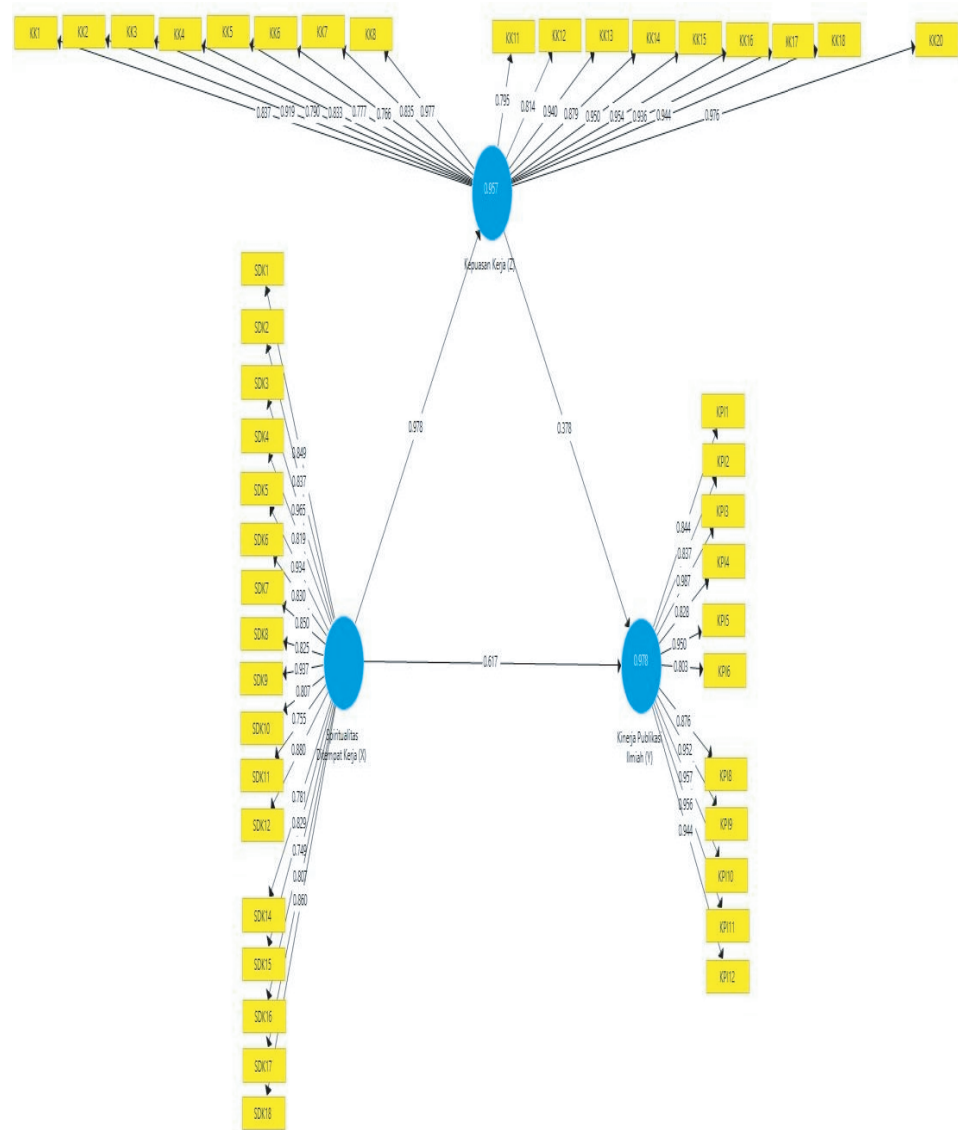


Figure 1: Outer Loading Re-Estimation.

Figure 1 shows that there are several indicators that were omitted because the loading factor value was below 0.7 as many as 5 indicators from the total construct, namely item codes SDK13, KK9, KK10, KK19, KPI 7. So that the conclusions obtained from the extraction results are as follows (table 3):

TABLE 3: Validity Test.

Variable	Average Variance Extracted (AVE)	Criteria
Workplace Spirituality	0.752	Valid
Job Satisfaction	0.673	Valid
Scientific Publication Performance	0.696	Valid

To measure the reliability of a construct in PLS-SEM using the SmartPLS application, it is used in two ways, namely looking at the Cronbach Alpha and Composite Reliability values, based on the results of testing the data is declared reliable as presented in the following table 4:

TABLE 4: Reliability Test.

Variable	Average Variance Extracted (AVE)	Criteria
Workplace Spirituality	0.976	Reliable
Job Satisfaction	0.975	Reliable
Scientific Publication Performance	0.971	Reliable

#### 4.4. Inner model

R-Square is used to assess how much influence the independent variable has on the dependent variable. R-Square values 0.75-0.50 and 0.25 can indicate a strong, moderate and weak model. The R-Square values are as follows:

TABLE 5: Inner Model.

Variable	R-Square	R Square Adjusted
Job Satisfaction	0.957	0.956
Scientific Publication Performance	0.978	0.977

From the R-Square results in table 5, it shows that the R-Square value for the Scientific Publication Performance construct is 0.98, which means that this value indicates that the variables of workplace spirituality and job satisfaction can affect the performance of scientific publications on permanent lecturers at private universities in Garut Regency by 98% means the influence is strong. The remaining 2% is influenced by other variables outside of this study. Furthermore, for the Job Satisfaction variable, the R-Square value is 0.96, which means that job satisfaction is influenced by workplace spirituality by 96%, meaning that the influence is strong, and the remaining 4% is influenced by other variables outside the variables in this study.

