

## **The Influence Of Human Relations On The Morale And Performance Of Private High School Lecturers In Gorontalo.**

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### **INTRODUCTION**

In creating the quality of human resources, the main key is the quality of educational institutions, where this is strongly influenced by the input of the Education system among students and lecturers as well as educational facilities and infrastructure, teaching and learning processes. These three factors are interdependent and influence each other in creating a successful teaching and learning process. A lecturer is someone who based on his education and expertise is utilized by university organizers with the main task of teaching.

According to the Law on Teachers and Lecturers Number 14 of 2005, lecturers are professional educators of science with the main task of transforming, developing and disseminating science, technology and art through education, research and community service. Therefore, the performance of lecturers must be the main concern in achieving the implementation of education which of course must be supported by the spirit of work and relationships between fellow lecturers, leaders and parties related to lecturer activities, which is usually known as human relationship. Therefore, to increase morale, organizations need to pay attention to *human relationships*, work facilities and organizational climate in the organization (Pritama et al, 2019: 4899).

*Human relationship* is a relationship that exists between individuals with each other where individuals as communicators treat their communicants humanely and create a communication full of familiarity preceded by the exchange of information about identity and personal problems of a social nature.

*Human relationships* pay attention to psychological aspects in humans including their personal attitudes, behavior, traits and dispositions to prevent and overcome miss interpretation and misscommunication between interacting individuals (Atalia, 2017: 1).

According to Eriyanto, Sunaryo, and Khoirul (2019) in Pritama et al (2019: 4898), *human relationships* between administrators and members in creating chemistry related to work situations and administrators can be directed towards a more productive work. Work facilities are needed to carry out every activity in the company comfortably and easily so that every task and responsibility they can be carried out properly.

A good human relationship will certainly trigger a good morale from a lecturer. A person is said to have high morale if he has high work energy which can later be seen from the increase in organizational productivity, low absenteeism, decreased employee movement rate, and no or reduced anxiety. Morale is a positive and diverse psychological force that can increase employee performance which in turn can improve employee performance. Work spirit can also be interpreted as a work atmosphere found in an organization that shows a sense of enthusiasm in carrying out work and encourages employees to work better and more productively. (Busro :2018).

Increasing morale in lecturers for the achievement of good performance is very necessary. Lecturers who increase morale and do their tasks as well as possible will naturally bring up high morale, so that the targets set by the lecturers' performance will be realized, which can further improve organizational performance in this case educational institutions, namely universities. As according to (ulfa et al, 2019) The impact that will occur when they have no desire to improve their morale, the work performance (performance) of employees will be disrupted which will later affect the organization's income. Performance is the result of work achieved by a person in carrying out his duties and responsibilities based on his sincerity and time. One of the performances demanded by lecturers is research. Lecturers need support to realize their functions as stated by Lucki and Yusoff (2013) in order to improve their performance. Chen (2015) describes research as a priority and on the other hand the reward system is very low. Wood (1990) stated the factors that influence the performance of research in higher education are: individual characteristics of organizational members consisting of differences in ability, energy, creativity, motivation, ambition and self-discipline. The need for affiliation (Rakhmatullin & Brennan, 2013). Participatory decision making and academic rankings affect the performance of lecturers (Sukirno & Siengthai, 2011).

Similarly, Private High Shcool lecturers at universities in the Gorontalo area who are members of the scope of higher education service institutions in region 16 also feel how human relationships and morale and performance of lecturers are related, therefore it needs to be analyzed to obtain an overview of the relationship. This aims to answer the research problem, whether there is a direct influence of Human Relationship with morale, and whether there is a direct influence of morale on performance,

and whether there is an indirect relationship of human relationship to the performance of lecturers who are intervened by morale.

#### METHOD

This research is an explanative research that seeks to explain the relationship of related variables, in this case human relations, morale and lecturer performance. Primary data collection using questionnaires distributed to respondents from samples drawn from 1439 lecturer populations at Private High Shcool Gorontalo using the slovin method with the following formulation:

$$n = \frac{N}{1 + N \cdot e^2}$$

So that the composition of the population and sample is obtained as follows:

Table 1 : Population and Sample Proportion

No	College	Population	Sample
1	Bina Mandiri University Gorontalo	126	8
2	Bina Taruna University Gorontalo	89	6
3	Gorontalo University	189	12
4	Ichsan University Gorontalo	251	16
5	Nadlathul Ulama University Gorontalo	79	5
6	Muhamadiyah University Gorontalo	464	30
7	Pohuwato University	151	10
8	STIMIK Ichsan Gorontalo	40	3
9	STIKES Bakti Nusantara Gorontalo	16	1
10	Gorontalo Polytechnic	29	2
11	STIH Ichsan Pohuwato	5	1
Total		1.439	94

Sources : PDDIKTI 2023

Furthermore, the primary data obtained are processed with Path analysis to analyze the direct and indirect influence of these variables. The description of the relationship of variables can be explained in the form of pictures as follows

