

Aligning triple C approach to improve performance in the University of Insan Pembangunan Indonesia

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Abstract

This study discusses performance improvement through sportsmanship behavior that is supported by the Character, Competency and Collaboration approaches. This study aims to develop a development model of the development of sportsmanship behavior in improving performance supported by the 3C approach at the University

The population of this study is lecturers at universities Insan Pembangunan Indonesia. The sample was determined by a proportionate random sampling of a number of 70 lecturers. Data is obtained through a Likert scale questionnaire 1 - 5 and analyzed using SEM.

Testing and proving this proposition must provide a more complete model of performance improvement. The importance of the Triple C Approach factor in improving Sportmanship behavior, and the resulting impact on performance. This offers a deeper understanding of important contextual issues that have an impact on efforts to implement the Triple C approach to improve Sportmanship behavior. This article proposes the concept of lecturer performance improvement through Sportmanship behavior that emphasizes the approach of character, competence and collaboration.

Proof of this proposed model must contribute to the theory by expanding support for resource-based view theory and social behavior theory into the context of human resource development strategies. This research has not considered the religiosity that is possible to be able to improve Sportmanship behavior in achieving performance.

Keywords: *character, competency, collaboration, sportsmanship behavior, performance*

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I. Introduction

In facing Industrial Revolution 4.0 which is an era of disruptive innovation that can create a variety of new markets. This rapid innovation can have both positive and negative impacts on the existing market and, even worse, can create existing technology. Facing these challenges, the world of education as a producer of quality human resources is required to change as well.

The era of disruption is an era of change from the manual to the digital way. In the era of disruption, a drastic change took place, changing the fabric of human life in various fields, including in the service sector and becoming a dilemma for producers engaged in the field of educational services. Where on one hand, the educational environment is expected to be able to educate students to be human resources with character, ethics, and behavior in accordance with the values prevailing in society. But on the other hand universities must adjust to the changing era of disruptive demands to follow changes towards the era of digitalization.

In this era lecturers must develop themselves to be able to apply digital technology, but must also be able to strengthen the character of their students. Facing the digitalisation era also forced lecturers to develop themselves into digital collaboration patterns where cross-sectoral forms of collaboration and coordination were carried out in addition to face-to-face as well as using technological devices. In the digital age, collaboration has become a challenge in which communication and socialization patterns have changed.

This article proposes a framework for performance improvement at Private Universities in Insan Pembangunan Indonesia through strengthening sportsmanship behavior supported by the Character, Competency and Collaboration approach.

0.1. Performance

The performance of lecturers in an educational institution in facing a disruptive era is an interesting factor to study. Lecturer performance is described as a real behavior displayed by a lecturer as work performance generated according to his role as an academic functional power. Lecturer performance is defined

as the level of success during a certain period in meeting the standards of work, targets that have been determined in advance and agreed together as a Lecturer. Lecturer performance is the ability to carry out work or tasks owned by lecturers in completing their work. Lecturer performance is the quality of the work done by the lecturer in teaching or teaching and learning process which includes aspects of the quality of work results, abilities, initiatives / initiatives, communication, and timeliness.

0.2 Triple 3 Approach

Character

Character marks how or even technical way to focus the application of the value of goodness into action or behavior. Character is a characteristic, style, nature, or even a personal characteristic of someone who comes from the formation or forging obtained from the surrounding environment. Character can be interpreted as having character and also personality. Character is a real and different nature that is shown by individuals. Character can be seen from a variety of attributes that exist in individual behavior patterns. Character is concluded as psychiatric traits, morals, and character that can make someone look different from others. Character is measured using indicators honest, hard work, independent, caring, tolerance and discipline. Someone with good character will do his job well. Individuals who have character will have a good level of performance. So the proposed hypothesis is:

H1: The more individual character, the higher the performance

H2: The better a person's character, the higher his sportsmanship behavior

Competency

Competencies include abilities, skills, attitudes, values and appreciation of someone in completing a task. This can be interpreted that competence is a combination of knowledge, ability, and application in carrying out tasks in the workforce. Lecturer competencies is related to the authority to carry out their duties in the field of study as learning material that acts as an educational tool. From the above understanding it can be concluded that the Lecturer competence is a set of knowledge, skills and behavior that must be possessed, internalized, and mastered by the Lecturer in carrying out his professional duties. Lecturer competency standards consist of three interrelated components, namely learning management, professional development, and academic mastery. Competence builds one's performance. Performance is the result of competence, knowledge, and effort. So the proposed hypothesis is:

H3: The higher the competency, the higher the performance

H4: The higher the competency, the higher the sportsmanship behavior

Collaboration

Collaboration is a form of cooperation, interaction, compromise of several elements related to both individuals, institutions and or parties involved directly and indirectly who receive the consequences and benefits. Collaboration is a form of participation process of several people or groups to achieve certain results. Collaboration is a form of collaboration to achieve the desired results and foster trust between parties concerned. Collaboration of all forms of cooperation between various parties in order to achieve mutually agreed results. Collaboration is measured by indicators of Respect for people, honor and integrity, ownership and alignment, consensus, full responsibility and accountability, trust based relationships, and recognition and growth.

