

The Influence of Education and Work Experience toward the Auditing of English lecturer Lecturers Performance at STKIP Bina Insan Mandiri-Surabaya

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ABSTRACT

Performance is related to know how well lecturers does his/her job. This study aims at determining the effect of level of education on lecturers performance, determining the effect of work experience on English lecturers performance, and determining the effect of the level of education and work experience on English lecturers performance in STKIP Bina Insan Mandiri Surabaya. This study was a quantitative correlation research. This used the simple and multiple linear regression analysis. The population in this study was 32 English lecturers. The technique of collecting data used questionnaires. Before the questionere was used, it was firstly tested the validity and reliability tests with Alpha Cronbach. The sampling technique used the saturated sampling (census). Hypothesis testing is done after the testsof assumption are fulfilled. The assumption tests include normality test data, independent variable test, significance of linearity test and regression test.The study concludes that: (1) the level of education affects English lecturers performance. The analysis shows that the variable level of education contributes to English lecturers performance (25,1%). (2) the work experience affects English lecturers performance.

Keywords: level of education, work experience, English lecturers performance.

1. Introduction

Education is a process of exploring the potentialities, abilities, and capacities of humans that are easily influenced by the habits and perfected with good habits, through tools (media) are arranged in such a way Higher education as stated in RI Law Number 12 The year 2012 is the post-secondary education level that includes several programs including: diploma programs, undergraduate programs, master programs, doctoral programs, and professional programs, as well as specialist programs, organized by universities based on Indonesian culture. Furthermore, the universities are also divided back into private universities and universities, which provide academic education, vocational education, and professional education through community colleges, academies, high schools, polytechnics, institutes and universities. The role of lecturers in carrying out three-darma higher education is very influential on the quality of

learning and graduating especially English lecturers in the environment STKIP Bina Insan Mandiri Surabaya. English learning in Higher Education is one of the compulsory courses that must be taken by students of all courses. English courses taught there are those who use general English and English for Specific Purposes. While in the English Education course, all courses are taught based on English.

According to Robert Bacal, as quoted by Yamin and Maisah, performance management is a continuous process of communication, conducted a partnership between a lecturer with students which is a performance that adds value to the college in order to improve the quality of students in learning (Yamin and Maisah, 2010: 129). One of the business strategies to raise the quality oriented to customer satisfaction according to Nasution as quoted by Umi Hanik (2011: 8) involving all members of the organization by maximizing competitiveness through continuous improvement of products, services, labor, processes and the environment. In line with the Total Quality Management (TQM) method that has been proposed by W. Edwards Deming to improve the quality of one by applying the improvement of Human Resources through education and training (Umi Hanik, 2011: 22-27).

Work motivation can affect the performance of lecturers because motivation is the most important thing in a person to do a job. Motivation according to Mc. Donald is a change of energy in a person characterized by the emergence of feelings and reactions to achieve goals (Yamin and Maisah, 2010: 84). A highly motivated lecturer will do the job as well as possible in a professional manner. The level of education can affect the performance of lecturers, because education can shape a person's mindset and increase knowledge. Differences in the level of education a person can cause differences in thinking and acting. The level of knowledge possessed by a lecturer is very influential in carrying out his duties as an educator who is in charge of transferring knowledge to the nahasiswa. In addition, how to behave an educated person will think first before acting. This affects how a lecturer takes care of the trust well and keeps his performance.

Performance is a multidimensional construction that includes many factors that influence it. These factors include the intrinsic factors of the lecturer including the elements of knowledge (education), skills, abilities, confidence, and motivation, while extrinsic factors include leadership, systems, teams, and situational (Yamin and Maisah, 2010: 129) caused by many factors. Factors that can cause low lecturer performance include lecturer's perception about rector leadership, work motivation, welfare level, education level, and work experience. Completing Bacal, Mangkuprawira and Vitayala focusing on performance management on one component ie the performer (English lecturer), behavior (process), and outcomes will influence the chosen performance management approach, as is the image model of the following performance management approach (Yamin and Maisah, 2010: 132):