#### 4.5. Bootstrapping

Furthermore, to answer the proposed hypothesis, bootstrapping testing was carried out to see the extent of the influence between the variables of workplace spirituality on job

satisfaction, workplace spirituality on the performance of scientific publications and the role of job satisfaction as a mediating variable as shown in the following table 6:

TABLE 6: Bootstrapping.

Variable	Original sample (O)	Sample Mean (M)	Standard Deviation (STADEV)	T Stats (O/STADEV)	P Value
Workplace Spirituality -> Scientific Publication Performance	0.617	0.598	0.123	5.031	0.000
Workplace Spirituality -> Job Satisfaction	0.978	0.978	0.005	194.191	0.000
Job Satisfaction -> Scientific Publication Performance	0.378	0.397	0.124	3.052	0.002

#### 4.5.1. The effect of workplace spirituality on scientific publication performance

Workplace spirituality is represented in four dimensions, namely the meaning of work, a sense of togetherness, harmony with the organization and transcendence [9,16]. While the dimensions of scientific publications refer to five dimensions, namely quality, quantity, responsibility, cooperation, and productivity.

Based on Table 6, the construct of workplace spirituality on the performance of scientific publications has a t-statistic value of 5.031 which is greater than 1.96 and a p-value of 0.000 below 0.5, meaning that the hypothesis is accepted that Workplace spirituality affects the performance of scientific publications positively and significantly on lecturers. remains a private university in Garut Regency. The positive influence can be interpreted that the increasing workplace spirituality will increase the performance of scientific publications and the increase in work spirituality of permanent lecturers at private universities in Garut Regency, the performance of scientific publications will also increase significantly. The results of the study support the findings that examine workplace spirituality on publication performance, that the presence of spirituality has a significant effect on the performance of lecturers which indicates that organizations that are rich in spiritual values will encourage better organizational performance [33]. Organizations that are rich in spiritual values will encourage better organizational performance such as effectiveness, efficiency and optimism [15].



### 4.5.2. The effect of workplace spirituality on job satisfaction

The construct of Spirituality at work on job satisfaction has a t-statistic value of 194,191 greater than 1.96 and a p-value of 0.000 below 0.5 meaning that workplace spirituality has a positive and significant effect on job satisfaction for permanent lecturers at private universities in Garut Regency. A positive influence can be interpreted that the higher the spirituality of the work, the higher the job satisfaction. The results of this study indicate that workplace spirituality is related to inner life with significant job satisfaction, with workplace spirituality will be a pillar in future work priorities for managers in increasing job satisfaction. Belwalkar et al. [23], spirituality can create job satisfaction [24]. Therefore, the concept of work spirituality in organizations needs to consider the contribution and work assignments given to employees and must maintain emotional balance and the level of employee welfare [33].

### 4.5.3. Mediation effect of job satisfaction on scientific publication performance

The construct of job satisfaction on the performance of scientific publications has a t-statistic value of 3,052 greater than 1.96 and a p-value of 0.002 below 0.5, meaning that job satisfaction has a positive and significant effect on the performance of scientific publications for permanent lecturers at private universities in Garut Regency. Positive influence can be interpreted that the increasing job satisfaction will increase the performance of publications. Job satisfaction is something that is shown by a person's attitude or feeling towards his job, promotion opportunities, relationships with colleagues, supervision and feelings of satisfaction with the work itself [19,25]. The results of the analysis can be seen in the value of the Specific Indirect Effect as follows:

TABLE 7: Indirect Effect.

Variable	Original sample (O)	Sample Mean (M)	Standard Deviation (STADEV)	T (O/STADEV)	Stats P Value
Workplace Spirituality -> Job Satisfaction -> Scientific Publication Performance	0.370	0.389	0.122	3.032	0.003

From the results of table 7 it can be seen that work spirituality on the performance of scientific publications is mediated by job satisfaction with a t-statistic value of 3.032 greater than 1.96, p-values of 0.003 less than 0.05 indicating that job satisfaction

mediates the effect of work spirituality on performance. scientific publications positively and significantly. The better the value of spirituality in the workplace, supported by job satisfaction, it will improve the performance of scientific publications for permanent lecturers at private universities in Garut Regency. The results of this study indicate that job satisfaction mediates the influence of workplace spirituality on employee performance [28,30].

## 5. Conclusion

Conclusions can be conveyed from the results of this study. Organizations that can encourage the creation of work spirituality, employees will feel job satisfaction and show a high level of performance. In order to improve scientific publications, it is necessary to create job satisfaction with flexible pay, careers supported by the organization, collaboration between employees and flexible supervision that is felt such as togetherness, alignment of goals, will increase job satisfaction and performance of scientific publications for permanent lecturers at private universities in Indonesia. Garut Regency, especially at the University of Garut.

## 6. Authors' Contributions

1. The importance of increasing employee spirituality in an organization in order to create job satisfaction and high performance. Various efforts can be made so that employees feel the meaning of work and always think positively, fulfill personal goals with work, create a sense of togetherness, and strive so that organizational goals can be felt in harmony with individual goals which can be realized by the care of the organization towards employees. Like; time flexibility, the existence of a common space for employees to interact, a fair reward system, worship together and gathering.
2. For further researchers, because there are relatively few respondents who can use a large sample and test between universities, it is not only limited to private universities and can also add other variables such as compensation.

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