ANALYSIS OF ENTREPRENEURIAL MOTIVATION TO BE LECTURERS IN PRIVATE UNIVERSITIES IN INDONESIA

Hawignyo, Universitas Singaperbangsa Karawang

Rahmat Hidayat, Universitas Singaperbangsa Karawang

Danang Kusnanto, Universitas Singaperbangsa Karawang

ABSTRACT

This research is motivated by the condition of private university lecturers who still have not fully received attention in terms of their welfare. Therefore, this study aims to identify and analyze the factors that motivate a person to become a lecturer in private universities. This research uses quantitative methods with a factor analysis technique approach. The sample in this study was 400 lecturers as respondents with 5% margin of error. The data used in this study consisted of primary data obtained by distributing questionnaires and secondary data obtained through library research. The results of this study indicate that there are three factors that influence a person's motivation to become a lecturer at private universities in Indonesia, namely the need for self-actualization with a total variance value of 45.576%, the social needs factor with a total variance value of 13.759%, and the physiological needs factor with the total variance value of 8,575%. Therefore, the need for self-actualization becomes the dominant factor because it has the largest total variance value compared to other factors.

Keywords: Motivation; Lecturer, Lecturer Welfare, Private Universities, Factor Analysis

INTRODUCTION

The welfare condition of lecturers in some private universities is still apprehensive. Based on the results of a survey that the author conducted in early 2018 at the Regional Higher Education Service Institutions IX Sulawesi and Gorontalo, there were several lecturers whom the author met and who delivered in writing, saying that there were still foundation lecturers who were paid below the minimum standard of living. The number of lecturers throughout Indonesia is quite large, according to data from the Ministry of Research, Technology and Higher Education (2019), currently the number of lecturers in both public and private universities is around 282,000 people, while permanent foundation lecturers at private universities are 255,301 (PDDIKTI, 2020). With conditions like the one above, it is necessary to know the reasons for someone's motivation to become a lecturer. Motivation greatly influences a person's choice in choosing his profession, this can also happen to the teaching profession, where there are various motivations for why people choose to become lecturers. The higher the motivation of the lecturers is expected to be able to improve the performance and quality of learning, so that students are expected to be more motivated in learning. This is what will support character education and competitiveness. Therefore, the purpose of this study is to identify the causes of a person's motivation to become a lecturer in private universities, to analyze the factors that motivate a person to become a lecturer in private universities. This research also seeks to

contribute to the knowledge that is reflected in the output that will be produced in this study, namely an academic paper that entails policy recommendations for stakeholders to increase motivation and pay attention to lecturer's welfare issues.

RESEARCH METHODS

Research Design

The design of this study is based on its objective that is to determine the motivation to become a lecturer at private universities in Indonesia. This is research based on a survey. The research provides descriptive analysis which explains the variables without comparing or connecting with one another. Based on the qualitative data (words, sentences, schemes and pictures) and its analysis, we translate it into quantitative data.

Research variable

There is one variable in this study, namely the motivation variable. It consists of 5 dimensions, namely physiological needs, security needs, social needs, reward needs, and self-actualization needs.

Population

The population of this study is 255,301 permanent foundations lecturers (PDDIKTI, June 2020) from private universities across Indonesia.

Sample

From a known population of about 100 people, members of the population are considered homogeneous. Therefore, the sampling in this study used random sampling. The author used sampling technique from Taro Yamane or Slovin with 5% margin of error (Riduwan & Kuncoro, 2013). After calculating, the n value is 399.37 which are rounded to 400 lecturers as the number of sample.

Type of Data

This research consists of primary data and secondary data. Primary data is obtained directly through observations. The author distributes questionnaires to parties who are considered to be able to provide information about the data needed in the preparation of the research. Meanwhile, secondary data is obtained indirectly from unpublished works or data obtained from other parties. In this case the authors collect data looking at books (literatures) and scientific journals related to the research which can complement primary data.

Data Collection Technique

To obtain the data, researchers used literature study techniques and field research. Literature study is carried out by studying books which are intended to obtain a theoretical basis. The field research was carried out by making direct observations in the field. Data collection

techniques in the field were obtained by distributing questionnaires. Questionnaires are sent to respondents. In this study, the authors used Google form.

