

# CHAPTER I

## INTRODUCTION

### 1.1 Background

The times are advancing, and the company has made many changes, one of which is maintaining its business. Human resources play an important role in a company by providing the resources needed to achieve company goals. The company does it to be able to compete with other companies. Every company strives to increase employee productivity. Methods and solutions need to be developed by company leaders to improve employee performance. Individual satisfaction in carrying out their work can improve performance quickly and precisely. The performance of the company's operational standards and the performance of each individual will majorly contribute to the company.

Human resource management is also a part of the progress of development science and technology, as well as management science which focuses more on regulating the role of human resources in a company. In technology and civilization, competent Human Resources are required who choose motivation and experience. Skilled workers carry out their roles and functions individually and for the goals of an organization.

Line with Yuniarsih and Suwatno (2008:1) argues that human resource management considers that employees are the main wealth of a company that must be managed properly. Hence, HRM is more strategic for companies in achieving fixed goals.

With human resources, the workforce has an important role in a company because human resources have a very strategic role in the implementation, and organization of management functions, namely planning, organizing, controlling and supervising. The availability of human resources is not a guarantee that the company can be well managed. It requires a highly skilled and professional workforce to provide optimal contribution and performance per the goals set by a company.

Improving employee performance is one dimension that can be used to organize and evacuate employee strength in surviving and carrying out their duties and obligations as employees and where they live. Employees are required to carry out the tasks assigned to them properly so that they can achieve their goals too, namely by optimizing working time, being disciplined, and being honest to achieve high quality and quantity work results.

Improving employee performance is one very important factor in getting optimal work results. When the employees feel an increase in work at work, they will try as much as possible with all their abilities to complete work assignments. Thus the productivity and work results of employees will increase optimally.

Improving employee performance can be said to be a general employee response in the form of employee behaviour resulting from perceptions about the things provided with work. An employee who enters and joins a company has a set of wants, needs, desires and a unified past and forms an expectation expected to be fulfilled at work. Improving employee performance will be obtained if there is a match between employee expectations and the reality encountered and obtained from the workplace.

In this case, the performance that will be assessed is the lecturer's performance, which is determined by four performance indicators: pedagogic competence, professional competence, social competence, and personality competence. Of course, from the problems discussed, some things are the main factor why it is important to know the performance of lecturers in the Department of Business Administration, Bengkalis State Polytechnic. It is because many lecturers in the Department of Business Administration are graduates of abroad universities.

Based on the explanation above and considering how important it is to improve employee performance, which is suspected of producing job satisfaction, employee performance will determine the achievement of a company's goals. So the researcher will try to conduct research with the title "Comparison Study Between the Performance of Civil Servants Lecturers, Temporary Lecturers, and Adjunct Lecturers (Case Study at State Polytechnic of Bengkalis)".

## **1.2 Formulation of the Problem**

Based on the background above, the formulation of the research problem is how to compare the performance of Civil Servants Lecturers, Temporary Lecturers, and Adjunct Lecturers at State Polytechnic of Bengkalis?

## **1.3 Purpose of the Study**

Based on the problems that have been formulated, the purpose of this study is to analyze the performance comparison of Civil Servants Lecturers, Temporary Lecturers, and Adjunct Lecturers at State Polytechnic of Bengkalis.

## **1.4 Significance of the Study**

The results of this study are expected to provide both theoretical and practical benefits. The results of this research are expected to be used as material and a source of reference for related parties such as State Colleges, Departments of Business Administration, lecturers, and other educational institutions, especially for other tertiary institutions.

For the researcher, this research can add to the author's insight regarding the performance of lecturers in the Civil Servants Lecturers, Temporary Lecturers, and Adjunct Lecturers at State Polytechnic of Bengkalis. For Bengkalis State Polytechnic, this research can be used to improve the quality of lecturer performance and as a decision-making tool for related educational institutions. For science, this research is expected to be a reference material in education so that it can enrich and add insight. For future researchers, this research is expected to be used as a consideration or further developed, as well as reference material for similar research.

## **1.5 Scope and Limitation of the Problem**

Based on the background of the problem and the existing identification, it can be seen that the problems involved are very broad. Therefore it is necessary to have problem boundaries. Therefore this research focuses more on lecturers from the Department of Business Administration, State Polytechnic of Bengkalis.

## **1.6 Writing System**

The systematic writing of the research conducted for the comparison study between the performance of civil servants lecturers, temporary lecturers, dan adjunct lecturers are as follows:

### **CHAPTER I: INTRODUCTION**

Is an introductory chapter that describes the background, problem limitation, problem formulation, research objectives, research benefits, and research systematic.

### **CHAPTER II: LITERATURE REVIEW**

Expressing the theoretical basis and theoretical basis that will be used in the completion of research both in general and specific theory which consists of previous research and theoretical basis.

### **CHAPTER III: METHODOLOGY AND COMPLETION PROCESS**

In this chapter describes the method of conducting research, which consists of location, time and object of research, types and sources of data, methods of data analysis, types of research, and research schedules and budgets.

### **CHAPTER IV: RESULTS AND DISCUSSION**

In this chapter the author will elaborate on the discussion of the results of research analyzes that have been carried out by interviewing, observing, and other sources.

### **CHAPTER V: CONCLUSIONS AND SUGGESTIONS**

In this chapter the author will describe the conclusions obtained from the discussion as well as the suggestions to be submitted by the author.

### **REFERENCES**

### **APPENDICES**

### **WRITER BIOGRAPHY**