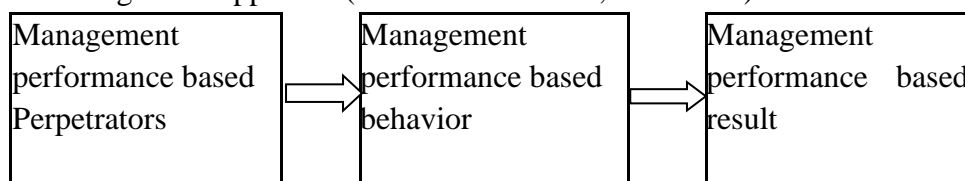


Figure 1.1 Performance Management Approach

Some performance indicators can be seen in the role of English lecturers in improving the ability of teaching and learning process, namely: (1) The ability to plan teaching and

learning, including the ability to master the outlines of education, preparing semester programs, adjusting the analysis of subject matter, and composing learning programs. (2) Ability to carry out teaching and learning activities, including pre-instructional stage, instructional stage, and evaluation stage and follow up. (3) Ability to evaluate, including normative evaluation, formative evaluation, evaluation report, and implementation of improvement and enrichment program (Uzer Usman, 2003: 10-19)

Several studies have been conducted related to the influence of educational level and work experience on auditing performance as follows: The level of education and work experience have positive and significant impact on performance, stated Nyoman Ari (2014) in his research entitled "The Effect of Education Level and Experience of Inspector on Quality Check up result. Putu Gede (2014) entitled "The Influence of Formal Education Level, Work Experience, Professional Qualification Level and Professional Ethics to Audit Quality" shows that there is a positive and significant Influence between education level and work experience on performance auditing. Thus, the level of education and work experience can contribute significantly to the development of lecturers' performance. Influence - Influence between individuals within a group and is an indicator of the effort to improve the quality of individual and general performance of work activities within an institution.

2. RESEARCH METHODOLOGY

This research used correlation research method to correlate between educational level and work experience with the performance of English lecturer. The type of analysis used in this study is multiple correlation analysis that aims to determine the level of association (relationship) some independent variables to the dependent variable (Sunyoto, 2012: 172). Level of education (X1) and work experience (X2) as independent variable, while the lecturer's performance as dependent variable (Y). This type of research is quantitative research, because the data used in the form of numbers and analyzed using statistical procedures. The data were obtained through survey method, ie investigation conducted to obtain facts from the symptoms that exist and look for factual explanations. The survey method dissects and skins problems to justify the ongoing circumstances and practices (Nazir, 2005: 56). For that, the type of data in this study is the primary data, obtained directly from the field where the research. The research was conducted at STKIP Bina Insan Mandiri Surabaya campus starting from September 2017 until November 2017.

Sampling using a total sampling technique, also called saturated sampling (census) is a sample determination technique by means of all members of the population used as a sample if the population of less than 100 people should be taken entirely into samples (Rochaety, 2007: 66). Considering the number of lecturers at STKIP Bina Insan Mandiri academic year 2017/2018 active about 32 lecturers of English (less than 100 people), then all lecturers are taken into the object of research. Data collected is data from the variable level of education (X1), work experience (X2) , and lecturer's performance (Y). Broadly speaking, the data analysis techniques used in this study is by assumption test and hypothesis test. Assumption test and hypothesis test is a technique that must be used to analyze quantitative data

3. RESULT AND DISCUSSION

A. Data Description

Data descriptions are intended to provide an overview of the spread of data or the distribution of data accompanied by histogram tables and graphs. The data were processed from the results of the research that has been collected through questionnaire, which includes three variables, namely the level of education, work experience, and the performance of English lecturers in STKIP Bina Insan Mandiri Surabaya are presented below:

1. Education Level Data (X1)

The level of education is one of the factors that affect the quality of human resources. The higher a person's level of education, the more professional a person works in the field he or she is engaged in, because he has a lot of knowledge to deal with the problems that may occur. Without sufficient knowledge, a person will have difficulty if faced with difficulty in carrying out duties and assume responsibility.