Data Analysis Method

In this study, there is one variable, namely motivation table 1. To process the questionnaire data, the authors use the Likert scale. The Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. Furthermore, the authors used Scale Range Analysis (ARS) to conduct a descriptive analysis of the survey data derived from the measurement results. It has been previously determined that the number of samples (n) is 400 with the 5 alternative answers (m). After being calculated, it produces the following scale values:

Lowest scale: Lowest score x number of samples (n) = 1 X 400 = 400
Highest scale: Highest score x number of samples (n) = 5 X 400 = 2,000

Table 1 MOTIVATION VARIABLE		
Scale Range	Criteria Score Scale	Criteria
1	400 - 720	Strongly Disagree
2	720,1 – 1.040	Disagree
3	1.040,1 – 1.360	Sufficiently Agree
4	1.360,1 – 1.680	Agree
5	1.680,1 - 2.000	Strongly Agree
Source: Processing data, 2020		

Factor Analysis

The data analysis used in this research is factor analysis. Factor analysis is the analysis of the data used to find out the factors and dominant factors are. The purpose of factor analysis itself is to find the main factors that may affect the variables studied from a series of tests conducted (Budi et al., 2017). In this case, factor analysis is used to find factors that can motivate a person to become a lecturer in private universities.

RESULTS AND DISCUSSIONS

Respondent Characteristics

Gender

The results of the analysis of the characteristics of respondents based on the gender group shows that the majority of respondents were female (211 respondents) with a percentage of 53% and male (189 respondents) with a percentage of 47%.

Age

Based on the age of respondents, there are 64 respondents whose age under 30 years old (16%), 158 respondents whose age between 31-40 years old (39.5%), 90 respondents whose age between 41-50 years old (22.5%), 68 respondents whose age between 51-60 years old (17%), and 20 respondents whose age over 61 years old (5%),

Last Education

Based on the latest education, there are 6 respondents with bachelor's degree (S1) accounted for 1.5%, 330 respondents with master's degree (S2) accounted for 82.5%, and 64 respondents with doctor's degree (S3) accounted for 16%.

Territory

Based on LLDIKTI region, there are 13 respondents from region I, 17 respondents from region II, 24 respondents from region III, 48 respondents from region IV, 57 respondents from region IX, 32 respondents from region V, 14 respondents from region VI, 56 respondents from region VII, 18 respondents from region VIII, 5 respondents from region X, 5 respondents from region XI, 14 respondents from region XII, 26 respondents from region XIII, and 71 respondents from region XIV.

Lecturer Status

Based on the status of the lecturers, there are 82 respondents (20.5%) civil serven who are employed as lecturer, 302 respondents (75.5%) who are permanent lecturers in the foundation, and 16 respondents (4%) who are non-permanent lecturers.

Functional Position

Based on the functional positions, there are 156 assistant experts, 1 professor, 125 lecturers, 32 chief lecturers, and 86 teaching staffs.

Salary and Allowances per Month

Based on the monthly income, there are 79 respondents (20%) with salaries and allowances per month <IDR 2,000,000, 163 respondents (41%) with salaries and allowances per month IDR 2,000,000 - <IDR 4,000,000, 89 respondents (22%) with salaries and allowances per month IDR 4,000,000 - <IDR 6,000,000, 40 respondents (10%) with salaries and allowances per month IDR 6,000,000 - <IDR 8,000,000, 18 respondents (5%) with salaries and allowances per month IDR 8,000,000 - <IDR 10,000,000, 11 respondents(3%) with salaries and allowances per month > IDR 10,000,000.

Data Validity Testing

eValidity test:

The results of the validity test can be seen in table 2 below

Table 2 RESULTS OF THE VALIDITY TEST OF MOTIVATION VARIABLES			
Indicator	r count	r critical	criteria
Salary conditions in the fulfillment of food and clothing	0,603	0,30	Valid
Salary conditions in the fulfillment of housing	0,589	0,30	Valid

Salary appropriateness	0,586	0,30	Valid
Punctual payroll	0,511	0,30	Valid
Conditions of Facilities and Infrastructure	0,669	0,30	Valid
Standard Working Hours	0,578	0,30	Valid
Social Security	0,664	0,30	Valid
Pension plan	0,591	0,30	Valid
Work Area Security	0,686	0,30	Valid
Relations Between Individuals	0,655	0,30	Valid
Teamwork	0,724	0,30	Valid
Togetherness	0,677	0,30	Valid
Appreciation for the good image of the profession	0,539	0,30	Valid
Award for achievement	0,712	0,30	Valid
Promotion	0,724	0,30	Valid
Educational Development	0,675	0,30	Valid
Internal Training Opportunities	0,752	0,30	Valid
External Training Opportunities	0,702	0,30	Valid
Opportunities for Publication of Works	0,603	0,30	Valid
Source: Data processed by SPSS, Researchers 2020			

Based on the validity test of the motivation variable, the 19 statements in the questionnaire have r count above 0.30 (or r count > r critical). Therefore, all of the motivation statements are valid.

