

# **COMPARISON STUDY BETWEEN THE PERFORMANCE OF CIVIL SERVANTS LECTURERS, TEMPORARY LECTURERS, AND ADJUNCT LECTURERS (CASE STUDY AT STATE POLYTECHNIC OF BENGKALIS)**

Name of Student : M Ridho Haslam  
Registration Number : 5404191242  
Lecturers : Hutomo Atman Maulana S.Pd., M.Si

## **Abstract**

The purpose of this study was to compare the performance lecturers of Civil Servant Lecturers, Temporary Lecturers, and Adjunct Lecturers at the Department of Business Administration, Bengkalis State Polytechnic. The type of research used is comparative research, research that is essentially a comparison between independent research variables but for more than one sample or at different times. The population of this study was 100 students from the Department of Business Administration, State Polytechnic of Bengkalis. The location of this research was conducted at the Department of Business Administration of the Bengkalis State Polytechnic, which is located in Bengkalis District, Bengkalis Regency. The data collection technique used in this study was distributing questionnaires. The matter discussed in this study is to find out the comparison of civil servant lecturers, temporary lecturers, and adjunct lecturers which are reviewed in four competencies, namely: pedagogic competence, professional competence, social competence, and personality competence. The research results obtained were civil servant lecturers fulfilling 7 statements of strongly agreeing and 14 agreeing statements from 21 lecturer performance indicators, temporary lecturers fulfilling 2 statements strongly agree and 19 statements agreeing from 21 lecturer performance indicators, and adjunct lecturers fulfilling 5 statements strongly agree and 16 statements agree from 21 lecturer performance indicators.

**Keyword:** *Lecturers Performance, Pedagogic Competence, Professional Competence, Social Competence, Personal Competence.*