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Research paper

The Academic Climate and Organizational Support Influence on Performance of Lecturers Scientific Publications (Study at the Private University Accredited in West Java)

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Abstract

Objective - This article aims to produce a study of: Academic climate, organizational support and the performance of scientific publications of lecturers. Then examine the influence of academic climate and organizational support on the performance of lecturer scientific publications. Research on the performance of scientific publications is still very rare, let alone linking the issue to the academic climate and organizational support. So that research on this scientific publication should be done immediately so that scientific publications of lecturers in Indonesia can increase, especially the performance of scientific publications of lecturers at the private university in West Java. Method - The research design used in this research is mixed method Research (MMR). The analytical tool uses a Partial Lease Square. Findings - Scientific publications of lecturers will increase both in quantity and quality if conducive academic climate and organizational support activities. Academic climate and organizational support affect the performance of lecturer scientific publications, either partially or simultaneously. Simultaneously influence the academic climate and organizational support to Performance of Scientific Publication of Lecturers, amounted to 54,4%. While partially Academic climate and Organizational Support influential significantly to Performance of Scientific Publication of Lecturers, which is Academic climate has a greater influence (34,8%).

Keywords: *Academic Climate, Organizational Support, Performance of Scientific Publication of Lecturers, Higher Education.*

1. Introduction

Higher Education is an educational unit that holds Higher Education (Law No. 12 of 2012). In essence, Higher Education is a scientific community (lecturers, students and technical practitioners within the college) who are tasked with promoting human dignity and cultural heritage through research, teaching and service, which can be provided to local, national, regional and international environments. Law of the Republic of Indonesia Number 14 Year 2005 regarding Teachers and Lecturers article 1, paragraph 2, Lecturers are professional educators and scientists with the main task of transforming, developing and disseminating science, technology, and art through education, research, and community service.

Kennedy, D., 1997, according to him that the main task of lecturer's academic duties other than teaching, but also must be able to find and publish his findings. Scientific publications in reputable national and international journals, acting as a self-actualization medium for academics and researchers in the development of science internationally. However, according to (8) In general, the performance of lecturer scientific publications in Indonesia is far behind including the citation index compared to the scientific publications of lecturers in Southeast Asian countries. (8) said that based on the results of his research the scientific publications of lecturers will increase if there is a compensation policy on research performance.

The size of a college's success is judged by how capable the universities produce high-quality products that are recognized by the public, both the scientific community and the general public. The product is one of the results of research and scientific work published in national and international journals. The number of international publications serves to increase the self-esteem of a country in the form of diplomacy of education and science quality. Countries with good quality of education and science and technology tend to have a high number of international publications. The following is presented data of Indonesia's ranking of publications at ASIA and World level based on The SCImago Journal & Country Rank (1996-2016):

Table 1: Indonesia Publishing Rankings at Asian and World level

Asia Rank	Country	Doc.	H index		World Rank	Country	Doc.	H index
1	CHN	3.617.355	495		1	USA	8.626.193	1648
2	JPN	2.074.872	745		2	CHN	3.617.355	495
3	IND	998.544	383		3	UK	2.397.817	1015
4	SK	739.229	424		4	DEU	2.176.860	887
5	TWN	491.560	331		9	IND	998.544	383
6	HKN	200.580	359		15	BRA	598.234	379

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Asia Rank	Country	Doc.	H index		World Rank	Country	Doc.	H index
7	SGP	192.942	349		32	SGP	192.942	349
8	MYS	153.378	165		36	MYS	153.378	165
9	THA	109.832	213		43	THA	109.832	213
10	PAK	81.612	148		56	MAR	35.962	117
11	**IDN**	**32.355**	**140**		**57**	**IDN**	**32.355**	**140**

Reference: SCImago Journal, access May 20th 2016

The ranking of Indonesia's scientific publications is ranked 57th in the world level below Singapore, Malaysia and Thailand, while the Asian level is at 11th position. While based on Scopus data base in 2015, the number of scientific publications lecturers in Indonesia is still far behind from Malaysia, Singapore and Thailand, whereas the number of universities in Indonesia reaches of 4455.

Ministry of Research, Technology and Higher Education (Higher Education Kemenristek) announced the ranking of universities for 2015. In the category of best universities based on the quality of research and publications occupied ITB, IPB, UI, UGM, ubuntu, UNHAS, UNS, the UB, and Undip. (Antara News: Friday, August 21, 2015). Based on the above data there is no Private University in West Java that fall into that category. Likewise, based on Scopus data base during the period 2011 to 2015, there are only four private universities into the 75 major rankings, namely Telkom University, Kristen Maranatha University, University of Pasundan and Langlang Buana University.

