







# Competency Towards Performance Mediated Commitment and Moderated Persistence Rational Choice in Universities in Bekasi

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**Abstract.** The performance of lecturers at the University in Bekasi has shown fluctuations, particularly in research output, which varies from year to year. To enhance the quality and quantity of lecturers in Indonesia, it is believed that competition can serve as a potential solution to improve lecturer performance, especially in Bekasi. The primary objective of this study is to investigate the impact of competency on performance, with organizational commitment acting as a mediating variable and persistence of rational choice as a moderating variable. Through this research, a deeper comprehension of the factors influencing lecturer performance and the potential moderating role of commitment and rational choice persistence can be obtained.

This study employs a quantitative approach, utilizing questionnaires distributed to 105 lecturers in Bekasi. The questionnaire is a data collection tool encompassing variables such as competence, academic performance, commitment, and rational choice.

This study found that organizational commitment mediates the influence of competence on performance moderated by persistent rational choice in complete mediation and revealed the role of commitment as a mediator and rational choice as a moderator in the relationship. The results of this research can provide input for the university in developing strategies and policies that can improve competence and performance.

**Keywords:** Competency, Performance, Commitment, Persistent rational choice

## 1 Introduction

Higher education is an integral part of developing a country's human resources. In the era of globalization like today, the competence and performance of lecturers are critical factors in ensuring the future success of students and universities. Universities

as higher education institutions are important in developing competencies and facilitating good academic performance<sup>1</sup>.

Bekasi is one of the fastest-growing cities in Indonesia, with rapid growth in the industrial sector and significant growth in the education sector<sup>2</sup>. Universities in Bekasi strive to provide quality education and create a conducive academic environment for students. However, there are still problems related to the competence and performance of lecturers at the university<sup>3</sup>.

The task load of lecturers includes teaching, research and community service (Tri Dharma)<sup>4</sup>. However, now there is another burden that many parties consider to be heavier than the three main tasks, namely administrative matters, so the performance of lecturers begins to show a decline. In addition, there are several problems faced by university lecturers in Indonesia. Namely: 1. Low Welfare 2. Qualifications and Competencies: Some lecturers still face obstacles regarding qualifications and competencies. Some lecturers are forced to teach in fields that are irrelevant to their educational background, so the quality of teaching is not good. 3. High Workload. 4. Lack of Recognition and Reward 5. Low Morals and Academic Ethics: Sometimes lecturers face academic moral and ethical problems, such as plagiarism, unethical research, or other violations<sup>5</sup>.

There is also a lack of Industry Involvement. Publication and Research Pressure: In some cases, lecturers are pressured to meet high publication and research targets. This can result in an excessive focus on the number of publications rather than quality and neglect teaching activities. Lack of technological readiness.

Previous research has shown that competence positively correlates with performance<sup>6-8</sup>. However, other factors such as commitment and rational choice can influence the relationship<sup>9,10</sup>. Therefore, more in-depth research is needed to analyze the relationship between competence, performance, commitment, and persistence in rational choice in the context of universities in Bekasi.

The novelty in the title "Competency Towards Performance Mediated Commitment and Moderated Persistence Rational Choice in Universities in Bekasi" lies in the combination of variables studied in the context of universities in Bekasi. This research combines the concepts of competence, performance, commitment, and persistence rational choice in one research model. In addition, this study also analyzes the mediating role of commitment and the role of moderating persistence and rational choice in the relationship between competence and performance. By combining these elements, this study can provide new insights into the factors that affect the performance of lecturers at universities in Bekasi.

## 2. METHODOLOGY

This study used quantitative research design to examine the relationship between competence, academic performance, commitment, and rational choice. This research design will enable objective data collection and in-depth statistical analysis to answer research questions. The population in this study is active students enrolled in

universities in Bekasi. Universities included in this study will be selected purposively based on specific criteria, such as reputation, size, and variety of study programs offered.

Data in this study will be collected using questionnaires. The questionnaire will consist of several sections that include competence, academic performance, commitment, and rational choice variables. The measurement scale to be used will be adjusted to the characteristics of each variable, such as the Likert scale, to measure the level of approval or scoring.

### 3. RESULTS AND DISCUSSION

Data processing has been carried out through SPSS 21 by maximizing Andrew Hayes' Process 4.0 plug-in by choosing the Hayes 59 model according to the needs of the analysis that researchers do. The output of data management is listed in Table 1, table 2, and 3. Table 1 includes regression analysis, mediation analysis and moderation analysis. Path analysis will test the hypothesis that commitment mediates the relationship. Through this analysis, whether commitment acts as a mediator between competence and performance will be known.

