ABSTRACT

The purpose of this study was to determine the factors that cause performance lace lecturer at the Faculty of Economics, University of Riau in implementing the Tri Dharma Perguruan Tinggi. The population in this study is a lecturer in the Faculty of Economics, University of Riau as many as 141 people. The sample in this study were as many as 58 people, the sampling technique used was simple random sampling. Data analysis was based on descriptive analysis. Based on the results of research the factors that cause low performance faculty of ekonomic lecturer, lies in the factors of research and community service. Research factor is low, due to: lack of leadership motivation, lack of rewards for lecturer who do research, and the lack of / little money that is given to a researcher. And there is no competition between the lecturer in conducting research. Community services is still low, because: a small fund available, there is no obligation by the leader of the university to perform community service. To improve the performance of the Faculty of Economics, University of Riau in the field of research, To improve the performance of the Faculty of Economics, University of Riau in the field of research, there should be a policy to askt lacturer at least once a year to conduct research and provide research funding. And requires each lecturer to perform community service at least once a year.

**Key words:** Tridarma Perguruan Tinggi (education and teaching, research and community service) and lecturer performance
I. INTRODUCTION

Lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and art through education, research, and community service.

In the position as the "heart" college will determine the quality of education and college graduates are born. If the high-quality lecturers, the quality of higher education will also be high, and vice versa. Whatever the program for education, if not supported by high quality faculty, it will end in an unsatisfactory outcome. This was due to run a good educational program required by lecturers who are also good quality. By having good lecturers and high-quality, college can formulate a program and curriculum to ensure the birth of modern graduates who excel and exceptional quality.

Tridharma high activity conducted by lecturers include (1) education and teaching 2) research, (3) community service, and therefore the workload of lecturer should be distributed in proportion and measure. In addition, the faculty is the key to the implementation of quality improvement is a concept that includes academic qualifications, competence, and contribution.

Various groups has been considered that the quality of education and teaching, research and community service performed by universities is very low, and the impact upon the quality of national education Indonesia is also very low. With the low quality of education is causing some problems in the preparation of qualified human resources, and even lecturers in universities (universities, institutes, colleges, high schools) as well as educators who are not claimed as a professional educator.

Frequent lecturer task was limited to teaching, while to carry out research and community service is rarely implemented. Not infrequently the lecturer just laying on the name alone to a friend to write on the research reports and community service. So did his thing, a lecturer at the Faculty of Economics, University of Riau, from the information obtained shows that a lecturer at the Faculty of Economics, UR is still lacking in conducting research and community service. More detail can be seen on the following data:

Table 1.1 Research Lecturer Faculty of Economics published in the journal International, National and Local In the Year 2010

<table>
<thead>
<tr>
<th>Description</th>
<th>Number of Results Research Faculty of Economics, published in 2010</th>
<th>Number of lecturers in the audit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publication</td>
<td>International</td>
<td>%</td>
</tr>
<tr>
<td>Lecturer who conduct research</td>
<td>5</td>
<td>4</td>
</tr>
</tbody>
</table>

Sources: Audit Report IKD UR, 2011/2012
Based on data in table 1.1 above shows Faculty of Economic Research published in the journal International, National and Local In the Year 2010 is still small. Of the 119 people who audit lecturer lecturers only 5 people who publish research results in international journals and four lecturers at national accredited journals and the remaining 55 lecturers only write in a local journal. (IKD UR Audit Report, 2011/2012).

Furthermore, community service activities in the form of counseling or training in 2010 would only be made by 25 of the 119 lecturers in the audit. Meanwhile, the informant only 64 lecturers of 119 lecturers. Audit Report IKD UR (2011/2012). In many community service activities are also professors who just laid a name to colleagues.

Of background on the issue indicated that not all of the lecturer Faculty of Economics, University of Riau perform basic tasks in the Tri Dharma College activities especially in the areas of research and community service. Based on existing problems, the authors aimed to determine the factors that cause poor performance of the lecturer Faculty of Economics, in carrying out the Tri Dharma College. Especially in the field of research and dedication to the community.

II. REVIEW REFERENCES

Bernadin and Russel (in Sedarmayanti 2001), states that performance is a record of the results obtained from certain job functions or activities within a specific time.