The need to publish the results of research has been very urgent and become a mandatory thing, along with the issuance of Regulation of the Minister of Administrative Reform and Bureaucratic Reform number 17 of 2013 on Lecturer Functional Position and Credit Score, provides the requirement of increase of ladder in functional lecturer, among others: the rank of several functional positions has been required to publish the results of research and thought in scientific journals.

Indonesian publications in reputable international journals can be predicted from the number of lecturers, researchers, and graduate students who will graduate. But in this research that will be focused on the scientific publications of lecturers. The number of lecturers with the potential to produce publications (own hierarchy) is 7699 of the total number of lecturers in the area Kopertis IV as much as 15,400. (1) stated that performance improvement is also influenced by organizational support. The same is expressed by (16) that the high level of support from the leadership, and good cooperation with colleagues can affect performance. However, according to (20) that conducive organizational climate can improve the performance of lecturers, including lecturers are given the opportunity to discuss academic problems in groups, seminars, and conferences.

Based on some data above, scientific publication of lecturers in Indonesia is still low especially in Private University in West Java. Also based on studies of articles on research on the performance of scientific publications is still very rare, let alone who associate the problem with the academic climate and organizational support. Therefore research on this scientific publication should be done immediately so that scientific publications of lecturers in Indonesia can increase in terms of quantity and quality, especially the performance of scientific publications of lecturers of private universities in West Java.

2. Litterateur Review

2.1. Academic Climate

Climate is the concept of a dynamic system, the climate can't be touched even seen, but can be felt. While the organization is a social structure that is designed to be mutually coordinated among a group of people, who work together, and hierarchy of authority in achieving common goals. Organizational climate has many definitions, the term organizational climate was first used by Kurt Lewin (12) in the 1930s, which used the term psychological climate. (9) argue that the organizational climate is a series of descriptions of organizational characteristics that persist in the long term. However, according to (14) organization climate is a measurable in the work environment either directly or indirectly affect the employees and their work.

Another opinion of organizational climate is expressed by (5) that the organizational climate is the personality of an organization that distinguishes it from other organizations that leads to the perception of each member in view of the organization. Another opinion said by Denison (6) that the organizational climate as a whole that is able to measure the working environment that is felt directly or indirectly can affect the motivation and behavior in work. However, (15) organizational climate is a relatively lasting quality of the organization's internal environment as perceived by its members. Meanwhile, according to (16) is the overall "feeling" conveyed through the physical layout, the way members interact with customers or other outside parties. (21) adds a shared perception of members about management policies and practices within the organization. (10) more fully argues that the Climate of the organization as a recurring pattern of behaviors, attitudes, and feelings that characterize the organization and its interrelation between working groups, employees, and work performance.

Based on several literature review of text book, journal and preliminary survey on lecturer of private university in West Java. Obtained collisions about the academic climate, namely working atmosphere, attitudes, feelings, rules and interactions that form a characteristic, personality and beliefs about the rules and policies that can affect the behavior of lecturers in carrying out the tasks in a university environment.

2.2. Organizational Support

Organizational support is the extent to which an organization assesses contributions, cares about wellbeing, hears complaints, takes care of life, considers objectives and values, and can be trusted to treat individuals in organizations fairly. Organizational support can be defined as the employee's perception of the extent to which the organization provides support to employees and the extent of the organization's readiness to provide assistance when needed.

Organizational support can be defined as the employee's perception of the extent to which the organization provides support to employees and the extent of the organization's readiness to provide assistance when needed. Eisenberger et al (7).(in (18) holds that organizational support refers to the extent to which employees feel that their contribution is valued by the organization and that the organization cares about their well-being. If the employee considers that the organization's support is high, then the employee will unite membership as an organization member into their self-identity and then develop more positive relationships and perceptions of the organization. By integrating membership in the organization with employee identity, the employee feels part of the organization and feels responsible for contributing and delivering the best performance to his organization.

(13) argue that organizational support is perceived as a reflection of employee perceptions of their organizational readiness to appreciate efforts to improve work and in meeting their socio-emotional needs. Wendel's view in Ekowati & Andini (2008: 97 means that organizational support as all matters relating to help and relationships between coworkers involving feelings of wanting to help each other and the mutual need between superiors and subordinates Robbins & Coulter (2009: 303) states that organizational support is perceived as a common belief of employees that the organizations they join or work appreciate their contributions and care about them.Exton (2014: 44) adds a certain amount of support and a sense of acceptance to colleagues, superiors, and departments which helps in the success of performing tasks and spells.

