OPTIMIZATION OF MOTIVATION TO IMPROVE THE RESEARCH PERFORMANCE OF LECTURERS IN THE MIDWIFERY DEPARTMENT

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ABSTRACT

Introduction: Motivation from lecturers can improve research performance supported by Good University Governance (GUG) and Supervision in carrying out Research, Revealing data on improving lecturer research performance through motivation optimization.

Objectives: The population in this study is all lecturers and education staff in the Midwifery Department of Semarang Poltekkes, consisting of 5 campuses. The sampling was lecturers and education staff who had conducted multi-stage research, as many as 82 people.

Methods: This questionnaire is an instrument for Google Forms data Analysis analyzed with Path analysis.

Results: significant the influence of GUG on research performance through. Motivation obtained a value of 0.15. The direct impact of Supervision on research performance received effective results with results of 0.929. The indirect influence of Supervision through Motivation on Lecturer Performance is known to have no significant effect, with a value of 0.28. Gug and Supervision through Motivation have no direct impact on research performance.

Conclusions: Provide additional theories of Motivation related to the research performance of midwifery lecturers and decision-making in developing human resources in universities, especially in the field of research in the Midwifery Department.

Keywords: good university governance, midwifery, motivation, research performance supervision.

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OTIMIZAÇÃO DA MOTIVAÇÃO PARA MELHORAR O DESEMPENHO DAS PESQUISAS DE PALESTRANTES NO DEPARTAMENTO DE PARTEIRAS

RESUMO

Introdução: A motivação dos professores pode melhorar o desempenho da pesquisa apoiada pela Boa Governança Universitária (GUG) e Supervisão na realização de Pesquisa, revelando dados sobre a melhoria do desempenho da pesquisa do professor através da otimização da motivação.

Objetivos: A população neste estudo é composta por professores e pessoal educacional do Departamento de Parteiras de Semarang Poltekkes, composto por 5 campi. A amostragem foi de professores e funcionários educacionais que tinham realizado pesquisas em vários estágios, com até 82 pessoas.

Métodos: Este questionário é um instrumento para análise de dados do Google Forms analisado com análise de caminho.

Resultados: significativa a influência do GUG no desempenho da pesquisa através de. A motivação obteve um valor de 0,15. O impacto direto da Supervisão no desempenho da pesquisa recebeu resultados efetivos com resultados de 0,929. Sabe-se que a influência indireta da Supervisão através da Motivação no Desempenho do Professor não tem efeito significativo, com um valor de 0,28. Gug e Supervisão através da Motivação não têm impacto direto no desempenho da pesquisa.

Conclusões: Fornecer teorias adicionais de motivação relacionadas com o desempenho de pesquisa de professores de parteiras e tomada de decisão no desenvolvimento de recursos humanos nas universidades, especialmente no campo de pesquisa no Departamento de Parteiras.

Palavras-chave: boa governança universitária, parteiras, motivação, supervisão de desempenho de pesquisa.

1 INTRODUCTION

The law on teachers and lecturers requires lecturers to carry out the Tridarma of Higher Education in teaching, research, and community service performance. Lecturers have the Motivation to carry out the dharma of teaching and continue education because of social norms that support respect for resources at the university (Wilkesmann & Vorberg, 2021)—organizing the Tri Dharma of Higher Education on the National Higher Education standards (SN-Dikti), which consist of teaching, research, and community service. Regulation of the Minister of Research, Technology, and Education regulates SN-Dikti with number 44 of 2015 (Rahim & A, 2020). Violations committed by universities in implementing the tri Dharma need proper Supervision and guidance (Rupilele et al., 2018). The role of lecturers is significant to determine the quality of
education of graduates and the universities where they work. Implementing the most modern curriculum programs can guarantee the quality of graduates (Umar et al., 2018).

Lecturers are university resources who have the characteristics of a scientist. Lecturers are tasked with teaching and conducting scientific research that is carried out according to their fields to enrich knowledge seriously (Umar et al., 2018). An essential role for publishing articles in international journals through "networking-related factors" is the collaboration of scientists or lecturers with universities (Tuan et al., 2022a). Problems academics and scientists face include insufficient literature and narrow scientific scope (Zhou et al., 2022). Universities need to advance the country's contribution in increasing scientific knowledge production, internationalization strategies, research with collaboration from authors, and involving co-authorship to produce a knowledge-based economy through R&D research, including publications, conferences, and patents from cross-border research results (Ahmad Shabudin et al., 2020).