Based on the data processing results in Table 1, it can be seen that the effect of competence on organizational commitment is not significant because the level of significance is higher than 0.05. The effect of organizational commitment on performance is significant, and the effect of competence on performance after commitment entry is insignificant. Moderation analyses were conducted to examine the role of rational choice moderation in the relationship between competence and performance. The table above stated that the effect of competence on organizational commitment, the influence of competence on performance and the influence of organizational commitment on performance moderated persistence rational choice, none of which showed significant results. This is indicated by a higher level of significance than 0.05

Table 1. Regression Test Results

	Commitment			Performance		
	Coeff	SE	P	Coeff	SE	P
X (Competence)	.5813	.4319	.1828	-.3065	.5091	.5493
M (Commitment)	-	-	-	1.4450	.5731	.0142
W (PRC)	-.0725	.3894	.8528	.5173	.2169	.0200
X*W	.0038	.0083	.6492	.0090	.0100	.3739
M*W	-	-	-	-.0201	.0113	.0800
	R2 = .8688, F= 147.8688 P = .0000			R2=.9234,F= 156.7891 P= .0000		
	R2-Chng = .0004, F=.2088, P = .6492			R2-Chng=.0009, F=.8018, P = .3739		
	---			R2-Chng=.0037,F=3.1624, P = .0800		

Source: Data processed SPSS-Hayes, 2023

Fig 1. The author deliberately appears to find out at a glance the research model along with the value of the coefficient, which states that the value of the coefficient of competence to organizational commitment is 0.5813, the value of the coefficient of organizational commitment to performance is 1.445, the value of the coefficient of competence to performance is -0.3065.

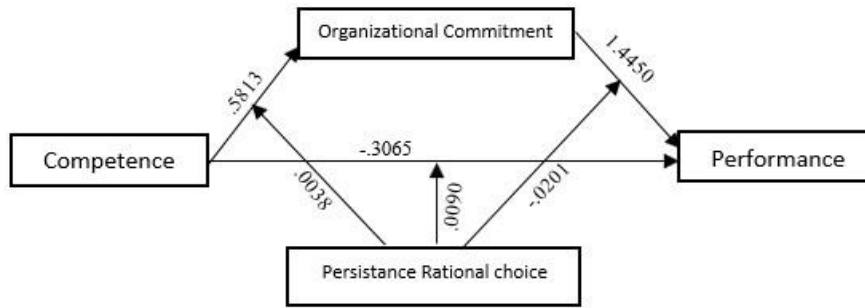


Fig 1. Research Model

Source: Data processed SPSS-Hayes, 2023

To determine the direct effect of competence on performance after entering commitment and the appearance of persistent rational choice becomes insignificant, it is listed in Table 2 because there is one of the values in Table 2 between the value of BootLLCI to BootULCI. There is a zero. It was concluded that the effect was directly insignificant at the significance level of 5%).

Table 2. Conditional direct effect(s) of Competence on Performance

W	Effect	se	t	p	LLCI	ULCI
46.0000	.1074	.0725	1.4818	.1432	-.0373	.2521
52.0000	.1614	.0602	2.6794	.0093	.0411	.2817
55.0000	.1884	.0744	2.5305	.0138	.0397	.3370

Source: Data processed SPSS-Hayes, 2023

While the results of conditional indirect influence in Table 3, the influence of competence on lecturer performance at universities in Bekasi have a significant effect listed in the table between the value of BootLLCI and BootULCI there is no value of 0, it can be implied that organizational commitment is complete mediation, meaning that organizational commitment mediates the influence of competence on lecturer performance at Bekasi University which is moderated by persistent rational choice.

Table 3. Conditional Indirect Effects of Competence on Performance

W	Effect	BootSE	BootLLCI	BootULCI
46.0000	.3939	.1356	.0987	.6338
52.0000	.3119	.0769	.1637	.4657
55.0000	.2689	.0873	.0945	.4393

Source: Data processed SPSS-Hayes, 2023

Based on the analysis described earlier, it can be concluded that: 1. Competence does not have a significant effect directly on performance. This is not in line with many previous studies that say competition significantly affects<sup>11-13</sup>.

2. Persistent rational choice does not have a significant effect in moderating the influence of competence on performance, competence on organizational commitment and the influence of organizational commitment on the performance of lecturers at universities in Bekasi.

3. Organizational commitment has a significant effect in mediating the effect of competence on performance. Because the direct influence of competence on performance is not significant, it can be said that the organization's commitment mediates in full. This is in accordance with many previous studies conducted by researchers<sup>14-16</sup>.

#### 4. CONCLUSION

Based on the data analysis, here are this study's main conclusions: Competence does not influence performance in direct effect. In the indirect effect, commitment is a mediator between the competence and performance of lecturers. Commitment plays an important role in bridging the relationship between competence and lecturer performance. Lecturers who are highly committed to the university tend to achieve better academic performance. Rational choice does not moderate the relationship between competence and lecturer performance. That is, persistence and rational choice are not needed in the effect of competence on performance mediated by organizational commitment.

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