
**Research Culture in Improving the Performance of Higher Education
Scientific Publications**

Ratna Komala Putri¹, Donni Junipriansa², Mohammad Riza Sutjipto³

Telkom University¹; Telkom University²; Telkom University³

¹Telkom University, School of Business and Economics,

²Telkom University, faculty of applied sciences

³Telkom University, School of Business and Economics,

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Abstract

As a form of education and science diplomacy of high quality, international scientific publications contribute to a nation's sense of self-worth. Publications in reputable national and international scientific journals are extremely essential outcomes of scientific research. Universities with a large number of scientific publications are highly competitive within their respective nations.

The long-term objective of this study is to generate studies on a robust research culture in tertiary institutions that can address the quantity and quality of scientific publications by lecturers in Indonesia. The specific objective of this study is to analyze a robust research culture in order to enhance the scientific publication performance of lecturers in Indonesian higher education. Therefore, this research must be conducted immediately in order to generate studies and solutions for enhancing the quality of scientific publications produced by Indonesian institutions of higher education.

This study's methodology combines both quantitative and qualitative research techniques. According to the findings of this study, a robust research culture has a positive effect on the quality of scientific publications in higher education

Keywords: Research Culture, Scientific Publication Performance, Higher Education

1. Introduction

Research Background

Higher education is a public scientific institution charged with advancing human dignity and cultural inheritance through research, instruction, and service in a local, national, regional, and international setting. The success of a tertiary institution is measured by the capability of its Colleges to produce products of high quality that are recognized by the public, whether scientific or general. Amount publication international role increase price self-something nation in the form of quality education, diplomacy, and knowledge. Lecturers and researchers in Indonesia must place a greater emphasis on scientific Not only simply enhance the quantity. This quantity

publication in Indonesia in level Asia is already very good in terms of quantity, but the quality must be enhanced and, most significantly, it must be produced so that the public can feel its benefits. Contrary to False One, which is an indicator of excellent publication quality based on citation count. Indonesian publications already outnumber those of Malaysia and Singapore, but the number of Indonesian citations is still modest. As depicted in the image, the number of citations for the year 2021 decreased by 57,726 in comparison to the year 2018, which reached 235,496.



Picture 2. Citation Year 2011 – 2021
 Source: <https://sinta.kemdikbud.go.id/> Year 2022

Refer on the phenomenon in on with thereby study, so study elevated with theme central "Develop Culture Study Which Strong in Order to Increase Performance Publication Scientific Lecturer in College Tall" must be completed rapidly so as to increase ranking quantity. Scientific publications at the ASEAN level are balanced by a high level of citations to scientific work produced by Indonesian lecturers.

Research purposes

Based on the described context, his investigation will focus on the following:

1. Analyze and generate studies on the environment, values, organizational figures, customs, cultural networks, and adaptability to environmental change to aid in the formulation of culture study.
2. Analyze and produce a study concerning culture study that has a significant impact on the lecturer's publication performance.

Urgency

Research on a robust research culture in Indonesian tertiary institutions, both at the national and international levels, remains limited. In order for this study to have a high level of originality, its topic research, variables, dimensions, and indicators, as well as its methodology, must be exhaustive. In order to increase the quantity and quality of scientific publications and the level of citation of research results produced by para-researchers in Indonesia, it is imperative that a study be conducted as soon as possible regarding culture study.

Literature Reviews

Organization Culture

Culture is the totality of human thoughts, works, and outcomes that are not rooted in their inclinations; thus, humans can only be initiated through a process of learning. Culture is the essence of the organization's significance. Such as the activity of giving orders and prohibitions and describing what is done and what is not done to regulate the behavior of members. Therefore, culture includes what is permissible and what is not, and can be viewed as a guideline for conducting organizational activities (Hofstede, 2010). Culture is the study of culturally relevant topics. It is possible to divide the manifestations of culture into three categories: forms, activities, and artifacts.

