

THE EFFECT OF WORK ETHIC, POSITION MUTATION, AND JOB SATISFACTION ON LECTURER PERFORMANCE WITHIN THE FACULTY OF ECONOMICS AND ISLAMIC BUSINESS UIN ALAUDDIN MAKASSAR

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Abstract: *This study aims to analyze the effect of work ethic, job transfer, and job satisfaction on lecturer performance at the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar. The background of this research is the importance of these factors in improving the performance of lecturers in the academic environment. The research was conducted using purposive sampling method, with a sample size of 55 lecturers. Data were collected through questionnaires in accordance with the research objectives. Data analysis used multiple linear regression, T test, F test, and coefficient of determination (R²) test. The results showed that work ethic has a positive and significant effect on lecturer performance, job transfer has a positive and significant effect on lecturer performance, and job satisfaction has a positive and significant effect on lecturer performance within the Faculty of Economics and Islamic Business. In conclusion, work ethic, job transfer, and job satisfaction have an important role in improving the performance of lecturers at the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar.*

Keywords: *Work Ethic, Job Mutation, Job Satisfaction, and Lecturer Performance*

Abstrak: Penelitian ini bertujuan untuk menganalisis pengaruh etos kerja, mutasi jabatan, dan kepuasan kerja terhadap kinerja dosen di Fakultas Ekonomi dan Bisnis Islam Universitas Islam Negeri Alauddin Makassar. Latar belakang penelitian ini adalah pentingnya faktor-faktor tersebut dalam meningkatkan kinerja dosen di lingkungan akademik. Penelitian dilakukan dengan metode purposive sampling, dengan jumlah sampel sebanyak 55 dosen. Data dikumpulkan melalui kuesioner yang sesuai dengan tujuan penelitian. Analisis data menggunakan regresi linear berganda, uji T, uji F, dan uji koefisien determinasi (R²). Hasil penelitian menunjukkan bahwa etos kerja berpengaruh positif dan signifikan terhadap kinerja dosen, mutasi jabatan berpengaruh positif dan signifikan terhadap kinerja dosen, dan kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja dosen di lingkup Fakultas Ekonomi dan Bisnis Islam. Kesimpulannya, etos kerja, mutasi jabatan, dan kepuasan kerja mempunyai peran penting dalam meningkatkan kinerja dosen di Fakultas Ekonomi dan Bisnis Islam Universitas Islam Negeri Alauddin Makassar.

Kata Kunci: Etos kerja, Mutasi jabatan, Kepuasan Kerja, dan Kinerja Dosen

INTRODUCTION

Higher education is an educational institution that aims to produce graduates who have quality abilities and skills in accordance with the scientific discipline they are engaged in. Universities play an important role in producing quality human resources. The mission of higher education is to implement the Tri Dharma of higher education (education, research and community service). Many parties play an important role in realizing the mission of the college. One of the main components of higher education (PT) to carry out Tri Dharma is lecturers as teaching staff (Lian, 2019).

Broadly speaking, the activities of lecturers include: educating, teaching, researching, developing the profession, and serving the community. As educators, lecturers have a great influence on students and the learning process of students. Lecturers are educators who have a role in determining the success of higher education goals in addition to other education personnel, because lecturers are directly in contact with students. Educators (lecturers) have a role as facilitators, while students are knowledge constructors, independent learners and problem solvers (Maudiarti, 2018).

Lecturers provide guidance that will ultimately produce graduates as expected. For this reason, lecturer performance must always be developed and improved. Efforts to improve performance are carried out in various ways, including providing opportunities for professional career development, ensuring opportunities to increase knowledge and continue education to higher strata, providing attention, rewards and incentives, ensuring opportunities to develop good learning leadership styles, and good social security (Setiawati, 2023). One of the factors that measure the success of higher education is the performance of lecturers.