According to the theory cited by Illyas Gibson (1999: 55-58), there are three groups of variables that influence work behavior and performance, namely: individual variables, organizational variables and psychological variables. Individual variables are grouped in sub-variable abilities and skills, backgrounds and demographics. Sub-variable abilities and skills are the main factors that influence individual behavior and performance. Demographic variables, had indirect effects on behavior and individual performance. Psychological variables consisted of sub-variables of perception, attitude, personality, learning and motivation. These variables are heavily influenced by family, social level prior work experience and demographic variables.

There are similarities between the theory of Gibson and the opinion of Spencer and Spencer, of the main factors affecting the performance of individuals related to the competencies that must be owned by individuals, namely: competence knowledge / skills, competencies or skills expertise and competence motivation. Idawati (2004:5)

According to Sy-Zain Romli (2012) One of the main tasks of universities is to develop science. Task is realized through the assessment and scientific research conducted by the academic community who are in it, especially the faculty. Thus the task of the lecturers are not limited to teaching only. They are also required to continue to conduct scientific research seriously in the field that they do in order to contribute to and enrich the science.

Also said that in developed countries like the United States, the lecturers are required to continue to conduct research and publish their works through scientific journals or books. A
A lecturer who is no longer researching and publishing scientific work will be dismissed by the university even though he has worked for a long time. The plural motto heard in American colleges about this is: "publish or perish ".

Some indicators are commonly used to assess the scientific productivity of a lecturer is the amount and quality of scientific publications, awards and recognition for his scientific work and integrity, as well as the level of scientific activity, such as membership in scientific institutions and participation in seminars, workshops and other scientific activities.

Lecturers are required to have a professional performance, in which the teacher must master the skills of good teaching, knowledge of interest, a good professional attitude and supported other capabilities. Appropriate use of multimedia, the ability to use the technology, being one of making value-added professional lecturers.

Lecturer of performance, can be seen from Tridarma colleges that include:

1. Education and Teaching

Understanding of education and instruction here is in order menerusakan knowledge or in other words in the context of the transfer of scientific knowledge that has been developed through research by a student in college. In higher education in our country known for its istialah strata, strata ranging from one (S-1) is an undergraduate education, the two strata (S-2) is the master program and the three strata (S-3), namely doctoral education in the discipline sutu science, as well as vocational education pathways / non-degree (diploma).

2. Research and development

Research and development , has a very important role in the framework of advanced science and technology. Without research, the development of science and technology will be hampered. The study does not stand alone, but must be seen in the development association in the broad sense. research that is not solely for the things necessary or directly usable by the public at the time, but also to be seen with the projection of the future. In other words, research in universities is not only directed to applied research, but also at the same time carry out basic science research that is important we feel the benefits far in the future.

3. Community service

Dharma community service should be interpreted in the context of the application of science and technology have been developed in universities, in particular as a result of various studies. Community service is a series of activities in order to contribute to the community colleges that are concrete and immediately felt the benefit in a relatively short. This activity can be done at the initiative of individuals or groups of members of the academic community colleges to public universities and to the initiatives in question are non-profit (no profit). With this activity is expected feedback from the community to the college, which can then be used as a development of science and technology further.
These three factors are closely related, because the study should uphold the dharma of another. Research is needed to develop science and technology application. To be able to do the research necessary to experts generated through the educational process. Knowledge developed as a result of education and research that should be implemented through dedication to the community so that people can use and enjoy the progress of science and technology.

The responsibility and the role of a lecturer at the college include: 1) work in education and teaching, including: a) to give lectures as well as providing and checking exams, papers and thesis. b) help to give lectures and prepare course materials. c) help to check the papers and thesis. d) To be a sponsor (mentor) in the preparation of papers and thesis, e) leading and manage labs and studios f) Leading and guiding the practice in the laboratory or educational practice, practice and practice workshops in the field. g) Provide practice report h) Provide training response. i) Provide guidance and remedial teaching, and so forth. 2). Tasks in research, include: a) Conducting scientific research. b) To lead the research for students in thesis preparation. c) Participate in seminars and other scientific activities. d) To lead the research to lead to specialization and the creation of scientific reports, etc. 3) The service of the university institution and community service include: a) to assist in policy within the framework of the academic master plan b) The holder of an authority in spesialisasinya.c) Plan and implement the establishment and fostering of cadres. d) Development of institutional and scientific cadres.