The research performance of lecturers helps develop science as teaching material. Lecturers need to have characteristic leadership traits. Using technology involves the charismatic leadership of lecturers, and the use of technology is significantly related to the involvement of learners in interacting (Hazzam & Wilkins, 2023). Research results are helpful for theory and managerial by paying attention to management practices—performance of Innovation, finance, and research relevance (Altındağ & Öngel, 2021). Assessment of lecturer performance in developing the Tri Dharma of higher education needs to evaluate lecturers' contribution and social competence covering English, scientific and national and international publications, and academic potential. The performance of lecturers improving human quality, so unique competencies through the provision of certification recognized by the government (Aisyah et al., 2019). The success of employees depends on the ability of superiors to conduct structured Supervision to realize, manipulate valence, and use influence to provide hope, not use coercive elements. (Nwosu et al., 2021).

The results of lecturer research can benefit the community at large. The curriculum in Midwife Education includes midwifery, gynecology, public health, leadership, and managerial (Shikuku et al., 2022). The role of midwives in Norway is that authorities provide independent care for pregnant women and reproductive health in the community. (Lukasse et al., 2017). The community expects higher education to provide
motivational, innovative people in providing education for the community. (Wilkesmann & Vorberg, 2021) The results of lecturer research as a requirement for functional promotion. Less productive lecturers study because the national journals of midwifery education institutions that are available are mainly not accredited. The factor that causes the lack of lecturer research productivity is that most national journals are still unaccredited (Tuan et al., 2022b)—the Motivation of lecturers in fulfilling research. Performance was influence by intricate factors, namely financial support, interest in conducting research and forms of responsibility in carrying out research performance, promotion requirements, Motivation to excel, and abilities of language mastery of research methods. At the same time, influential external factors include support from the institution, research culture, and policies set by the campus (Suhardi et al., 2019). Most students are unaware of the different types of research, as well as what research entails. In addition, most students report poor research literacy and a lack of familiarity with basic research metrics, indicating an understanding of the study and the necessity for literature interpretation. Although many curricula teach basic research skills, practical experience is essential for skills development. Expanded research engagement over the years provides pathways that enable continuous skills development and fluctuations in time commitment (Frishman, 2001; Supriadi et al., 2022). Scientific Research continues to develop and will increase, and it is necessary to get support from the Company to utilize the research results (Ahmad Shabudin et al., 2020).

Lecture Research on the importance of involving students to convey critical thinking to raise morale by instructors (Schmidt et al., 2015). The learning method involving student preparation and implementation to discuss Interteaching is better than traditional lectures (Homroy & Soo, 2020). Low lecturer research ranking, research that has a high contribution to research productivity is Engineering and technology, life sciences, Engineering and technology, and medicine at ASEAN. (Sukoco et al., 2023) Study with contributions fills the research gap in the Arabic language learning literature. The factors influencing LMS are constructivist and traditional pedagogical beliefs (Sulaiman et al., 2022).

Supervision of lecturers in conducting research according to the required contract. Moreover, the study conducted by Syarweni et al. (2019). The dominant factors that affect the performance of lecturers at the Jakarta State Polytechnic are emotional intelligence and job satisfaction. The organizational climate does not significantly affect the
performance of lecturers (Setyaningsih & Sukono, 2022). Midwife lecturers must adjust the contract following applicable regulations by involving student participation (Shikuku et al., 2022).

2 OBJECTIVES

Research results are helpful for teaching. The urgency of Research: This Research will provide consideration for university management to maximize the lecturers' research performance. Solution provided/novelty Research offers Optimizing lecturer motivation in conducting research will improve lecturer research performance. Research Objectives: Revealing data on improving lecturer research performance through motivation optimization. Supervision by the lecturers themselves, the leader (the chief of the study program), or learners through their perception of the midwifery lecture.

3 METHODS

Research Design: This study uses quantitative methods to optimize Motivation to improve lecturer performance. Population and sample The population in this study are all lecturers and education staff in the Midwifery Department of Semarang Poltekkes, consisting of 5 campuses located in Semarang, Blora, Magelang, Purwokerto, and Kendal. The sampling was lecturers and education staff who had purposive sampling Research, as many as 82 people. Instrument Procedure: This study used a questionnaire as an instrument using a Google form that uses four scales: strongly agree, agree, disagree, and strongly disagree. Data Analysis: This study used Path analysis analysis.

4 RESULTS

The influence of GUG and Supervision on lecturer motivation in conducting research
Figure 1. The influence of GUG and Supervision on lecturer motivation in conducting research (Primary data, 2023)

The GUG variable is 0.000 (<0.05). The conclusion of GUG directly affects the performance of lecturers conducting research. The Supervision variable is 0.000 (<0.05). The determination of Supervision directly affects the performance of lecturers conducting research. R Square value of 0.802 means that the contribution of GUG influence and Supervision of lecturer motivation variables in conducting research is 80.2%. While the weight of \( e_1 = 0.44 \)

The Influence of GUG and Supervision on Lecturer Performance in Conducting Research.