2. Work Experience Data (X2)

Based on the results of the calculation of the lecturer's work experience score, obtained the lowest score 51 and the highest 72 with a score range of 21. The score is obtained from work experience owned by lecturers STKIP Bina Insan Mandiri Surabaya. The calculation of the scores distribution resulted in: (a) the number of scores divided by the number of respondents is 59.91; (b) mode or score that has the maximum frequency in a data distribution that is 55; (c) the median or scores that distribute a distribution of data into two equal parts of 58.50; (d) the population variance or variation in the value of individual data in the data set 41.443; (e) the standard deviation of 6,438. Furthermore classify the data in three categories of categories to know the lecturer's work experience. Data are grouped into three categories, namely: high, medium and low. The high category is the number of respondents who have a total score greater than the average value plus the standard deviation. Medium category is the number of respondents who have scores between the mean value plus the standard deviation and the average value minus the standard deviation. The low category is the number of respondents who have a total score smaller than the average value minus the standard deviation. Based on the description, the value of working experience of lecturers of STKIP Bina Insan Mandiri Surabaya dominantly found in medium category, that is 18 people with 57% percentage, for low category 6 people with 19% percentage, and high category 8 with percentage equal to 24%.

3. Lecturer Performance Data (Y)

Based on the calculation of lecturer's performance variable score, obtained the lowest score 48 and the highest 78 with a score range of 30. The score was obtained from the performance of English lecturers STKIP Bina Insan Mandiri Surabaya. The calculation of the distribution of the score results in: (a) the average score or the number of scores divided by the number of respondents is 66.75; (b) mode or score that has the maximum frequency in a data distribution that is 74; (c) the median or score dividing a distribution of data into two equal parts of 69.50; (d) the population variance or variation in the value of individual data in the data set that is 60,452; (e) the standard deviation of 7,775. Furthermore classify the data in three categories of groups to determine the performance of lecturers. Data are grouped into three categories, namely: high, medium and low. The high category is the number of respondents who have a total score greater than the average value plus the standard deviation. Medium category is the number of respondents who have scores

between the mean value plus the standard deviation and the average value minus the standard deviation. The low category is the number of respondents who have a total score smaller than the average value minus the standard deviation. Based on the description, it is found that the dominant lecturer performance is in the medium category, which is 20 people with the percentage of 64%, for the low category of 4 people with the percentage of 12%, and the high category as many as 8 people with the percentage of 24%.

B. Test Assumptions

Prior to hypothesis testing, firstly done asumsi test by using parametric statistical analysis, which includes data normality, independence of independent variables, linearity and regression significance. If these assumptions are met, then the hypothesis test is performed.

1. Normality test

Testing the normality of data to determine whether the data of each variable is normally distributed or not. Test normality by using Kolmogorov-Smirnov Test. Normality test conducted on all the variables both the dependent variable of English lecturer performance and independent variable that is the level of English lecturer education and work experience of English lecturer at STKIP Bina Insan Mandiri. Criteria of decision making is if the significance value > 0.05 then the data is normally distributed and if the value of significance < 0.05 then the data is not normally distributed. Testing of data normality is done with the help of IBM SPSS program statistics 22. The results of normality test data education level (X1) obtained significance value of 0.056 which means greater than 0.05 or $0.056 > 0.05$ it can be concluded that the data variable education level (X1) normal distribution. Furthermore, the value of the significance of work experience variables (X2) is 0.200 and greater than 0.05 which means this variable is also normally distributed. While the value of significance of lecturer performance variable (Y) of 0.053 or $0.053 > 0.05$ which means the variable Y is normally distributed.

2. Independent Variable

Independent independence test is done to test two independent variables that is teacher education level and work experience of teacher not related. To test independence of independent variable in this research used IBM SPSS statistic 22. Independent independence test, result that free variables in this research that is English lecturers education level (X1) and work experience of English lecturer (X2) is not related because correlation coefficient between variable 0.530 and less than 0.80. According Purwanto (2011: 66) two or more independent variables mutually if both have a correlation of at least 0.80. If two independent variables have a high correlation (> 0.80), then multiple linear regression can not proceed. But if two independent variables have low correlation (≤ 0.80), then multiple linear regression test can be continued. The correlation coefficient value between education level variable (X1) and work experience variable (X2) is 0,530 which means < 0.80 so it can it is said that between these two independent variables are not related.