Lecturer performance in question is the work of lecturers reflected in how to plan, implement and assess the teaching and learning process (PBM) whose intensity is based on work ethic, as well as professional discipline of lecturers in the learning process (Astuti et al., 2015). Performance is the quality and quantity of work achieved by a lecturer in carrying out his duties in accordance with the responsibilities given to him. Performance is a real behavior that everyone displays as a work achievement produced by lecturers in accordance with their role in their professional duties. Improving lecturer performance requires a number of external private universities to achieve the performance of internal lecturer components and through effective and efficient organizational management, one of which is to carry out job transfers. Colleges must be able to answer these challenges from short-term goals, work program objectives to long-term so that they can form and determine job satisfaction indicators of lecturer performance.

The work ethic of an educator is a distinctive characteristic of an educator regarding his enthusiasm and performance at work (teaching), as well as his attitude and outlook towards work (Murtyaningsih, 2021). There are two work ethics, namely low work ethic and high work ethic. Someone who has a low work ethic has work characteristics that are felt as something burdensome and does work as a compulsion. Whereas someone who has a high work ethic will have work

characteristics that are perceived as meaningful activities and work is done as worship. If a lecturer has a high work ethic, the lecturer will enjoy his work happily, thus having a positive impact on improving lecturer performance (Ningrat et al., 2020). Lecturers who have a high work ethic are reflected in their behavior, such as liking to work hard, being fair, not wasting time during working hours, having the desire to give more than just what is required, willing to work together, respect for colleagues, and so on. The institution certainly expects lecturers to have a high work ethic in order to contribute to the overall development of the institution.

Having a good work ethic is often used in assessing performance and influences success. In the world of work, this attitude is very important, because it reflects the quality of a person, the benefits, not only yourself, but also other people who get it. The concept above is in line with research conducted by Purba (2020). The findings of the research show that work ethic has a direct positive effect on lecturer performance. Then the research conducted by Agustina (2020), from the results of the study, it was concluded that the work ethic of lecturers has a positive effect on lecturer performance. Furthermore, research conducted by Jumiatusun (2014). From the results of this study, it can be concluded that there is a positive and significant influence between work ethic variables on lecturer teaching performance.

Job rotation or transfer of positions includes all changes in the position of an employee in a general sense (Tampilang et al., 2019). Position in a company is a level that greatly affects the value of responsibility for the work that must be done to achieve a mission targeted by the company (Hasibuan, 2021). Thus, position mutation is one of the efforts of the leadership to meet employee needs, as well as recognition and self-actualization of employees for all their abilities and performance. This is done to achieve the goals that have been set. Therefore, the mutation must run according to the procedure so that the mutation implementation runs as expected.

In addition to work ethic factors that affect lecturer performance, job transfer factors also affect lecturer performance. Some previous studies such as those conducted by Sabar et al. (2017), provide research results that mutations affect employee performance. Furthermore, research conducted by Prawira et al. (2018), raises research results that job mutations have a positive and significant effect on employee performance.

Job satisfaction is a positive feeling that a person feels towards their job. Job satisfaction is not a variable that stands alone, but is influenced by various factors, both those originating from within the organization and those originating in the individual himself (Yakup, 2017). Factors that affect job satisfaction or dissatisfaction are: type of work, coworkers, benefits, fair treatment, job security, opportunities to contribute ideas, salary, and opportunities for growth (Lantara, 2018). With the job satisfaction obtained, it is expected that high employee performance can be achieved by lecturers.

Assessment of lecturer job satisfaction will be understood through individual attitudes towards the work performed. The more aspects of the job that are in accordance with individual desires, the higher the level of satisfaction felt. Some

previous studies that have discussed performance satisfaction include those conducted by Arifin (2017) which shows the results of research that job satisfaction has a significant effect on lecturer performance. Then the research conducted by Fithriani & Irawan (2022) which provides research results that job satisfaction has a significant positive effect on lecturer performance. Furthermore, the results of research conducted by Kartika & Rugaiyah (2018), namely that job satisfaction has a direct positive effect on lecturer performance.

Lecturers, especially those who teach at the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar as actors and developers of academics, of course, must have a good work ethic in order to convey the vision and mission of the faculty well. Lecturers as actors and developers of modern Islamic intellectuals, naturally have a reliable work ethic and as a Muslim should also have a work ethic that comes from Islamic teachings. The assumption of the problem is that researchers have confidence that lecturers at the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar, whether they realize it or not, already have a good work ethic.