Figure 2. The Influence of GUG and Supervision on Lecturer Performance in Conducting Research (Primary data, 2023)

I knew that the R Square value of 0.309 means that the contribution of the influence of GUG and Supervision on lecturer performance variables in conducting research
research is 30.9%. While the value $e_1 = \sqrt{(1 - 0.309)} = 0.83$. GUG directly affects the performance of lecturers conducting research. I knew that the significance value of the Supervision variable was 0.000 (<0.05). The conclusion of Supervision has a direct effect on the performance of lecturers conducting research. Knew that the significance value of the Motivation variable is 0.039 (<0.05). The conclusion of Motivation has a direct effect on the performance of lecturers conducting research.

The influence of GUG and direct Supervision on the lecturers' research kinetic and the impact of GUG and Supervision on research performance through Motivation

Figure 3: The influence of GUG and direct Supervision on the lecturers' research kinetic and the impact of GUG and Supervision on research performance through Motivation (Primary data, 2023)

The R Square value of 0.346 means the contribution of the influence of GUG, Supervise value 0.81. Influence GUG through Lecturer Motivation on Lecturer Performance is known to have a direct effect given by GUG on lecturer performance of 0.570. At the same time, the indirect influence of GUG through Motivation on lecturer performance is 0.15. indirect consequence is smaller than the direct influence, the conclusion of indirect impact of GUG on performance through Motivation does not have a significant effect. The Power of Supervision through Lecturer Motivation on Lecturer Performance is a direct result of leadership on lecturer performance 0.929. The indirect impact of supervision through motivation on lecturer performance is 0.28. The direct effect is 0.929, and the indirect impact is 0.28.
5 DISCUSSION

Midwives provide services in all conditions. During COVID-19, the alternative is to reduce the frequency of direct contact between midwives and patients in pregnant women and postpartum—the place and waiter procedures to the standards that apply during the pandemic. Regulations, the role of professionalism, and environmentally friendly attitudes owned by midwives are proven to provide quality services during the COVID-19 pandemic (Hazfiarini et al., 2022).

To get prospective midwifery students who can achieve the goals of the institution is to develop cognitive assessment and personal characteristics and professional attitudes that are by the objective conditions of midwifery undergraduate students (Groene et al., 2022).

Midwives, as a profession, must meet the competency standards for midwifery students. In Iran, midwifery students conduct competency assessments through several methods ranging from traditional methods and using the OMMID method by directly directing multiple questions, structured clinical exercises, and skills procedures. With the OMMID Model, participants do not feel anxious, reduce stress, and are satisfied with the updated and treated relatively, which can improve the professionalism of midwifery students (Khajehpour et al., 2023).

Midwifery Department lecturers need to prepare research to provide teaching following current problems and develop research to find the best test methods, learning materials, and appropriate methods so that graduates can meet midwives' professional standards.

Undergraduates, post-graduates, and professors must carry out teaching and research duties with adequate allowances to carry out these duties as a reward (Wilkesmann & Vorberg, 2021). Motivation mempengaruhi kinerja penelitian, factor yang mempengaruhi dosen melakukan penelitian adalah factor pengawasan dan pelaksanaan good universitas governance. Factors related to procrastination are internal and external factors. Achievement motivation can directly improve research performance. It is necessary to pay attention to self-efficacy so that procrastination does not occur. On average, autonomic Motivation has a direct relationship with the self-efficacy of procrastination and moderation of self-affection—the Motivation to postpone activities influenced by active commitment (Quispe-Bendezú et al., 2020). Motivation to achieve the vision and mission of the department requires five strategies to compile performance.
The strategy needed includes good university management and governance, more professional human resources, improvement of muti and performance to produce research and community service, continuous Innovation, graduate standards at the global level, and the quality and quantity of infrastructure (Nurcahyo et al., 2018).

The success of student learning methods. Through the use of virtual simulations and the effectiveness of the learning. That explores student abilities supported by the Motivation of lecturers to continue conducting research. Lecturer research will provide opportunities for students to improve their literacy and innovation skills (Li et al., 2020).

Lectures in the form of performances carried out with inter-Asian activities. These activities provide knowledge and cultural exchange through performing arts. Somebody can create traditional trends to speak about gender. Without having to use spoken language (Hadianitini et al., 2017)

The research performance of lecturers needs to be improved and expanded with various methods and respondents to meet the demands of the times.