Law Teachers and the National Lecturer in 2005 14 stated that a professional teacher is supposed to have three criteria: 1) let teachers have an adequate education (well educated), 2) teachers should have high performance (highly performance); both in terms of its ability to conduct education and teaching, as well as from the ability to conduct research and community service, 3) teachers must have an adequate appreciation, in recognition of social status as a professional educator. (Law on Teachers and Lecturers Year 2005)

III. METHODOLOGY

A. This type of research

This study is a quantitative and qualitative research deskreptif. Descriptive study analyzed only up to the descriptions level, which analyze and present data systematically, so that it can be easier to understand and be concluded. Descriptive study aimed at describing in a systematic and accurate facts and characteristics of the population, or about a specific field. The analysis is often used are: analysis of the percentage and trend analysis. The resulting conclusion is not public.

B. Population and Sample

The population in this study were all Lecturer Faculty of Economics, amounting to 141 lecturers. The sample in this study were as many as 58 people lecturer, engineering samples used by the cluster sample.
Instruments used in this study a questionnaire and in-depth interviews. Questionnaires were distributed to full-time lecturers and collected afterwards. Collecting data on the performance variables is done by observation and examination of documents held each lecturer (can also be seen from the performance index Lecturer).

C. Data Analysis

This study uses a descriptive analysis of the data, both quantitative and qualitative. By using frequency distribution, a statistical analysis used to describe the frequency distribution of respondents' answers on the various items of variables studied.

IV. RESULTS AND DISCUSSION

Based on the results of a study of Faculty of Economics, University of Riau obtained information about the factors that cause low faculty performance in research and community service can be seen in the following table:

<table>
<thead>
<tr>
<th>No</th>
<th>The factors that cause poor performance of the faculty of Economics lecturer in conducting research.</th>
<th>Very not agree</th>
<th>not Agree</th>
<th>Doubtful</th>
<th>Agree</th>
<th>Very Agree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>There is not enough free time to make research</td>
<td>7</td>
<td>34</td>
<td>5</td>
<td>12</td>
<td>-</td>
<td>58</td>
</tr>
<tr>
<td>2</td>
<td>research costs</td>
<td>1</td>
<td>5</td>
<td>8</td>
<td>31</td>
<td>13</td>
<td>58</td>
</tr>
<tr>
<td>3</td>
<td>Do not know how to make a good research</td>
<td>22</td>
<td>17</td>
<td>7</td>
<td>12</td>
<td>-</td>
<td>58</td>
</tr>
<tr>
<td>4</td>
<td>There is no reward of leadership</td>
<td>4</td>
<td>9</td>
<td>3</td>
<td>30</td>
<td>12</td>
<td>58</td>
</tr>
<tr>
<td>5</td>
<td>There is no motivation from the leadership to carry out research</td>
<td>6</td>
<td>10</td>
<td>5</td>
<td>22</td>
<td>15</td>
<td>58</td>
</tr>
<tr>
<td>6</td>
<td>No sanctions from the faculty</td>
<td>19</td>
<td>26</td>
<td>6</td>
<td>7</td>
<td>-</td>
<td>58</td>
</tr>
<tr>
<td>7</td>
<td>because the lazy</td>
<td>29</td>
<td>23</td>
<td>2</td>
<td>4</td>
<td>-</td>
<td>58</td>
</tr>
<tr>
<td>8</td>
<td>There is no competition between fellow lecturer in research</td>
<td>14</td>
<td>10</td>
<td>2</td>
<td>14</td>
<td>18</td>
<td>58</td>
</tr>
</tbody>
</table>

Source: Results of the study

Based on data in Table 1:2 above is known that there are several factors that cause poor performance of lecturer of Faculty of Economics, University of Riau, in conducting research, of
some of the factors under study there are several factors that affect predominantly the poor
performance of the lecturers are: Related to the cost of existing research, as much as 75 percent
of 58 lecturer samples in this study, which states the cost of a barrier, to conducting research.
Some 72 percent of the faculty, have agreed that there is no reward leadership in research and
about 63 percent of lecturers have agreed that the lack of motivational leadership is also a factor
leading to low interest in doing the research faculty. There is no competition between leturer in
the field of research is also a cause of lecturers are not motivated to make the study.