Individuals and groups within an organization are the focus of the study of organizational culture. The interaction of individuals within an organization characterizes its culture. A strong organizational culture supports a variety of organizational goals, whereas a weak or negative organizational culture hinders or conflicts with a variety of organizational goals. According to Schein (1992), organizational culture is a collection of basic assumptions that are discovered, developed, and taught to new members as the correct way to perceive, think, and feel with regard to these issues. This is done so that the organization can learn to overcome or deal with problems that arise as a result of external adaptation and internal integration that has gone quite well.

Mondy and Noe (1996) define organizational culture as a system of shared values, beliefs, and behaviors within an organization that interact with its formal structure to produce behavioral norms. Additionally, organizational culture consists of the values and standards that govern the behavior of organizational actors and determine the overall trajectory of the organization. Based on these numerous definitions, organizational culture refers to shared beliefs, actions, and systems that govern action and behavior and become the identity and defining characteristics of the organization. In order to obtain a conception that research culture consists of shared beliefs, actions, and systems that serve as a guide for universities and lecturers in acting and behaving, the primary objective of conducting research is to obtain such a conception.

The founders are primarily responsible for establishing organizational culture because they embody the organization's philosophy, vision, and mission. In addition, a number of additional factors can contribute to the origin of organizational culture formation:

1. Environment.

Existence of the organization and the success of its business are dependent on the organization's ability to provide environment-appropriate strategic feedback.

2. Values.

The element grade is determined by an organization's reputation and its draught. To accomplish success, one must evaluate the significance of the belief.

3. Figure organization.

In terms of achieving life organization's values and ethos, figure organization is regarded as successful.

4. Habit

Ceremonial activities in an organization are typically a form of appreciation for the performance of human resources or can take the form of a variety of reports on the activities carried out by the organization over a specific period of time.

5. Network culture

This informal network communication within the organization can be used to communicate or spread the organization's values and culture.

6. Environmental change adaptability

The capacity to adapt to an ever-changing environment is a crucial element in the formulation of organizational culture.

The Performance of Scientific Publications

The effectiveness of an organization is impacted by employee performance (job performance). Performance (Performance) is essentially what employees do or do not do. Performance, according to Lussier (2008:8), is the degree to which expectations or objectives have been realized. That opinion variably expressed by Raymond J. Stone (2008: 36) that performance is associated with achievement or achievement-based performance that manifested in the final product. John Bernardine (2010: 222) defines performance as a chronicle of results resulting from a specific job function or activity over a period of time. According to Moehariono (2010:60), performance is a representation of the level of implementation of an activity program or policy to realize the organization's target, objective, vision, and mission through strategic planning.

Ivancevich (2014: 172) argues that performance as predetermined work-related behavior is designed to help an organization achieve its goals. Incorrect, college tall has only one objective, which is to produce high-quality products that are recognized by society, including the scientific community and the general public. This is one of the scientific works published in national and international scientific journals. As a holder of an academic position, lecturers are required to publish scientific research. Publication performance in this study was adapted from Mathis and Jackson (2013:78) and associated with the following phenomena and units of analysis:

Quantity derived from results

Be measured based on an employee's or member's perception of an assigned number activity and result.

Quality based on outcomes

Measured based on employee perceptions of the grade of work produced as well as the member's talents and capacity for task perfection.

State of the art

Culture Study Which Strong In Increase Performance Publication Scientific Lecturer On College Tall Differs from Previous Studies and Has High Originality and Its Own Superiority, Good From Variable Study, Dimensions, Indicators, Method, Units Analysis, Units Observation, Model Study, and the Approach, Based on the Results of Previous Studies Published in Scientific Journals.