3. Linearity and Regression Perspectives

Linearity test is used to know whether between independent variable and dependent variable have linear correlation or not. This is done to meet the requirements of the regression model, ie if $F_{count} > F_{table}$ then the equation of the regression line is not linear, but if $F_{ht} < F_{table}$ then the equation of the regression line indicates linear. Based on the linearity test using IBM SPSS program of statistic 22, the value of significance deviation from linearity of each variable is 0,064 and 0,109, thus the value is bigger than the 0.05 significance level. Therefore, it can be concluded that the regression used linear. Selanjutnya test significance regression through t test. The decision rule for the t test is if the value of t arithmetic \geq t table then H_0 is rejected and H_a accepted significance, and if the value of t arithmetic \leq t table then H_0 accepted and H_a rejected means not significant. Using the IBM SPSS program statistic version 22 obtained t value ($N =$ number of samples, $K =$ number of independent variables) so that the t table of $32 - 2 = 30$ is 1, the number of samples is $N = 6449$. So the value of t arithmetic $10.091 >$ t table 1.6449, then H_0 is rejected, so it can be concluded that the regression between lecturers education level (X1) with teacher performance (Y) means or signifikan. Untuk test significance regression work experience lecturer (X2) with lecturer's performance (Y). The value of t count 2,510 with significant level 0,018 is used formula $N - K$ ($N =$ number of sample, $K =$ number of independent variable) so t table from $32 - 2 = 30$ is 2,326. Results obtained by using IBM SPSS version 22 statistics is the value of t arithmetic $2.510 >$ t table 2.326, then H_0 is rejected and H_a accepted. So it can be concluded that the regression between lecturer work experience (X2) with lecturer's performance (Y) means or significant.

C. Hypothesis testing

This research proposes three hypotheses that need to be tested empirically. All hypotheses are conjectures about the effect of educational level and work experience either individually or collectively with the lecturer's performance. Statistical techniques used to determine the relationship between these variables are statistical techniques of product moment correlation and regression, both simple and double. This technique is used to test the contribution of variable (X) to variable (Y).

D. Discussion

Discussion of the results at research conducted through two kinds, namely the description of each variable and the results of correlation analysis between variables. Correlation analysis of each variable can be explained as follows that the range of educational grade scores between 1 to 3 and most are in the high score classification that is equal to 51%. The range of work experience scores ranges from 50 to 72 and most of them are in the moderate score classification of 57%. While the range of English lecturer performance scores between 48 to 78 and most are classified moderate, that is equal to 64%. Analysis of the correlation between the variable level of education and work experience with the performance of English lecturers in STKIP Bina Insan Mandiri Surabaya, either partially or simultaneously can explained as follows:

1. Effect of Education Level (X1) on Lecturer Performance (Y)

The results showed that the variable of education level contribute or contribution of influence of 25.1% on the performance of English lecturers STKIP Bina Insan Mandiri Surabaya. This indicates that the contribution of variable of education level to English lecturer performance is quite big, while 74.9% is influenced by other factors. The fact can be interpreted that the level of education shows a positive impact and is indicated by the indicator that the ownership of diploma and academic degree proved able to give positive impact on English lecturers performance. All the lecturers of STKIP Bina Insan Mandiri minimal has education in Strata 2 that suits the field of educational expertise. This is in accordance with the mandate of the Law of the Republic of Indonesia, Number 20 Year 2003 on National Education System Chapter XI Article 42, which reads: "Educators must have minimum qualifications and certification in accordance with the authority of teaching, physically and mentally healthy, and have the ability to realize goals national education ". To maximize the performance of the lecturers, the assignment of a lecturer follows the right man on the right place principle, that puts a person in line with his / her expertise. A lecturer who can not teach a learner/a subject area that is not his or her expertise. Moreover does not have the qualifications and certification of an educator. Therefore, this is very influential on the performance and quality of learners generated later.

The level of education will give more influence to the performance of lecturers, if the level of education is not only realized with the ownership of diploma and academic degree alone, but also balanced with high levels of discipline and motivation and professionalism work. The level of education should also be accompanied by improvements in work performance, can be a model lecturer who makes scientific work in the form of research articles, which is the task of lecturers in addition to teaching. Publishing research in article into scientific journals accredited nationally and internationally as well as the implementation of community service. English lecturers are required to be able to operate various kinds of educational technology related to learning tool (media) so that the knowledge that English lecturers got when in formal education can develop maximum. The increasing level of English lecturers' knowledge significantly improves the lecturer's performance.