Table 1:3 The factors that cause poor performance of lecturer of Faculty of Economics,
University of Riau in performing community service

<table>
<thead>
<tr>
<th>No</th>
<th>The factors that cause low performance lecturer, Faculty of Economics, University of Riau, in carrying out community service</th>
<th>Very not agree</th>
<th>not Agree</th>
<th>Doubtful</th>
<th>Agree</th>
<th>Very Agree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>There is not enough free time to make community service</td>
<td>22</td>
<td>25</td>
<td>3</td>
<td>7</td>
<td>1</td>
<td>58</td>
</tr>
<tr>
<td>2</td>
<td>Cost to carry out community service</td>
<td>3</td>
<td>13</td>
<td>3</td>
<td>24</td>
<td>15</td>
<td>58</td>
</tr>
<tr>
<td>3</td>
<td>Do not know how to make community service</td>
<td>23</td>
<td>26</td>
<td>3</td>
<td>6</td>
<td>58</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>There is no reward of leadership</td>
<td>4</td>
<td>10</td>
<td>5</td>
<td>30</td>
<td>9</td>
<td>58</td>
</tr>
<tr>
<td>5</td>
<td>There is no motivation from the leadership to carry out community service field.</td>
<td>5</td>
<td>10</td>
<td>3</td>
<td>26</td>
<td>14</td>
<td>58</td>
</tr>
<tr>
<td>6</td>
<td>No sanctions from the faculty</td>
<td>16</td>
<td>29</td>
<td>3</td>
<td>10</td>
<td>58</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>because the lazy</td>
<td>22</td>
<td>30</td>
<td>2</td>
<td>4</td>
<td>58</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>assessment points to a small community service</td>
<td>3</td>
<td>9</td>
<td>2</td>
<td>28</td>
<td>16</td>
<td>58</td>
</tr>
</tbody>
</table>

Source: Results of the study

Based on the data in Table 1:3 above, in carrying out community service, there are several
factors that predominantly affect the poor performance of lecturers, there are as many as 67
percent of the Faculty of Economics lecturer who claimed the cost of public services, be an
obstacle to perform community service. 72 percent of lecturer agreed, that no reward of
leadership and 63 percent of the lecturers had agreed there was no motivation from the
leadership is less interested in the cause of a lecturer in community service. Low assessment of the implementation of community service is also a factor is not interested in doing community service.

V. CONCLUSIONS AND RECOMMENDATIONS

A. CONCLUSION

Based on survey results revealed that the factors leading to poor performance of the Faculty of Economics Lecturer, University of Riau is a factor of research and public service. Lack of research in the Faculty of Economics, University of Riau, among others, due to costs associated with research, lack of motivation from the leadership, there are no rewards for lecturer who do research, and there is no competition between the lecturer in conducting research. Performance Lecturer in public services is still low due to: a small fund available to perform community service, there is no motivation from the leadership, and no reward of leadership as well as assessments for the activities to the community is very small, is also a lecturer triggers are not motivated in doing community service.

B. RECOMMENDATIONS

To improve the performance of the Faculty of Economics, University of Riau in the field of research, there should be a policy to require that every lecturer conducting research at least once a year and provide adequate funding for research. In addition, training should be carried out scientific research methodology and ethics in all its aspects, especially related to the disciplines of each faculty to increase knowledge and motivate lecturers in making the study. Provision of infrastructure and facilities needed for research, such as computers, laboratories, library facilities, and so forth. And load regulation faculty teaching hours that lecturers have the opportunity to write books, give the opportunity and support to the lecturer to attend a seminar, or do all the research process. And requires a lecturer to do community service and give rewards to the lecturer who excel in research and community service.

REFERENCES


Miarso, Yusufhadi, 2010. Lecturer Professional Development in the Context of Quality Improvement of Higher Education, in http://yusufhadi.net. See also Mathew L. Oullett,