Perceived organizational support can be meaningful and useful to meet the socio-emotional needs of employees (Bilgin & Demirer, 2012). Organizational support is also guidance activities such as employee counseling, challenging tasks for employees, employee protection, employee coaching, ensuring harmonious relationships between employees and role modeling (2). According to Rhoades and Eisenberger (7) employees feel that organizations support if resources are provided voluntarily rather than providing resources after pressure from trade unions and government regulations on health and safety. Similarly, (4) states that organizational support is a belief that leaders care about the needs of employees.

Based on several literature review of text book, journal and preliminary survey on lecturer of private university in West Java. Obtained collisions regarding organizational support: The extent to which universities provide support, assistance when needed, rewards of contribution, care about social-emotional needs, welfare, relationships and mutual feelings among lecturers and leaders.

2.3. Performance of Scientific Publications

Performance is basically what employees do or do not do. Employee performance includes: Quantity of results, quality of results, timeliness of outcomes, presence and ability to cooperate (17). In line with that opinion, (3) defines performance as the record of outcomes on the specified time function activity. Meanwhile, according to (19) performance as relates to the achievement or non achievement of specific results designated to be accomplished.

The success of an organization is influenced by the performance employees. Performance is basically what employees do or do not do. (15) argues that performance is the extent to which expectations or goals have been met. Different opinions are expressed by (19) that performance is related to the achievement or achievement of certain shown in completing the work. (3) defines performance as a record of results resulting from the function of a particular work activity or activity over a specific period of time.

In college, the measure of institutional performance success depends on the performance of lecturers in performing their duties and responsibilities. Because, based on the Law of the Republic of Indonesia Number 14 Year 2005 on Teachers and Lecturers article 1, paragraph 2, Lecturers as professional educators and scientists with the main task of transforming, developing and disseminating science, technology, and art through education, research and devotion to the community.

In line with Law no. Law No. 14 Year 2005 also states that lecturers are professional educators and scientists with the main task of transforming, developing and disseminating Science and Technology through Education, Research and Community Service. It also implies that the success of college performance is also a manifestation of achieving the vision and mission of the university through the implementation of tri dharma Higher education. (11) argues that performance as a set of employee-related behaviors designed to achieve organizational goals. One of the goals of higher education is to produce high quality products that are recognized by the public, both scientific communities and the general public. The product is one of the scientific papers published in national and international scientific journals. Scientific publication is a mandatory requirement that must be met by lecturers as holders of academic positions. Article 12 (3) of Law 12/2012 states that lecturers individually or in groups are obliged to write textbooks or textbooks, published by Universities and / or scientific publications as one source of learning and for the development of academic culture as well as the culture of literacy for Academicians.

Further submitted in Article 46 paragraph 2 of Law No. 12 of 2012 and Article 44 paragraph 5 of Regulation of the Minister of Research, Technology and Higher Education No. 44 of 2015 that the results of research that is not confidential, does not interfere and / or does not endanger the public interest or national should be disseminated by way of dissemination, publication, patent, and / or other ways that can be used to convey the results of research to the public. This is reaffirmed by the Regulation of the Minister of Administrative Reform and Bureaucratic Reform No. 17 of 2013 and the Regulation of the Minister of Education and Culture No. 92 of 2014 regulates the increase of lecturer academic lecture positions for publication on accredited national scientific journals and reputable international journals in their fields.

Based on several literature studies of text books, journals and laws on duties and responsibilities of lecturers and Ministerial Regulation of State Apparatus Empowerment and Bureaucracy Reform, and initial survey of permanent lecturers at private universities in West Java, hence got construct about the performance of scientific publication that is Quantity and quality of results, timeliness in realizing the university's goals, objectives, vision, and mission in the field of scientific publications.

Thus, the picture that the use of variables in this study is the result of thinking some previous research. But there is a research gap, because from some previous research there has been no research academic climate and organizational support influence on the performance of scientific publications lecturers. In order to obtain a capital which has a unique and distinct characteristics compared with previous studies.