Reliability Test

The results of reliability testing can be seen in table 3 below:

Table 3 RELIABILITY TEST RESULTS	
Reliability	**Statistics**
Cronbach's Alpha	N of Items
0.922	19
Source: Data processed by SPSS, Researchers 2020	

According to the data in table 3, the Cronchbach's Alpha value is 0.922. This value is greater than 0.60 so it can be concluded that all questionnaire items can be declared reliable.

Normality test

The results of the normality test for each variable in the questionnaire can be seen in table 4 below:

Table 4
TABLE OF NORMALITY TEST RESULTS

One-Sample Kolmogorov-Smirnov Test		
		Motivasi
N		400
Normal Parametersa,b	Mean	3.1805
	Std. Deviation	0.60025
Most Extreme Differences	Absolute	0.04
	Positive	0.031
	Negative	-0.04
Test Statistic		0.04
Asymp. Sig. (2-tailed)		.137c
Source: Data processed by SPSS, Researchers 2020		

Based on table 4, it shows that the Asiymp.Sig (2-tailed) significance value of 0.137 is greater than 0.05. So, in accordance with the basis of decision making in the Kolmogorov-Smirnov normality test above, it is concluded that the data is normally distributed.

Descriptive Analysis

Descriptive analysis of sub variable physiological needs:

The responses of respondents regarding physiological needs are displayed in descriptive explanations of each statement from the questionnaire as it can be seen in the following table:

Table 5
RECAPITULATION OF SUB VARIABLE PHYSIOLOGICAL NEEDS

Sub Variable	Indicator	No. Statement	Total Score	Criteria
Physiological Needs	Salary condition in the fulfillment of food and clothing	1	1310	Simply Agree
	Salary condition in the fulfillment of housing	2	1202	Simply Agree
	Salary Match	3	1208	Simply Agree
	Appropriateness of Salary	4	1673	Agree
	Condition of Facilities and Infrastructure	5	1377	Agree
	Standard Working Hours	6	1550	Agree
Total			6770	Simply Agree
Average Score			1354	
Source: Data processed by SPSS, Researchers 2020				

Based on table 5, the results of the Likert scale for sub-variable physiological needs obtained an average score of 1,354. This shows that the Physiological Needs sub variable on the

criteria is quite agreeable. The indicator with the highest score is the appropriateness of the salary with a score of 1,673. Meanwhile, the indicator that has the lowest score is the indicator of salary conditions in the fulfillment of housing with a score of 1,202.

Descriptive analysis of security needs sub variable:

The responses of respondents regarding the need for security are displayed in descriptive explanations of each statement from the questionnaire. It can be seen in the following table:

Table 6				
RECAPITULATION OF SECURITY NEEDS SUB VARIABLE				
Sub Variable	**Indicator**	**No. Statement**	**Total Score**	**Criteria**
Security Needs	Social Security	7	1464	Agree
	Pension Plan	8	1362	Agree
	Work Area Security	9	1584	Agree
Total			4410	Agree
Average Score			1470	
Source: Data processed by SPSS, Researchers 2020				

Based on table 6, the Likert scale results for the sub-variable safety needs obtained an average score of 1,470. This shows that the security needs sub-variable is the agreed criterion. The indicator with the highest score is work area safety with a score of 1.584. The indicator that has the lowest score is the Penion Plan indicator with a score of 1,362.

Descriptive analysis of sub variable social needs:

The responses of respondents regarding social needs are displayed in descriptive explanations of each statement from the questionnaire. It can be seen in the following table:

Table 7				
RECAPITULATION OF SUB VARIABLE SOCIAL NEEDS				
Sub Variabel	**Indicator**	**No. Statement**	**Total Score**	**Criteria**
Social Needs	Relations between individuals	10	1631	Agree
	Teamwork	11	1582	Agree
	Togetherness	12	1597	Agree
Total			4810	Agree
Average Score			1603,3	

Based on table 7, the results of the Likert scale for the social needs sub-variable obtained an average score of 1,603.3. This shows that the social needs sub-variable is on the agreed criteria. The indicator with the highest total score is the relationship between individuals with a score of 1,631. For the indicator that has the lowest score is the indicator of teamwork with a score of 1.582.