Group obstetric practice (MGP) is optimal and consistent in providing care to fertile women and their babies. Midwives and women as service recipients are bound in a special relationship. Women feel satisfaction, comfort and can be felt by all women and babies who become midwifery service centers. Women's limitations need attention in the form of the best management and leadership. Leaders need to pay attention to the services provided by midwives. A balance of emotional burdens needs to be given promotion to improve the degree of health of the individual. (Hewitt et al., 2022). To obtain a social license to operate and grow, universities must understand the culture prevailing in the surrounding community. Research results and graduates in accordance with established standards must be able to be utilized by the community. There is still a lot of information that has not been received and utilized by the community as a whole. (Chen & Vanclay, 2023)

Influences research directly affects the Motivation of lecturers to conduct research. Good university governance affects research performance. A good university does not now control the Motivation of the research performance of lecturers. In Bhutan, the prevailing government is mainstreaming alternatives by relying on traditions, knowledge, and practices of managing conflicts and accepting the aspirations of communities to implement good governance. The Motivation of institutions for policymaking needs to be studied and developed. (Wangchuk et al., 2023). Education
Management is related to the role of managers to identify infrastructure gaps and supervisors' readiness when carrying out practice. Fieldwork related to the patient's condition requires a consistent curriculum between planning, implementation, and evaluation (Manalai et al., 2022). The use of indicators in research may change according to actual conditions. Research in Africa The study is limited in terms of the scope of geography to calculate household income, which is still incomplete. Some items related to poor governance need searching for data. Data on savings, taxes, and savings generally do not fall into the research area. Expanding the research area will avoid transparency, and accountability increases maintained as a form of good governance (Kojo & Mumuni, 2023). New challenges in research include the legitimacy of prevailing Global governance, Citizens, and Elites that need to be developed to increase future research inspiration (Ecker-Ehrhardt, 2023).

The management of lecturer research needs to apply the principles of Good University Governance and continue to adjust to developing conditions.

Contracts affect research performance; Supervision affects Motivation to conduct research. Research results need adjusting to the existing system. A sound system contains a form of focus, includes key learning factors, has teaching objectives, combines natural environments and virtual objects using visual resources following the project given to students to understand better, and constantly supervises and investigates the most appropriate teaching methods (Li et al., 2020). Surveillance varies greatly to find conditions monitored. Ellis and colleagues provide alternatives to provide a system of Supervision in biased, extraordinary, and emergency conditions (Hutman et al., 2023). Supervision carried out by private workers needs to pay attention to residential facilities, mental health, and feelings of comfort. Management needs attention so that, in the future, low-income workers can increase productivity (Tugendrajch et al., 2023).

Human behavior is subjective norms derived from knowledge and usefulness. Graduate with social norms, including research products. Behavior to obtain high-quality knowledge and results using behavioral planning theory. Supervision and availability of supportive environments and policies shape perceptions. Bachelor graduates will meet social expectations driven by individual intentions (Sahudin et al., 2023). Management needs to be carried out on lecturers by the leadership. Supervising the implementation of research is carried out according to the contract will ensure that analysis.
An individual's Motivation to perform a task can predict the intention and perseverance to complete the job. It is necessary to understand the Motivation for participation in the study. The theory of achievement motivation provides hope for exploring and rewarding the experience of researchers and the costs incurred. In undergraduate students, the utility value of their research is by the desired results and alternatives used when conducting research. Economic and emotional conditions increase student motivation to conduct research (Ceyhan & Tillotson, 2020).

Environmental factors can influence research motivation. Some perceptions are not directly visible, including gender, background, and school climate. This difference requires educators to make policies that understand the condition of the character of each student. An individual-centered approach can provide a meaningful picture of heterogeneous perceptions of perceived unfair treatment by teachers and bullying in schools. (Rohatgi & Scherer, 2020)

Students and lecturers presented challenges and issues concerning forced migration, sexual health, and inclusion health. There seems to be a need for external competencies in learning activities and setting more precise guidelines, which can improve the quality of education and better prepare future nurses to support patients with diverse backgrounds and identities (Gottvall et al., 2023). Extrinsic Motivation can control individual strengths and weaknesses, and controlled Motivation will provide different performance results. It needs research on controlled Motivation to achieve performance (Wijsman et al., 2018). Correlation Motivation and attitude according to the right learning strategy. There are 6 Active writing strategy processing: content focus, cognitive processing and self-monitoring, content-focused processing, metacognitive beginning, form-focused processing, and authentic practice strategies (Mistar et al., 2023). The Motivation of lecturers in conducting research will be instrumental in improving research performance.

6 CONCLUSION

Good University Governance and Supervision and Motivation Affect Research Performance Good University Governance and Supervision affect the Motivation of lecturers to conduct research. Good University Governance and Supervision through Motivation do not directly affect research performance. With optimal Motivation, lecturers' research performance can increase. Improving lecturer research performance
can be helpful for students in the knowledge transfer process. High Motivation from lecturers in conducting research will increase the success of obtaining functional positions in Research Contribution. Provide additional motivation theories related to lecturer research performance and decision-making in developing existing human resources in universities, especially in research. Limitation: The idea of achievement motivation needs to be improved immediately so that midwifery lecturers get the appropriate functional positions.
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