3. Methodology

The purpose of this study is to produce studies related to the interrelationship between research variables as well as to test the hypothesis descriptively and verification, because descriptively can describe the variables studied are organizational climate, organizational support, and the performance of scientific publications lecturers. While verification analysis is used to obtain evidence of a causal relationship between variables that is the influence of academic climate and Organizational Support on the Performance of Scientific Publication of Lecturers. The research design used in this research is mixed method Research (MMR) because in this research will combine quantitative research which then followed by qualitative research. The analytical tool uses a Partial Lease Square.

The research paradigm is based on the results of previous research studies that have been proven further to solve the research phenomenon. The research method used in this research is explanatory survey with design sequential explanatory survey method which aims to reveal the clarity of relationship and influence between research variables. Data collection methods used are questionnaires obtained through data collection conducted by dividing the questionnaire. The population in this research is permanent faculty of economics and private university business in West Java that has been accredited totaling 780 people, then taken as many as 275 samples.

Questionnaire first tested the validity and reliability. To test the validity, each Average Variance Extracted (AVE) value on the latent variable is tested. The result of AVE value is included in acceptable criterion (> 0.5), so that convergent validity is reached. Composite reliability and Cronbach's Alpha from variable> 0.70 so that the variables and dimensions in the model meet discriminant validity criteria. And finally all variables have good reliability. The outer model shows that the valid indicators where t count> 1.99 (t table at $\alpha = 0.05$). The outer model shows that the dimensions are capable of measuring latent variables.

3.1. Goodness of Fit – Outer and Inner Model

Analysis of the structural model (inner model) shows the relationship between the latent variables in the study. Inner models were evaluated using R Square and Prediction relevance (Q square) from Stone - Geisser's with a blind folding procedure. Referring to Chin (1998), the value of R square of 0.67 (strong), 0:33 (medium) and 0:19 (weak) and Prediction relevance (Q square) 0.02 (minor), 0.15 (medium) and 0.35 (big).

Table 2: Test of Outer and Inner Model

Latent Variable	*R Square*	Cronbachs Alpha	AVE	Composite Reliability	Q Square
Academic climate		0,951	0,596	0,957	0,580
Organizational Support		0,964	0,719	0,968	0,716
Performance of Scientific Publication of Lecturers	0,544	0,947	0,762	0,957	0,757

**Source: Smart PLS 2.0*

The above table gives the R Square value on the performance of scientific publication as endogenous variables are in moderate criteria (> 0.33), and the Q square values are in large criteria (> 0.35), so it can be concluded that the research model is supported by the empiric condition or fit model.

4. Findings

The following table shows the results of hypothesis testing simultaneously and Table 4 partial hypothesis testing.

4.1. Simultaneous Hypothesis Testing

Table 3: Simultaneous Testing of Hypothesis

Hypothesis	R^2	F	Conclusion
Academic climate and Organizational Support -> Performance of Scientific Publication of Lecturers	0544	38,751*	Hypothesis accepted

**significant at α=0.05 (F table =3.1386)*

Based on the table, it is known that within the degree of confidence of 95% (α=0.05) simultaneously there is the influence of Academic climate and Organizational Support significantly to Performance of Scientific Publication of Lecturers, amounted to 54.4%, while the rest of 45.6% is affected by other factor did not examined.

4.2. Partial Hypothesis testing

Below is the result of partial testing of hypothesis:

Table 4: Partial Testing of Hypothesis

Hypothesis	γ	SE(γ)	t	R2	Conclusion
Academic climate -> Performance of Scientific Publication of Lecturers	0,480	0,131	3,654*	0,348	Hypothesis accepted
Organizational Support -> Performance of Scientific Publication of Lecturers	0,281	0,124	2,268*	0,196	Hypothesis accepted

**significant atα=0.05 (t table =2.03)*

The table show that partially, Academic climate and Organizational Support influential significantly to Performance of Scientific Publication of Lecturers, which is Academic climate has a greater influence (34.8 %).

5. Conclusions

Performance of Scientific Lecturer Publication at Faculty of Economics of Private University in West Java will increase if academic climate is conducive, such as if lecturer make innovations in research, communication flow among lecturers and with leader is smoothly, supervision from leader and head of research institute and community service is done intensively, smoothness in administration administration related to research and scientific publication, among fellow lecturers and leaders encourage each other and provide motivation and research resources available.

Improving the performance of scientific publications of lecturers will also increase if organizations support, such as conducted research trainings and scientific publications are regularly scheduled, superiors always give encouragement to lecturers in conducting research and scientific publications, lecturers who conduct research and scientific publications are given appropriate compensation , lecturers who successfully perform scientific publications are given incentives, and lecturers are given time and opportunity to conduct conferences.

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