Descriptive analysis of appreciation needs sub variables:

The responses of respondents regarding appreciation needs are displayed in descriptive explanations of each statement from the questionnaire. It can be seen in the following table:

Table 8
RECAPITULATION OF SUB VARIABLE APPRECIATION NEEDS

Sub Variable	Indicator	No. Statement	Total Score	Criteria
Appreciation Needs	Appreciation for the good image of the profession	13	1610	Agree
	Award for achievement	14	1372	Agree
	Promotion	15	1522	Agree
Total			4504	Agree
Average Score			1501,3	
Source: Data processed by SPSS, Researchers 2020				

Based on table 8, the results of the Likert scale sub variable of the need for appreciation obtained an average score of 1,501.3. This shows that the sub variable of social needs is on the agreed criteria. The indicator with the highest score is an appreciation for the good image of the profession with a score of 1,610. While the indicator that has the lowest score is the award indicator for achievement with a score of 1,372.

Descriptive analysis of self-actualization needs sub variables:

The responses of respondents regarding the need for self-actualization are displayed in descriptive explanations of each statement from the questionnaire. It can be seen in the following table:

Table 9
RECAPITULATION OF SELF-ACTUALIZATION NEEDS SUB VARIABLES

Sub Variable	Indicator	No. Statement	Total Score	Criteria
Self-Actualization Needs	Educational Development	16	1549	Agree
	Training Opportunities	17	1562	Agree
		18	1566	Agree
	Opportunities for Publication of Works	19	1721	Strongly Agree
Total			6398	Agree
Average Score			1599,5	
Source: Data processed by SPSS, Researchers 2020				

Based on table 9, the results of the Likert scale sub-variable self-actualization needs obtained an average score of 1,599.5. This shows that the sub-variable self-actualization needs are on the agreed criteria. The indicator with the highest total score is the opportunity for publication of the work with a score of 1,721. Meanwhile, the one with the lowest score is the education development indicator with a score of 1,549.

Motivation Factor Analysis

The first test stage is to use the KMO and Barlett's Test of Sphericity test tool and Anti Image as follows:

Table 10 KMO AND BARLETT'S TEST OF SPHERICITY		
KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.891
Bartlett's Test of Sphericity	Approx. Chi-Square	3289.672
	Df	91
	Sig.	.000
Source: Data processed by SPSS, Researchers 2020		

In table 10, it can be seen that the number of KMO values is 0.891 with a significant level of 0.000. Because this figure is already above 0.5 and the significance is far below 0.05, the indicators and existing samples can be further analyzed.

Table 11 ANTI IMAGE TEST RESULT TABLE		
No	**Indicator**	**MSA Value**
1	Salary conditions in the fulfillment of food and clothing	0,833
2	Salary conditions in the fulfillment of housing	0,824
3	Salary appropriateness	0,904
4	Social Security	0,826
5	Pension plan	0,803
6	Relations Between Individuals	0,890
7	Teamwork	0,872
8	Togetherness	0,888
9	Award for achievement	0,948
10	Promotion	0,941
11	Educational Development	0,942
12	Internal training opportunities	0,934
13	External training opportunities	0,921
14	Opportunities for Publication of Works	0,928
Source: Data processed by SPSS, Researchers 2020		

In table 11 it is known that the MSA value is above 0.50, which means that all question items from the questionnaire can represent well and can be carried out further analysis processes.

Factor Extraction

This stage is the stage of screening a number of indicators, so that we can obtain indicators that meet the requirements for analysis. The requirement for the indicator is that the value must be above 0.50

Table 12
COMMUNALITIES TABLE OF MOTIVATION VARIABLES

Communalities

	Initial	Extraction
Salary conditions in the fulfillment of food and clothing	1	0.804
Salary conditions in the fulfillment of residence	1	0.805
Salary appropriateness	1	0.736
Punctual payroll	1	0.461
	Initial	Extraction
Condition of Infrastructure	1	0.503
Standard Working Hours	1	0.399
Social Security	1	0.799
Pension plan	1	0.778
Work_Security	1	0.587
Relationships between individuals	1	0.733
Teamwork	1	0.783
Togetherness	1	0.702
Award_ for the good image of the profession	1	0.446
Award for Achievement	1	0.577
Promotion	1	0.647
Education_Development	1	0.607
Internal_Training_ Opportunity	1	0.667
External_Training_ Opportunities	1	0.693
Opportunities_Publication of Works	1	0.588
Source: Data processed by SPSS, Researchers 2020		

When table 12 retest was carried out, it turned out that there were still several indicators whose values were below 0.50. Therefore, the test must be redone to get the values that meet the requirements.

