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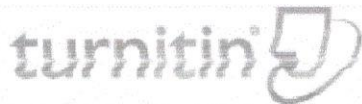
COMBINING
MULTILEVEL MODELLING AND DATA DEVELOPMENT ANALYSIS
IN LEARNING ORGANIZATION RESEARCH
Pina Anindita

ABSTRACT
The objective of this research is to measure the role of Higher Education as a Learning Organization in improving the performance of lecturers. However, this research which is related to Learning Organization as a form of Organizational Behavior research which studies about individuals, group, and organization at different level. This research refers recent research different with the previous one where the correlation between Learning Organization variables is studied by using PLS Regression. However, it was assumed as having one level with other variables. So the object of this research is to explore the role of Higher Education as a tool to measure variations in the level of perception of the implementation of the Learning Organization process. Because university is and analyze whether the level of perception of the learning organization in individual and perceived learning organization at the level of university can predict the performance of lecturers. In addition to that, this study wanted to measure the efficiency of Higher Education as a Learning Organization Lecturer in improving performance by using Data Development Analysis. The survey was conducted by observing questionnaire in 197 lecturers from 17 universities in Lombok and surrounding areas. Results of multilevel modeling showed that lecturers are university with another have different performance level of different lecturers and faculty members of the learning organization in each university is able to explain the influence of most of the variables in the performance of lecturers of the university with other. Results of quantitative correlations with Data Development Analysis shows that of the 13 except from Private University, the University of Jember (Unesa) is most effective as a learning organization both on the level of management and individual in improving the performance of lecturers. Followed by Uinida, then Unesa as the most effective university as a Learning Organization Lecturer in developing performance.

Introduction

Universities in Indonesia are one of the educational institutions which provide and develop higher education where knowledge can be shared. With such knowledge, educational institutions must face difficult challenges. Besides preparing well-qualified graduates a university is expected to develop an image as an educational institution which must be adaptive to variable change and development. This is in accordance to what has been mentioned by Watkins (2005:414) and (ib: 251): "It is a university's duty to give more attention on the efforts to develop quality rather than quantity on assessment-orientation" so it may adapt and compete as well as face the challenge.

Faculties having good performance, optimum university (UTM) must be able to adapt, develop, and performance measure learning on its wider world being a learning organization (ib: 20-27). Watkins (2005:414) and (ib: 251): "It is a university's duty to give more attention on the efforts to develop quality rather than quantity on assessment-orientation" so it may adapt and compete as well as face the challenge. According to Weiss, et al (2010:122) university is a unique organization where individuals or members may determine whether a higher educational institution may develop into a learning organization or not. So it is necessary that the dialogue between learning organization in individual and organization.

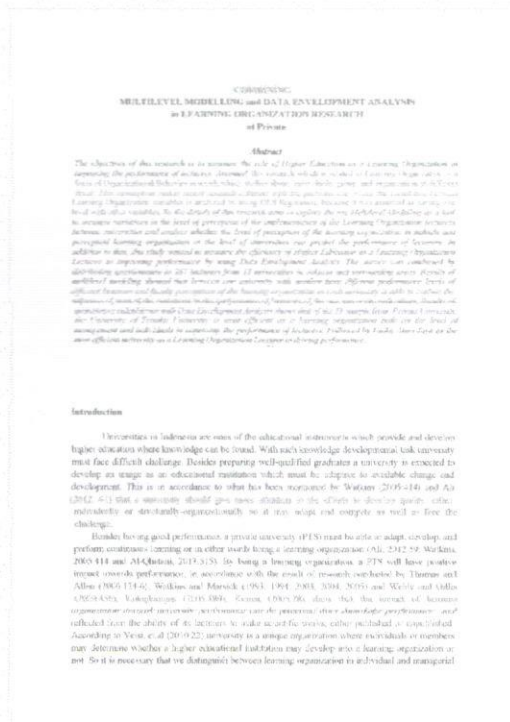


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by Rina Anindita

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