Mutation or transfer of positions or jobs is a phenomenon that usually occurs in an agency or educational institution. Changes in positions or jobs in this case are still at the same level and are also not followed by changes in the level of authority, responsibility, status, power, and income. The only thing that changes in a mutation is the field of duties. During the implementation of the mutation process, the main positions that occurred at the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar were faced with several problems that made the mutation process hampered and needed more careful study. Position mutations that should pay attention to the level of seniority, education and training, and work performance have not been fully carried out, because there are still many other factors that play an important role, such as nepotism, spoil system, like and dislike, and trust and loyalty.

Another factor that affects lecturer performance is job satisfaction. Job satisfaction is an individual's feeling towards his job. This feeling is in the form of an assessment of how far the job as a whole is able to satisfy his needs. Low job satisfaction will result in low lecturer performance. Lecturers who get satisfaction at work, their work enthusiasm will increase, work errors will be reduced, absenteeism will be minimized, the possibility of lecturer transfer can be minimized. While the problem that exists in the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar is the low job satisfaction of lecturers. This can be seen from some lecturers who feel that the tasks given to them are boring routines, so that the work or tasks given are neglected.

Based on previous research that discusses the factors that affect lecturer performance, these studies form the basis of this research. This research will focus on assessing whether the factors that have been studied previously also affect the performance of lecturers within the scope of the Faculty of Economics and Islamic Business (FEBI), State Islamic University of Alauddin Makassar. This research was conducted because of the conditions that show that performance in FEBI according to researchers is still less than optimal. This is due to several reasons, including FEBI

lecturers at Alauddin Makassar State Islamic University showing that of the current number of lecturers still carry out learning that is not in accordance with their fields, lack of professional behavior in carrying out lecturer work, and low lecturer initiative to achieve.

Based on the research background, the research objectives to be achieved are to analyze the effect of work ethic on lecturer performance, analyze the effect of job transfer on lecturer performance, analyze the effect of job satisfaction on lecturer performance, and analyze the effect of work ethic, job transfer and job satisfaction on lecturer performance in all study programs of the Faculty of Economics and Islamic Business , State Islamic University of Alauddin Makassar.

THEORETICAL OVERVIEW

Work Ethic

Work ethic is all good habits including discipline, honesty, responsibility, diligence, patience based on ethics that must be carried out in the workplace (Saleh & Utomo, 2018). Conversely, attitudes and views towards work as something of low value to life, then the work ethic will automatically be low. Yousef (2000) states that work ethic is a concept that views devotion or dedication to work as a very valuable value. Employees/lecturers who have a high work ethic are reflected in their behavior, such as liking to work hard, being fair, not wasting time during working hours, the desire to give more than just what is required, willing to work together, respect for colleagues and so on.

The agency certainly expects employees/lecturers to have a high work ethic in order to contribute to the overall development of the agency. The conceptual framework regarding the effect of work ethic on lecturer performance is also supported by research conducted by Purba (2020) with research findings showing that work ethic has a direct positive effect on lecturer performance. Then, research conducted by Agustina (2020) resulted in the conclusion that the work ethic of lecturers has a positive effect on lecturer performance. Furthermore, based on research conducted by Jumiatusun (2014)The results showed that there was a positive and significant influence between work ethic variables on lecturer teaching performance.

H1: Work ethic has a positive effect on lecturer performance

Position Mutation

According to Sastrohadiwiryo (in Ivin Diansyah & Juniarti, 2018) mutation is an employment activity that is interconnected with the process of transferring functions, responsibilities, and employment status to certain situations so that the workforce concerned gets deep job satisfaction and can provide the maximum possible work performance to the organization. According to (Daryanto, 2013). Mutation is based on the principle of "The right man on the right job", the implementation of labor selection is carried out to meet the demands of the above principle. The placement should also be carried out in the most beneficial way for various parties and as objectively as possible. Despite various obstacles, the goal of

placing workers in the right job must be realized. Through the implementation of mutations, management tries to move other jobs that are balanced. With mutations according to the principle of "The right man on the right job", it is expected that lecturer performance can increase.

