



International Conference of Organizational Innovation

# International Conference of Organizational Innovation

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# **PROCEEDINGS OF 2018 ICOI THE INTERNATIONAL CONFERENCE ON ORGANIZATIONAL INNOVATION**

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## **The Impact of Competencies towards Teacher's Performance Moderated by the Certification in Indonesia**

Lia Amalia, Tressy Saraswati

Faculty of Economics and Business, Esaunggul University - Indonesia

### **Abstract**

This research's objectives are to discover the factors that affect teacher's performance. The development of teacher's performance is determined by many factors, and one of them is competence, which is one of the factors that will improve performance. Certification is an important variable towards teacher's performance; accordingly, previous researches stated that certification had an impact on teacher's performance. This research was conducted to 120 respondents at Yadika 5 High School and it adopted the method of average cell to test the hypotheses. This research observed the background framework, specifically the influence of teacher's performance towards competencies moderated by certification. The results of this study proved that competence had an impact towards teacher's performance and certification was found as a moderating variable.

Keywords: Competence, Certification, Teacher Performance.

## **Bank Performance and Efficiency in Indonesia**

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### **Abstract**

This paper investigates the performance of the listed banking institutions in Indonesia by assessing their efficiencies. This study aims to obtain empirical evidence about banking industry's condition between 2015 and 2016. This assessment is especially necessary because banks play significant roles as financial intermediaries. This study employed quantitative method. The data were collected by obtaining banks' financial statements from 2010 to 2016 which are listed in Indonesian Stock Exchange (IDX). Meanwhile, the samples were selected using purposive sampling method. The results based on the assessment of x-efficiency using Data Envelopment Analysis (DEA) showed that there are no efficient banks in Indonesia. None of the listed banks recorded the x-efficient score equal to 1. There were only 4 out of 30 banks in yellow category with x-efficient scores less than 1, yet not less than 0.9. The remaining banks were included in red category in which their x-efficient scores were less than 0.9.

Keywords: allocative efficiency, bank performance, DEA, x-efficiency, technical