Table 13
COMMUNALITIC TABLE OF MOTIVATION VARIABLES

Communalities

	Initial	Extraction
Salary conditions in the fulfillment of food and clothing	1	0.784
Salary conditions in the fulfillment of residence	1	0.775
Salary Match	1	0.698
Social security	1	0.631
Pension Plan	1	0.641
Relationships between individuals	1	0.721

Teamwork	1	0.813
Togetherness	1	0.758
Award for achievement	1	0.536
Promotion	1	0.606
Education_Development	1	0.594
Internal_Training_ Opportunity	1	0.686
External_Training_ Opportunities	1	0.677
Opportunities_Publication of Works	1	0.586
Source: Data processed by SPSS, Researchers 2020		

It can be seen in table 13 that all indicator values have met the requirements. Then, based on the results that have been processed above, all the variance results can be explained by the factors formed as follows:

Table 14
TOTAL VARIANCE EXPLAINED

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.381	45.576	45.576	6.381	45.576	45.576	3.701	26.438	26.438
2	1.926	13.759	59.335	1.926	13.759	59.335	3.017	21.553	47.991
3	1.2	8.575	67.91	1.2	8.575	67.91	2.789	19.919	67.91
4	0.947	6.764	74.674						
5	0.634	4.532	79.206						
6	0.461	3.289	82.495						
7	0.446	3.184	85.679						
8	0.386	2.755	88.433						
9	0.372	2.657	91.09						
10	0.314	2.246	93.337						
11	0.28	2.001	95.338						
12	0.24	1.713	97.051						
13	0.22	1.572	98.622						
14	0.193	1.378	100						
Source: Data processed by SPSS, Researchers 2020									

From the table 14, it can be seen that the 14 factors included in the factor analysis are formed into 3 factors since only those three values have a value of 1000.

Rotating the Matrix

Matrix rotation is then carried out to see which factors are the most dominant and to explain the distribution of the variables being tested. The following table shows the results of the factor rotation and to clarify the position of a variable within the factor.

Table 15 ROTATED COMPONENT MATRIX[a]			
Component			
	1	2	3
Salary conditions in the fulfillment of food and clothing	0.192	0.141	0.853
Salary conditions in the fulfillment of residence	0.172	0.129	0.854
Salary Match	0.105	0.194	0.806
Social Security	0.662	-0.003	0.439
Pension Plan	0.667	-0.113	0.428
Relationships between individuals	0.201	0.81	0.159
Teamwork	0.27	0.84	0.186
Togetherness	0.226	0.819	0.188
Award of Achievement	0.575	0.282	0.355
Promotion	0.662	0.339	0.227
Education Development	0.667	0.38	0.069
Internal_Training_ Opportunity	0.694	0.436	0.119
External_Training_Opportunities	0.743	0.35	0.056
Opportunities_Publication of Works	0.573	0.496	-0.109
Source: Data processed by SPSS, Researchers 2020			

From the results table 15 of the rotation of the matrix components above, the breakdown of the factors can be further elaborated as follows:

1. Factor 1: Social security, pension plan, awards, promotion, educational development, training opportunities, external training opportunities and opportunities for publication of works.
2. Factor 2: Relationships between individuals, teamwork and togetherness.
3. Factor 3: Condition of salary in fulfilling food and clothing, condition of salary in meeting housing and salary suitability.

Factor Interpretation

According to (Pradana et al., 2018) in his journal, he said that giving names to the factors that are formed can be done in two ways. The first way is by naming the factors that are considered sufficient to represent the names of the variables that make up the factor. The second way is by looking at the highest factor loading. In this study, from the three factors formed, it can

be seen that the names for the factors that are formed by naming the factors that are considered sufficient to represent the names of the variables that make them up.

With that the names of each of the factors that are formed are as follows:

1. Factor 1 factor needs self-actualization.
2. Factor 2 factors of social needs.
3. Factor 3 factors of physiological needs.

The factor analysis was carried out to determine which factors were re-formed from the previous factors, then the results of the factor analysis obtained several factors that influenced the motivation to become a lecturer at private universities in Indonesia, including the need for self-actualization and physiological needs.

The need for self-actualization consists of 8 indicators, namely social security, pension plan, rewards, promotion, educational development, training opportunities, external training opportunities and work publication opportunities with a total variance value of 45.576%.