The conceptual framework regarding the effect of position mutations on lecturer performance is supported by research conducted by Sabar et al (2017). The findings of the research show that mutations affect employee performance. Furthermore, research conducted by Prawira et al (2018) resulted in the conclusion that job mutation has a positive and significant effect on employee performance.

H2: Job rotation has a positive effect on lecturer performance.

Job Satisfaction

Blum (in Ardianti et al., 2018) states that job satisfaction is a general attitude that is the result of several specific traits towards work factors, self-adjustment, and individual social relationships outside of work. This is a subjective condition of a person's state of self in relation to being happy or unhappy as a result of the encouragement or need that exists in him and is related to the perceived reality. Job satisfaction is closely related to what employees expect from their jobs in accordance with their perceived needs. Performance appraisal is one method that can be used by organizations to find out and assess how much job satisfaction lecturers have with their jobs and work environment.

The conceptual framework regarding the effect of job satisfaction on lecturer performance is supported by research conducted by Muhammad Arifin (2017) with the findings of the research results that job satisfaction has a significant effect on lecturer performance. Then research conducted by Fithriani & Irawan (2022) concluded that job satisfaction has a significant positive effect on lecturer performance. Furthermore, based on research conducted by Kartika & Rugaiyah (2018), the results showed that job satisfaction has a direct positive effect on lecturer performance.

H3: Job satisfaction has a positive effect on lecturer performance

Lecturer Performance

According to Rivai (2016), performance is the overall result of a person during a certain period in carrying out tasks, such as work result standards, targets or target criteria that have been determined in advance and have been agreed upon. Anggoro (2021) states that one of the factors that affect employee performance is individual factors which include knowledge, skills, confidence abilities, motivation, work ethic, work discipline, and commitment possessed by each individual. Then according to Kadarisman (2012), mutation is fundamentally an activity that is interconnected with the process of transferring the functions, responsibilities, and status of employees to certain situations so that the employees concerned get deep job satisfaction and can provide the maximum possible performance to the organization.

The conceptual framework regarding the influence of work ethic, job transfer, and job satisfaction on lecturer performance is supported by research conducted by Sofiati (2022). The results showed that simultaneously there was a positive and

significant effect of job transfer and job satisfaction on employee performance. Then the research conducted by Barsah & Ridwan (2020) provides research results that work ethic variables and job satisfaction simultaneously have a significant effect on employee performance. H4: Work ethic, job transfer, and job satisfaction have a positive effect on lecturer performance.

RESEARCH METHOD

This research uses a quantitative approach with descriptive and survey designs. The research was conducted in all study programs of the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar for two months. The sampling technique used in this study was purposive sampling, namely sampling based on certain considerations or criteria in accordance with the research objectives. The research subjects were all lecturers in the faculty with a total population of 100 people. The research sample was taken using purposive sampling technique, with the criteria of lecturers in all study programs of the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar. Then the number of samples used was 55 lecturers. Data collection in this study was carried out by: (1) observation; (2) interview; (3) closed questionnaire, and (4) documentation. The data analysis technique used in the study so that it can be interpreted and easily understood is multiple linear regression analysis. To test the hypothesis, the authors used statistical tests in the form of (1) partial test (T test); (2) simultaneous test (F test) and test the coefficient of determination (R^2).

RESULTS AND DISCUSSION

Hypothesis Testing

Multiple linear regression analysis t test, used in hypothesis testing in this study with the aim of knowing whether there is an influence of the independent variable on the dependent variable, then the F test, to determine how much significant positive influence between the independent variables on the independent variable. Furthermore, the R test² by comparing the magnitude of the coefficient of determination, if R^2 is getting bigger close to 1 (one) then the model is more precise.