In creating great team performance, collaboration has a very important role. Collaboration is a trigger of trust and ultimately has the potential to improve performance. So the proposed hypothesis is:

H3: The better the collaboration, the higher the performance

H4: The better a person is in collaboration, the higher he will behave with the sportsmanship ave

0.3 Sportmanship behavior

Sportmanship behavior is behavior that has a positive attitude towards work situations. The attitude of Sportmanship behavior is illustrated by maintaining a positive attitude which is in the situation that is unable to fulfill personal desires, following the rules as well as possible and without complaining. Sportmanship behavior is an attitude that shows a willingness to tolerate unfavorable conditions without complaining. Another definition of Sportmanship behavior is the attitude of fairness in following changes and developments that occur in the organization. Sportmanship behavior is measured by indications of following changes and developments in the organization, reading and following organizational regulations, making judgments in assessing what is best for the organization.

Sportmanship is a dimension of OCB that is able to be a determining factor for performance. Sportmanship has the biggest influence among the 4 other OCB dimensions in supporting performance. So the hypothesis proposed is:

H5: The higher one's sportsmanship behavior, the higher the performance.

1. Purpose of the Study

This study discusses performance improvement through sportsmanship behavior that is supported by the Character, Competency and Collaboration approaches. This study aims to develop a development model of the development of sportsmanship behavior in improving performance supported by the 3C approach at the University Insan Pembangunan Indonesia

II. Research Methods

2.1. Sample

The population of this study is lecturers at universities Insan Pembangunan Indonesia. which amounts to 110 so after being calculated using a slovin sample determined by proportionate random sampling a number of 70 lecturers. Data obtained through a Likert scale questionnaire 1 - 5 and analyzed using SEM.

2.2. Measurement of Variables

The variables were measured with a questionnaire by using a Likert scale with the answer scale of 1 to 5. The scale represented the rating from 'strongly disagree' to 'strongly agree'.

Lecturer performance is the quality of the work done by the lecturer in teaching or teaching and learning process which includes aspects of the quality of work results, abilities, initiatives / initiatives, communication, and timeliness.

Character is defined as psychiatric traits, morals, and character that can make someone look different from others. Character is measured using indicators honest, hard work, independent, caring, tolerance and discipline.

Lecturer competence is a set of knowledge, skills and behaviors that must be possessed, internalized, and mastered by lecturers in carrying out their professional tasks. Lecturer competency standards consist of three interrelated components, namely learning management, professional development, and academic mastery (Robandi, Kurniati et al. 2019).

Collaboration is all forms of cooperation between various parties in order to achieve the agreed results. Collaboration is measured by the indicators Respect for people, honor and integrity, ownership and alignment, consensus, full responsibility and accountability, trust based relationships, and recognition and growth.

Sportsmanship behavior is measured by indications of following changes and developments in the organization, reading and following organizational regulations, making considerations in assessing what is best for the organization

III. Managerial Implications

Providing better insights about factors that have the potential to influence Lecturers' performance in Higher Education in Insan Pembangunan Indonesia through Sportsmanship behavior and Triple C Approach.

Testing and proving this proposition must provide a more complete model of performance improvement. The importance of the Triple C Approach factor in improving Sportsmanship behavior, and the resulting impact on performance. This offers a deeper understanding of important contextual issues that have an impact on efforts to implement the Triple C approach to improving Sportsmanship behavior. Proof of this proposed model must contribute to the theory by expanding support for resource-based view theory and social behavior theory into the context of human resource development strategies.

IV. Limitations and Future Research

Examine the influence of other factors that influence performance besides Sportsmanship behavior in a broader organization with more complex cultural backgrounds. This research has not considered the religiosity that is possible to be able to improve Sportsmanship behavior in achieving performance.

V. Practical Implication

This research emphasizes a better understanding of how the C-script approach will result in Sportsmanship behavior and the potential to realize performance. This research is expected to provide benefits for the development of science, particularly management science in understanding the characteristics of individuals as social creatures in collaboration, as a reference for character development plans and HR competencies and become one of the references for other researchers who will take similar themes.

VI. Conclusions

This article proposes the concept of lecturer performance improvement through Sportsmanship behavior that emphasizes the approach of character, competence and collaboration.

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