2. Effect of Work Experience (X2) on Lecturer Performance (Y)

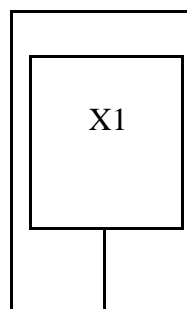
The results showed that contribution of influence or contribution of work experience variable to the performance of English lecturers STKIP Bina Insan Mandiri Surabaya by 28.4%. The value of this contribution indicates that the work experience gives a considerable influence to the performance of lecturers STKIP Bina Insan Mandiri Surabaya. The value of determination or contribution of the influence of work experience to the performance of the doses of 28.4% is indeed quite large and still has the potential to be maintained and even improved. Improvement can be done through active training and training, as well as continuing to nurture the spirit of duty. This implies that work experience has a positive impact, which is indicated by the indicator that the level of skills, occupation, and work equipment can affect the performance of lecturers well. For lecturers are expected to have adequate work experience, so as to improve performance for the better. English lecturers must have high responsibilities, be professional in their work, totality in duty, improve skills, continue to hone skills, and like to challenge. Therefore, if one of the variables (level of education or work experience) is controlled or controlled, then the other variable is not significant, because both must run side by side and balanced. Experience work to make lecturers can complete tasks that are charged

properly and maximally. Work experience clearly affects the performance of English lecturers, because by having work experience, then work performance and performance will increase. Many work experiences provide skills and job skills. Conversely, limited work experience, resulting in low skill and skill levels. Work experience is closely related to the length of service. The longer the work, the more work experience gained. This indicates that the dosenyang has a long working period that has sufficient work experience to overcome all the problems that arise in the learning activities in the classroom teaching.

3. Effect of Education Level (X1) and Work Experience (X2) Towards Lecturer Performance (Y)

The results showed that there is a positive influence on the level of education and work experience together with the performance of English lecturers at STKIP Bina Insan Mandiri Surabaya. Multiple regression analysis results obtained R_{y12} value of 0.608 with the significance of multiple regression coefficient F equal to 8.487 and multiple linear regression equation $Y = 28.699 + 2.514 X1 + 0.465 X2$. The value of constant is 28,699 which means that if the value of education level variable (X1) and work experience variable (X2) is zero, then the lecturer's performance value is 28,699. Furthermore, if the educational level variable increases by one percent, then the lecturer's performance value increases by 2,514. And if the work experience variables rose by one percent, then the lecturer's performance score increased by 0.465. These results indicate the importance of education level variables and work experience together to improve lecturer performance. These two variables can together explain the lecturer's performance variance of 36.9% and the correlation coefficient of 0.608. The parallel correlation analysis indicates that the educational level variable (0.501) is slightly smaller in contributing to the lecturer's performance than the work experience variable (0.533). However, when one variable is controlled or controlled, then the influence of other variables on the lecturer's performance becomes insignificant. This shows that the role and contribution have given by the level of education and work experience in improving the performance of English professors in STKIP Bina Insan Mandiri Surabaya has an equally important position. Through multiple regression equation can be interpreted, that the higher level of education and work experience, the higher the lecturer performance improvement. Conversely, if the lower level of education and work experience, the lower lecturer performance.

The effect of these three variables can be seen in the following picture:



$$r_{y1} = 0,501$$

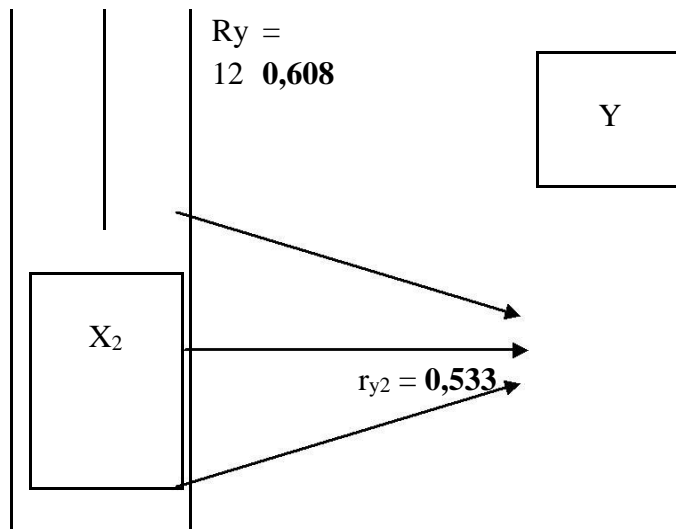


Figure 1.1 Pattern of Influence between Variables

Interpretation of the level of equality of influence between variables X with Y is used table interpretation correlation coefficient in Sugiyono (2000: 149) as follows:

Table 2.2 Interpretation Guidance of Correlation Coefficients

Coefficient Interval	Level of Influence
0,00 – 0,199	Very low
0,20 – 0,399	Low
0,40 – 0,599	Medium
0,60 – 0,799	Strong
0,80 – 1,00	Very strong

From this guideline, it can be interpreted that the influence of education level on lecturer performance is in moderate category (0.501), while the influence of work experience on lecturer performance is in medium category (0,533). The influence of education level and work experience together to the performance of English lecturers that is equal to 0.608 included in the category strong. Based on these categories can be concluded that the level of education and work experience are two things that can not be separated. Like two sides of a coin, both have a union that has a strong value. High level of education alone without balanced with work experience, it will have difficulty in facing various problems in the field. Because, the classic saying that experience is the best lecturer (experience is the best of teachers). A lot of work experience without having a high level of education, it will be difficult to understand the theories and materials that should be taught in the classroom.

4. CONCLUSION

There is a significant influence between the level of education of English lecturers to the performance of English lecturers in STKIP Bina Insan Mandiri Surabaya. Based on the results of data analysis known that the variable level of education on the performance of lecturers, contributed or contributed by 25.1%. This implies that the level of education shows a positive impact, marked by the presence of certificate ownership and academic degree proved able to give a positive influence on the performance of lecturers. The level of education will give more influence to the performance of lecturers, if the level of education is not only realized with the ownership of diploma and academic degree alone, but also balanced with the mastery of field studies, materials, discipline and professionalism. Significant influence between experience work on the performance of English lecturers in the environment STKIP Bina Insan Mandiri Surabaya. Based on the result of data analysis, it is known that work experience variable contribute to English lecturer performance. Contribution or donation is 28.4%. This implies that work experience shows a positive impact, marked by the presence of indicators that the level of skills, occupation, and work equipment can affect the performance of lecturers well. For lecturers are expected to have adequate work experience, so as to improve performance for the better. Work experience can be owned by every teacher then the lecturer should have a high dedication in education. Lecturers must also have high responsibilities, be professional in their work, totality in duty. And there is a significant influence together level of lecturer education and work experience on the performance of English lecturers in STKIP Bina Insan Mandiri Surabaya. The variable of lecturers education level and work experience together correlate with lecturer performance of 8,487 with significance of 0.05 then H_0 is rejected, because $F_{count} > F_{table}$ ($8,487 > 3,34$). So the level of lecturers' education and work experience correlated with the performance of lecturers STKIP Bina Insan Mandiri Surabaya. Hef test coefficient Determination (R^2) = 0.369, means that the performance of English lecturers in STKIP Bina Insan Mandiri Surabaya influenced by 36.9% by educational level factor lecturers and work experience. While the rest equal to 63.1% caused by other factors not included in the study.

5. Suggestion

Based on the results of the conclusions can be given suggestions as follows:

- a. To further improve performance and professionalism, English lecturers should continue to improve their skills and skills and enhance work experience. The English lecturers should keep trying to improve his performance as a means to develop his professionalism.
- b. Improving the performance of English lecturers needs to be supported by the motivation of various parties so that lecturers can apply knowledge and knowledge that is well controlled so that it can perform the duties as educator with good and professional.
- c. This study provides information that the level of education of an English lecturer and work experience has an influence on the performance of the English lecturer. Therefore, there is a need for further research on factors that can improve the performance of English lecturers regardless of the two factors that have been discussed in this study.

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