Multiple Linear Regression Analysis

To see the effect of work ethic, job transfer and job satisfaction on lecturer performance, multiple linear regression analysis was used. Based on the results of data processing with the help of the SPSS 19 program, a summary of the empirical results of the study can be seen as follows:

Table 1. Multiple Linear Regression Analysis Results

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	2.479	2.780		.892	.377
Work Ethic (X1)	.486	.117	.433	4.156	.000
Job Mutation (X2)	.433	.093	.487	4.662	.000

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
Job Satisfaction (X3)	.200	.070	.263	2.857	.006

Source: Primary data, processed 2023

The multiple regression equation obtained from the analysis is: $Y_1 = 2.479 + 0.486 X_1 + 0.433 X_2 + 0.200 X_3$. The regression equation means that the effect of work ethic, job transfer and job satisfaction on lecturer performance is positive where when work ethic, job transfer and job satisfaction improve will improve lecturer performance. This indicates that when work ethic, job transfer and job satisfaction increase, it will be followed by an increase in lecturer performance.

Partial Test with T-Test

Based on the output table of multiple regression results above, it shows that the t value for the work ethic variable on the lecturer performance variable is obtained 4.156 with a significance price of 0.000, indicating that the t value obtained is significant because the significance price obtained is less than 0.05. Because the calculated t value of 4.156 is greater than the t table 1.673, the null hypothesis (H0) is rejected and hypothesis one (H1) is accepted, so this means that the work ethic variable (X1) has a significant effect on the lecturer performance variable (Y). Based on the above results, hypothesis 1, which states that work ethic has a positive and significant effect on lecturer performance, is proven.

The calculated t value for the position mutation variable on the lecturer performance variable obtained 4.662 with a significance price of 0.000 indicates that the t value obtained is significant because the significance price obtained is less than 0.05. Because the calculated t value of 4.662 is greater than the t table 1.673, the null hypothesis (H0) is rejected and hypothesis one (H1) is accepted, so this means that the position mutation variable (X2) has a significant effect on the lecturer performance variable (Y). Based on the above results, hypothesis 2, which states that job transfer has a positive and significant effect on lecturer performance, is proven.

The calculated t value for the job satisfaction variable on the lecturer performance variable obtained 2.857 with a significance price of 0.006 indicates that the t value obtained is significant because the significance price obtained is less than 0.05. Because the calculated t value of 2.857 is greater than the t table 1.673, the null hypothesis (H0) is rejected and hypothesis one (H1) is accepted, so this means that the job satisfaction variable (X3) has a significant effect on the lecturer performance variable (Y). Based on the above results, hypothesis 3, which states that job satisfaction has a positive and significant effect on lecturer performance, is proven.

Simultaneous Test With F-Test (Anova)^b

The F test is to determine whether simultaneously or together the independent variables are able to explain the dependent variable well or whether the independent variables together have a significant effect on the dependent variable. In the Anova table, it can be seen the effect of the independent variables of work

ethic, job transfer, and job satisfaction on the dependent variable of lecturer performance in all study programs of the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar simultaneously or together. After analyzing with SPSS 19, the following output is obtained.

Table 2. F Test Analysis Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	115.796	3	38.599	25.384	.000 ^a
Residual	77.550	51	1.521		
Total	193.345	54			

Source: Primary data, processed 2023

Based on the F Test Output Table, it shows that the results of hypothesis testing with the F test calculation using the SPSS for Windows release 19.00 program obtained F count = 25,384 which is greater than the F table of 3.17 and with a significance price of 0.000. Because the significance price is less than 0.05, it shows that the F value obtained is significant. Thus it shows that together there is a significant influence of work ethic, job transfer and job satisfaction on the performance of lecturers in all study programs of the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar.

Based on the results above, hypothesis 4 which states that work ethic, job transfer and job satisfaction have a positive and significant effect on the performance of lecturers in all study programs of the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar, is proven.

Test Coefficient of Determination (R Square)

The degree of influence between work ethic, job transfer and job satisfaction on lecturer performance together or simultaneously can be known from the simultaneous correlation price or R as in the following table.

Table 3. Determination Coefficient Test Analysis Results

Model	R	R Square	Adjusted R Square	Std. Error if the Estimate
1 Regression	.774 ^a	.599	.575	1.233

Source: Primary data, processed 2023

Based on the calculation results, the simultaneous correlation coefficient price is 0.774 with an R square value of 0.599. This indicates that the joint influence of work ethic variables, job transfer and job satisfaction on lecturer performance is in the strong category. The magnitude of the influence of work ethic, job mutation and job satisfaction can be seen from the price of the simultaneous coefficient of determination (R^2) which shows that together work ethic, job mutation and job satisfaction have an influence of 59.9% on lecturer performance. While the remaining 40.1% is the influence of other factors that are not included in this model.