The social needs factor consists of 3 indicators, namely the relationship between individuals, teamwork and togetherness with a total variance value of 13.759%.

Meanwhile, the physiological needs factor has 3 indicators, namely the condition of the salary in meeting food and clothing, the condition of the salary in fulfilling the place of residence and the suitability of the salary with a total variance value of 8.575%.

CONCLUSION

The research results obtained by the authors regarding the motivation to become a lecturer at private universities in Indonesia are:

For physiological needs, it shows that the results of the 6 questions have an average score of 1.354 with the criteria quite agree. It means that the physiological needs that motivate a person to become a lecturer at private universities in Indonesia are considered sufficient and are declared standard or balanced. Based on the results of respondents' responses regarding the physiological needs, lecturer salaries are given on time but there are still many shortcomings that need to be considered such as housing needs which cannot be afford with the given salary. If this physiological need is not satisfied, a person's motivation to become a lecturer will not be moved to act to satisfy the needs of other higher needs. Thus, these physiological needs are the driving force for one's behavior to become a lecturer. The results of this research on physiological needs are classified as sufficient to create motivation for someone to become a lecturer.

For the need for a sense of security, it shows that the results of the 3 questions have an average score of 1,470 with agreed criteria. It implies that the need for security that motivates a person to become a lecturer in private universities in Indonesia is considered to have fulfilled and is considered high enough. Based on the results of respondents' responses regarding the need for a sense of security, the security of the lecturer's work area and the campus environment is very well maintained, but the guarantee of lecturers' pension is not enough to get the facilities from the campus. It is necessary to pay attention to how the need for a person's sense of security is very much needed to obtain protection and work safety and permanent income or old age security facilities which affect one's motivation to become a lecturer.

For social needs, it shows that the results of 3 questions have an average score of 1.603.3 with agreed criteria. It implies that social needs that motivate a person to become a lecturer at private universities in Indonesia are considered to have fulfilled and are declared high enough. Based on the results of respondents' responses regarding social needs, the relationships made between individual lecturers are very harmonious between superiors, subordinates, and colleagues. However, teamwork is not good in carrying out lecturer work activities. This social needs must be considered to support the performance of lecturers who motivate mutual respect and trust.

For the need for awards, it shows that the results of the 3 questions have an average score of 1,501.3 with agreed criteria. It implies that the need for awards that motivates a person to become a lecturer in private universities in Indonesia is considered to have fulfilled and is declared quite high. Based on the results of respondents' responses regarding the need for rewards, the profession as a lecturer has an appreciation for the good image by the community. However, the achievements of lecturers have not been appreciated enough in material or non-material form. This needs to be considered because the need for respect will motivate someone to be confident, a sense of worth, a sense of ability, and a sense of usefulness.

For self-actualization needs, it shows the results of 4 questions have an average score of 1,599.5 with agreed criteria. It implies that the need for self-actualization that motivates a person to become a lecturer in private universities in Indonesia is considered to have fulfilled and is declared high enough. Based on the results of respondents' responses regarding the need for self-actualization, there are opportunities for lecturers to continue to develop themselves by conducting scientific publications. However, in terms of lecturer education development, there are not many opportunities to get scholarships to broaden their horizons. On this basis, awarding will be efficient if the institution can understand the unmet needs and provide it as a motivator to become a lecturer.

Based on the factor analysis that has been carried out, three factors are formed, namely the need for self-actualization, the factor for social needs and the factor for physiological needs. Of the three factors formed, the need for self-actualization is the most dominant factor because it has the largest total variance value of 45.576%. The needs of self-actualization include social security, pension plan, appreciation, promotion, educational development, training opportunities, external training opportunities and opportunities for publication of works.

REFERENCE

Budi, K., Ono, W., & Tatang, P. (2017). Studi Analisis Faktor-Faktor Yang Mempengaruhi Hasil Belajar Pada Mata. *Pelajaran Teknik Listrik Dasar Otomotif*, *4*(2), 156–162.

Pradana, A. K., Slamet, A. S., & Andrianto, M. S. (2018). Jurnal Manajemen Analisis Faktor Yang Memengaruhi. *Pengambilan Keputusan Pembelian Pepaya Calina, 9*(2). https://doi.org/10.32832/jm-uika.v9i2.1562

Riduwan dan Kuncoro, E. A., (2013). Cara Menggunakan dan Memaknai Path Analysis (Analisis jalur). Bandung : Alfabeta.