Hypotheses and Research Design

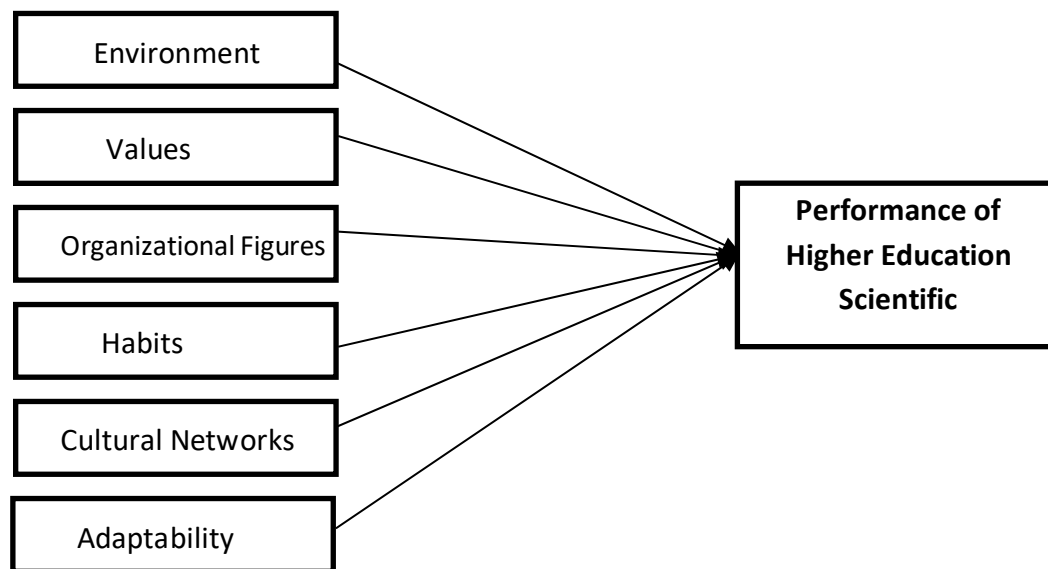


Image 1 Research paradigm Source: processing of diverse references

Based on the numerous literature reviews and frameworks that have been outlined, the following is the hypothesis study:

1. Environment, values, organizational figures, practices, cultural networks, and adaptability to environmental change all contribute significantly to the study of the formation of culture.
2. Culture study's favorable and influential impact on lecturer's publication performance is neither partial nor simultaneous.

2. Method

This study employs a quantitative, descriptive, and causal research methodology. Quantitative study, according to Sugiyono (2014: 8), is based on positivism, is used to study a specific population or sample, accumulates data using research instruments, and employs quantitative or statistical data analysis to assess a preconceived hypothesis. The measurement scale for this

study is a Likert scale. Population _ is accumulating throughout the entire element and will be extracted at the end. Sample study that determined in study This that as many as 225 people are Still on College Tall in Java West who are Certified as Lecturers.

Sampling technique employed in the study. This is nonprobability sampling with incidental sampling, i.e. the collection technique sample based on chance or meet with researcher can be used as sample, when examined person discovered that suitable by accident.

This research employs the PLS analysis method of data analysis with the smartPLS software. Incorrect: PLS (Partial Least Squares) 1969 saw the invention of one type of structural equation modelling (SEM) by Joreskog (Latan, 2012:9). The objective of PLS is to examine the predictive relationship between constructs by determining whether a relationship or influence exists between them. (1)

3. Results

According to the objectives of this study, this research will generate three findings:

1. The findings of the descriptive analysis of the Research Culture and the performance of scientific publications in tertiary institutions.

Table 3.1 Descriptive Analysis

Dimensions	Indicator	Average Score	Criteria	Qualitative findings	Conclusion
Environment	Respond to Opportunities	4.17	High	The ability of tertiary institutions in responding	Support, strengthen

Dimensions	Indicator	Average Score	Criteria	Qualitative findings	Conclusion
	Respond to Challenges	4.12	Sufficient	to opportunities and challenges is still quite optimal	and deepen quantitative data
Values	Integrates	4.20	High	The integrity and professionalism of the lecturers in carrying out their Tri Dharma duties and other supporting tasks is already high	Support, strengthen and deepen quantitative data
	Integrity	4.24	High		
Organization figures	Founder	4.01	High	The founders and leaders are committed to realizing quality lecturer research results	Support, strengthen and deepen quantitative data
	Leader	4.25	High		
Habit	Accustomed to writing scientific papers	4,35	High	Lecturers are used to writing scientific papers and publishing in journals.	Support, strengthen and deepen quantitative data
	Usually doing publications	4,22	High		
The Cultural Network	Communication System in the organization	3.92	sufficient	Lecturers are quite free in expressing ideas and opinions and enough to sort out the problems that arise	Support, strengthen and deepen quantitative data
	Communication systems outside the organization	3,78	Sufficient		
Adaptability	The ability to create change	3,81	Sufficient	Universities are quite responsive in creating changes and are able to learn to continuously improve the quantity and quality of publications	Support, strengthen and deepen quantitative data
	Organizational ability to learn	4,02	High		