Effect of Work Ethic on Lecturer Performance

This study shows that there is a partial positive effect of work ethic on lecturer performance. This can be seen from the results of the anova t test obtained the results of work ethic has a positive effect on lecturer performance, this can be seen from the t value for the work ethic variable on lecturer performance obtained 4.156 with a significance price of 0.000 indicating that the t value obtained is significant because the significance price obtained is less than 0.05.

The results of this study are consistent with Yousef's (2000) statement that work ethic is a concept that views devotion or dedication to work as a very valuable value. Lecturers who have a high work ethic are reflected in their behavior, such as liking to work hard, being fair, not wasting time during working hours, the desire to give more than just what is required, willing to work together, respect for colleagues and so on. The institution certainly expects lecturers to have a high work ethic in order to contribute to the overall development of the institution.

The results of this study also support the results of previous research from Purba (2020). The conclusion obtained is that work ethic has a direct positive effect on lecturer performance. Furthermore, research conducted by Agustina (2020). The conclusion obtained is that the work ethic of lecturers has a positive effect on lecturer performance. Then research conducted by Jumiatusun (2014), the conclusion obtained is that there is a positive and significant influence between work ethic variables on lecturer teaching performance. But in contrast to research by Yasdianto et al. (2020), concluded that work ethic has no effect on performance.

Work ethic encompasses values, attitudes, and beliefs towards the tasks and responsibilities undertaken. Lecturers with a strong work ethic tend to show better performance in several aspects, namely dedication and commitment. Lecturers with a high work ethic will be more committed to providing quality teaching and strive to help students reach their full potential.

Effect of Position Mutation on Lecturer Performance

This study shows that there is a partial positive effect of position mutation on lecturer performance. This can be seen from the results of the anova t test, the results of job mutation have a positive effect on lecturer performance, this can be seen from the t value for the position mutation variable on lecturer performance obtained 4.662 with a significance price of 0.000 indicating that the t value obtained is significant because the significance price obtained is less than 0.05.

The results of this study are in line with the statement of Daryanto (2013), the mutation of the basic principle of "The right man on the right job", the implementation of labor selection is carried out to meet the demands of the principle above. The placement should also be carried out in the most beneficial way for various parties and as objectively as possible. Despite various obstacles, the goal of placing workers in the right job must be realized. Through the implementation of mutations, management tries to move other jobs that are balanced. With mutations according to the principle of "The right man on the right job" it is expected that lecturer performance can increase.

The results of this study also support the results of previous research from Sabar et al (2017). The conclusion obtained is that mutation affects employee performance. Then research conducted by Prawira et al (2018), the conclusion obtained is that job mutation has a positive and significant effect on employee performance. However, according to Habibi (2015), concluded that the mutation variable has a positive and insignificant effect on employee performance.

The right position transfer can open up opportunities for career development for lecturers, present new challenges, and improve the quality of teaching and research. Experience in different positions can also help lecturers hone their managerial skills and adapt to diverse environments. It is important for educational institutions to carefully consider and ensure the readiness and suitability of lecturers for job transfers so that the effect on lecturer performance becomes more positive and has a good impact on academic development and the institution as a whole.

The Effect of Job Satisfaction on Lecturer Performance

This study shows that there is a partial positive effect of job satisfaction on lecturer performance. This can be seen from the results of the anova t test, the results of job satisfaction have a positive effect on lecturer performance, this can be seen from the calculated t value for the job satisfaction variable on lecturer performance obtained 2.857 with a significance price of 0.006 indicating that the t value obtained is significant because the significance price obtained is less than 0.05.

The results of this study are in accordance with the statement that performance appraisal is one method that can be used by organizations to determine and assess how much job satisfaction lecturers have with their work and work environment. Assessment of lecturers' job satisfaction will be understood through individual attitudes towards the work done, the more aspects of the job that are in accordance with individual desires, the higher the level of satisfaction felt. With job satisfaction obtained, it is expected that high lecturer performance can be achieved by lecturers.