Conceptual Framework Flow

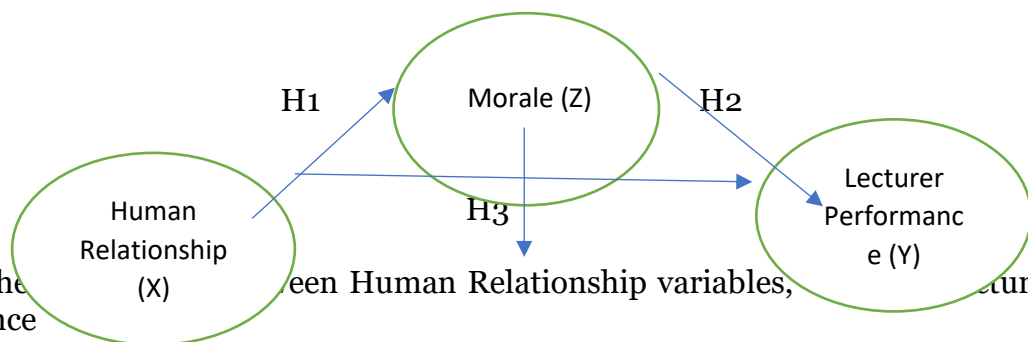


Image : The relationship between Human Relationship variables, Morale, and Lecturer performance

Discussion

The results showed that the validity and reliability tests that each variable is valid and reliable are presented as follows:

Table 2 : Test of Validity and Reliability of Human Relationship (X) Variables

Variable	Indicators	Validity		Alpha coefficient
		Correlation (r)	Probability (p)	
Human Relationship	X1.1	0.495	0.000	0.697
	X1.2	0.534	0.000	
	X1.3	0.543	0.000	
	X1.4	0.569	0.000	
	X1.5	0.480	0.000	
	X1.6	0.511	0.000	

Table 3 : Test of Validity and Reliability of Morale Variables(Z)

Variable	Indicators	Validity		Alpha coefficient
		Correlation (r)	Probability (p)	
Job satisfaction (Z1)	Z1.1	0.353	0.000	0.624
	Z1.2	0.501	0.000	
	Z1.3	0.561	0.000	
	Z1.4	0.632	0.000	
	Z1.5	0.533	0.000	
	Z1.6	0.431	0.000	

Table 4 : Test of Validity and Reliability of Performance Variables (Y)

Variable	Indicators	Validity		Alpha coefficient
		Correlation (r)	Probability (p)	
Performance (Y1)	Y1.1	0.462	0.000	0.573
	Y1.2	0.432	0.000	
	Y1.3	0.389	0.000	
	Y1.4	0.487	0.000	
	Y1.5	0.579	0.000	
	Y1.6	0.614	0.000	

The direct influence of human relationships on morale.

Test the hypothesis can be proven that *Human Relationship* ( $X_1$ ) has a positive effect on Work Morale (Y), with a significant result of  $0.005 < 0.05$ , this means that the *Human Relationship* ( $X_1$ ) that exists in Gorontalo private high school lecturers is well intertwined, or it can be said that  $H_0$  is rejected and  $H_a$  is accepted. Human Relationships affect morale.

To improve human resources in an organization, the organization must increase the morale of its employees. To improve morale, organizations need to pay attention to *human relations* (Pritama et al, 2019: 4899).

Human Relationship, is a very important component in school management, because the principal plays a role in the school management management system. The headmaster is responsible for the success of education delivery by implementing school-based management with all its substance,

besides that the principal is responsible for the quality of existing resources (teachers and staff) so that they are able to carry out activities in accordance with their respective duties and functions. So it can be concluded that ;

The influence of *Human Relationship* on Work Morale is proven to be true. Or in other words, variable  $X_1$  (*Human Relationship*) has an individual and significant effect on the variable of Morale of Gorontalo Private high school lecturers.

Direct influence of morale on lecturer performance

Work management has a positive and significant effect on the performance of Private high school Gorontalo lecturers. The value of the morale variable is 0.031. Because  $\text{nilai signifikan } 0.031 < \text{probability } 0.05$ . The results of the analysis using the path analysis model, namely the direct influence of morale on performance, obtained the results that there is a positive and significant influence of work directly on performance. This result proves that enthusiasm plays a role in improving the performance of Private High School Gorontalo lecturers. Every performance is always supported by factors that contribute to the ups and downs of performance.

Spirit is one of the things that can move humans to carry out an activity, in other words, the results of human work are also determined by the spirit of work in their lives (Ibrahim, I. (2021).

Morale is also a very important thing in an organization. Morale has an important role where work can improve the performance of Private High School lecturers so that the performance of the Private High School organization can also be improved.

Work spirit is the activity of doing work more vigorously, with this it is hoped that whatever work is done can be completed faster and will eventually obtain results which is gratifying (Nitisemito in Goddesses and Goddesses;2019).

Morale describes the overall situation experienced by employees, an important element in morale is the desire to achieve a certain goal. If employees feel optimistic and passionate, it indicates that the employee has high morale. And if employees do the opposite, it means employees have low morale. (Prasetyo, 2022). Similarly, the case with Private High School lecturers, because the lecturer's job is a job that requires high work and devotion.

The indirect influence of human relationships on performance through morale as an intervention.

The results of the analysis using the path of analysis of the indirect influence of human relationships on performance through morale provide results that there is a positive and significant influence of human relationships indirectly on performance through morale. This result shows that a good human relationship and supported by high morale, will produce high performance.

Human relationships are needed to build good relationships with fellow humans in the organizational environment, namely colleagues, superiors and subordinates. With the existence of a good human relationship (human relationship) then a job will be able to run smoothly and can produce good work results as well. Because a good relationship with fellow elements in an organization can increase morale which can further improve the performance of Private High School Gorontalo lecturers.

### Conclusion

Human relations can affect the morale and performance of lecturers at Private High School Gorontalo. If the relationship between lecturers, students, and leaders is good, it will strengthen the morale of lecturers and improve lecturer performance in terms of educating and conducting research. Improving human relations must be the main concern for Private High School Gorontalo so that this university can provide quality education and foster high morale in its lecturers. Thus, it is expected to increase public trust in Private High School Gorontalo as the best educational institution in Gorontalo.

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