Table 3.1 provides quantitative and qualitative findings regarding Private University Research Culture. The indicator of being accustomed to writing scientific papers and publications is in the highest category and has the highest score of all the indicators. In addition, the indicator of leadership in higher education is committed to achieving high-quality lecturer research

outcomes. In carrying out their Tri Dharma duties and other supporting duties, professors already demonstrate a high level of professionalism and integrity. The capacity of universities to respond to opportunities and obstacles is currently quite high. Increases in the quantity and quality of research are enhancing the capacity of higher education to become an organization that continues to learn. However. The same can be said for the Organization's internal and external communication networks.

The dimensions of the quantity of scientific publications and indicators of scientific publications in accredited national journals over the past three years are in the high category; therefore, lecturers are encouraged to publish in accredited national journals as they serve as a basis for evaluating lecturer workload and functional advancement. However, publications in international journals remain in the sufficient category; lecturers recognize that publications in international journals, particularly those with a high reputation, undergo a lengthy review process. A second factor is the high expense of submitting articles, as some reputable international journals must pay a substantial charge. On the dimensions of scientific publication quality, particularly the indicator Publication of scientific work with foreign researchers is low, but research results are being utilized by the public and article citations have begun to rise.

Hypothesis Testing Results

In the next section, we will present the findings of our testing of a partial hypothesis, namely the effect of Research Culture on the performance of scientific publications:

Table 3.2
 Partial Test of Hypothesis 3
 Research Culture on Scientific Publication Performance

hypothesis	γ	R ²	T count	Conclusion
Research Culture →Performance University scientific publications	0.54	0.41	6,23*	Hypothesis accepted

*significant at $\alpha=0.05$ (t table =1.96)

In the table above, it is evident that the partial second variable | Culture Research is statistically significant (t count > t table). The inner coefficient value () is also positive, indicating that research culture influences the performance of scientific publications by 0.41, or R² = 41%.

4. Discussion

Research culture consists of shared beliefs, actions, and systems that serve as a guide for lecturers and universities in conducting research, which is the primary task. Culture Environment, values, organizational figures, habits, cultural networks, and adaptability are indicators of research efficacy. The results of evaluating the hypotheses indicate that, successively, the six dimensions reveal the level of influence in enhancing the performance of scientific publications from private universities in the tertiary environment.

Table. 4.1
Quantitative and Qualitative Data Influence of Research Culture on Scientific Publication Performance Simultaneously and Partially

Relations Between Variables	Quantitative Data	Qualitative Data	Information
Research Culture on Scientific Publication Performance	41%	An effective research culture can improve the effectiveness of scientific publications. The application of a research culture that has the highest influence is the habit of conducting research and publishing scientific papers and the commitment of higher education leaders to support lecturers to produce quality research.	Support, strengthen and deepen quantitative data

Recommendations and Conclusions

Conclusion On the basis of the findings of the investigation, the following conclusions can be drawn:

1. Science research and publication performance in the field of culture is quite high at universities in Bandung Raya.
2. Environment, values, figure organization, habit, network culture, and adaptability to environmental change significantly contribute to university research on culture formation.
3. The culture study that has a strong positive and significant effect on the performance of college lecturers' scientific publications.

Suggestion

1. To enhance the research culture in tertiary institutions, tertiary institutions and lecturers must be able to respond to research funding opportunities from external sources, such as government grants and funding from industrial collaboration. Universities and professors must also be able to confront challenges by collaborating with foreign universities and industries on research projects. Additionally, instructors must be open and willing to discuss their ideas and opinions. Universities and professors must also be adaptable and able to increase the quantity and quality of research and publications on an ongoing basis.

2. To improve the efficacy of scientific publications, universities and professors must increase the number of articles published in reputable international journals. The results of lecturer research are disseminated so that they may be beneficial and make a genuine contribution to society. In order to increase the number of citations, universities must encourage lecturers to collaborate in research with foreign researchers and to generate genuinely high-quality scientific works.

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