The results of this study also support the results of previous research from Arifin (2017). The conclusion obtained is that job satisfaction has a significant effect on lecturer performance. Furthermore, research conducted by Fithriani & Irawan (2022), the conclusion obtained is that job satisfaction has a significant positive effect on lecturer performance. Then the research conducted by Kartika & Rugaiyah (2018), the conclusion obtained is that job satisfaction has a direct positive effect on lecturer performance. But in contrast to research by Adiyasa & Windayanti (2019), concluded that job satisfaction has no significant effect on employee performance.

Job satisfaction has a positive effect on lecturer performance. Lecturers who are satisfied with their jobs tend to be more motivated, productive, and dedicated in carrying out academic tasks. Job satisfaction is also associated with increased creativity, commitment, and better interactions with students and peers. Overall, job satisfaction shapes a positive work environment and supports the improvement of teaching quality and lecturers' research contributions.

The Effect of Work Ethic, Position Mutation and Job Satisfaction on Lecturer Performance

From the results of the F anova test, it was found that the variables of work ethic, job mutation and job satisfaction simultaneously had a positive effect on lecturer performance. this can be seen from the calculated F value for the work ethic variable, job mutation and job satisfaction on lecturer performance obtained 25,384 with a significance price of 0.000 indicating that the F value obtained is significant because the significance price obtained is less than 0.05.

Based on the calculation results, the simultaneous correlation coefficient price is 0.774 with an R square value of 0.599. This indicates that the joint influence of work ethic variables, job transfer and job satisfaction on lecturer performance is in the strong category. The magnitude of the influence of work ethic, job mutation and job satisfaction can be known from the price of the simultaneous coefficient of determination (R^2) which shows that together work ethic, job mutation and job satisfaction have an influence of 59.9% on lecturer performance. While the remaining 40.1% is the influence of other factors that are not included in this study. This means that, the magnitude of the influence of work ethic, job transfer and job satisfaction in the strong category in influencing the performance of lecturers.

The results of this study are also in accordance with research Sofiati (2022) who concluded that simultaneously there is a positive and significant effect of job transfer and job satisfaction on employee performance. Furthermore, research conducted by Barsah & Ridwan (2020) shows the results of research that work ethic variables and job satisfaction simultaneously have a significant effect on employee performance.

CONCLUSIONS

Based on the results of research and discussion in the previous chapter related to the influence of work ethic, job mutation and job satisfaction on lecturer performance, it can be concluded that work ethic has a positive and significant effect on lecturer performance, job mutation has a positive and significant effect on lecturer performance, job satisfaction has a positive and significant effect on lecturer performance in All Study Programs of the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar. Thus, it can be concluded that job satisfaction will affect lecturer performance. So overall work ethic, job transfer and job satisfaction have a positive and significant effect on the performance of lecturers in the scope of the Faculty of Economics and Islamic Business, State Islamic University of Alauddin Makassar.

The influence of work ethic, job transfer, and job satisfaction on lecturer performance is significant. A strong work ethic improves lecturer performance by encouraging dedication, productivity and creativity in academic tasks. Job transfers, if appropriate, can open up career development opportunities and improve the quality of teaching and research. However, inappropriate transfers can interfere with academic performance and lecturers' emotional ties to the work environment. Job satisfaction has a positive impact on lecturer performance. Lecturers who are satisfied with their jobs tend to be more motivated, productive and dedicated. Job

satisfaction is also associated with increased creativity, commitment, and better interactions with students and peers. Overall, the combination of a strong work ethic, appropriate job transfers, and job satisfaction creates a positive work environment, supporting teaching quality and research contributions and improving overall lecturer performance.

The suggestions for this study are that the conclusions obtained in this study are certainly not possible to be used as general conclusions if applied to other objects outside the object of this study. For future research it is recommended to add other independent variables besides work ethic, job transfer and job satisfaction which can certainly affect the dependent variable of lecturer performance in order to further complement this research because there are still other independent variables outside this study that might affect lecturer performance.

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