

The Effect Of Islamic Motivation, Competence And Leadership On Job Satisfaction And Performance Of Lecturers Of Muhammadiyah High School Of Ajatappareng Region, South Sulawesi

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Abstract

The purpose of this study was to identify the influence of motivation, competence and Islamic leadership on job satisfaction and performance of Muhammadiyah university lecturers in the Ajatappareng region of South Sulawesi. The research method used in this research is the collection of research data through questionnaires, secondary research is also carried out by observation, interviews and questionnaires. analysis model using Structural Equation Modeling (SEM). The results showed that 1) Motivation, competence, and Islamic leadership had a positive and significant influence on job satisfaction, and 2) Motivation, competence, and Islamic leadership had a positive and significant influence on performance. 3) job satisfaction has a negative and significant effect on lecturer job satisfaction at Muhammadiyah colleges in the ajatappareng area, south Sulawesi.

Keywords: Motivation, Competence, Islamic Leadership, Job Satisfaction, and Performance.

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I. Introduction

Globalization requires an institution to be able to always compete and have advantages, both in terms of quality and service to consumers, so that in running an organization it is deemed necessary to increase and develop quality and highly committed human resources (HR) for the sake of survival. an organization. Performance has become an actual issue in organizations because regardless of the organization, performance is a key question to the success of the organization. All organizations to realize their success, strive to achieve the best performance that can be produced by all the resources they have. One of the most important organizational resources is human resources. Therefore, a successful organization will be supported by good human resource performance. Thus, there is a match between organizational success or organizational performance with individual performance or human resources. Performance in various literature is defined very diversely. Moeheriono (2013) explains that the meaning of actual performance comes from the words job performance and is also called actual performance or work performance or the actual achievements that have been achieved by an employee. Colquitt, Lepine and Wesson (2013) in Sarikit (2017) explain that performance is formally defined as the value of various employee behaviours that contribute, either positively or negatively to achieving organizational goals. This explanation illustrates that the success or failure of an organization or institution will be determined by its human factors in achieving organizational goals. This shows the importance of discussing employee performance for the benefit of the organization. However, it must be realized that basically performance is the result of a complex process, which involves employee personal factors and strategic efforts made by the institution. according to Plaits, Reklitis et al. (2015), employee performance is one of the most fundamental challenges because performance is a phenomenon that is more closely related to aspects of effectiveness, knowledge, management quality, financing, and organizational development than others.

This condition causes the discussion about performance to always be the focus of attention and knowledge about the factors that affect the performance of employees/lecturers is important to study. In this dissertation research, it is directed at aspects that are relevant to influencing the performance of lecturers at a Private Higher Education Institution in the LLDIKTI Region IX Sulawesi and Gorontalo, especially private universities under the auspices of the Persyarikatan Muhammadiyah in the Ajatappareng region of South Sulawesi. Ajatappareng is an area in the western part of South Sulawesi which includes the historical territory of the alliance of five small kingdoms: Sidenreng, Suppa, Rappang, Sawitto, and Alitta. This alliance of five kingdoms was formed in the 16th century in response to the increasing influence of Gowa-Tallo in the south and

Tellumpocoe involving the three Bugis kingdoms (Bone, Wajo, and Soppeng) in the east. Ajatappareng became an influential force in South Sulawesi until its decline in the 17th century. This former confederation is now part of several districts and cities in South Sulawesi, namely Barru, Parepare, Sidrap, Enrekang and Pinrang districts. Crocodile Lake in the central part of South Sulawesi. Ajatappareng's geographical reach covers the modern area of four districts and one municipality. The former Sawitto and Alitta areas are now part of Pinrang Regency; Sidenreng and Rappang formed Sidenreng Rappang district and Maiwa sub-district, Enrekang; while the Suppa area is now divided between a part of the Pinrang area, a piece of the Barru area, and the entire City of Parepare. Ajatappareng has a diverse landscape, from hills in the north to lush green plains in the centre and south. The area is also fed by various rivers that provide water for irrigation of wetland rice farming. This favourable natural condition makes Ajatappareng one of the main rice producers in South Sulawesi. A Portuguese explorer who visited Sidenreng in the 1540s mentioned that the country was rich in rice and other agricultural products.

Universities as one of the institutions that print quality human resources that can enter and benefit the community, of course, must always improve according to the needs of the community. This can be done by improving the quality of the knowledge provided so as to create human resources who have the ability to compete and are competent to be able to work in their fields or even be entrepreneurial. So that it can be said that employees are the main asset of the organization and are considered factors of production so they must be maintained properly in the context of activities and routines of an organization or company. Based on data from the higher education database (PD-DIKTI) of the Ministry of Research, Technology and higher education, the number of Muhammadiyah universities (PTM) in the Ajatappareng area is 5 PTM, namely: (1). STKIP Muhammadiyah Barru, (2). Muhammadiyah University of Pare Pare, (3). Muhammadiyah University of Sidenreng Rappang, (4). ITKES Muhammadiyah Sidrap, (5). Muhammadiyah University of Enrekang. Currently, the number of registered students and permanent lecturers of the foundation according to the data contained in the higher education database is as follows:

No	Name of College	Number of Lecturers	Number of Students
1	Stkip Muh Barru	18	393
2	University of Muhammadiyah Parepare	242	9,527
3	University of Muhammadiyah Sidrap	126	2,646
4	Itkes Muhammadiyah Sidrap	73	1,073
5	Univ Muhammadiyah Enrekang	81	1,016

Along with the times and technology, it is also accompanied by the development of the quantity and quality of private universities in the Ajatappareng area, where the level of competition in the selection and recruitment of students is largely determined by the quality and quality of each university, and one of the indicators of quality and The quality of a university is the rating of the accreditation value issued by formal accreditation institutions, the National Accreditation Board (BAN-PT) and the Independent Accreditation Institute (LAM PT-Kes) for institutions and study programs within the scope of Health. So that people will choose which college they think has the quality and quality that will provide satisfaction.

The phenomenon of group conflict was also found in the Ajatappareng Region Private Universities. In 2012 there was the socialization of the application of fingerprints to show the presence of lecturers and employees causing internal conflicts between groups in the work environment. The cons group thought that the decision would have an adverse effect on welfare due to reduced allowances that would be adjusted for attendance shown from the fingerprint, while the pro group thought the decision would further motivate all employees and lecturers to be more disciplined about attendance. These different reasons can eventually lead to internal conflicts or conflicts between groups that will affect overall performance. If employees who work in accordance with their functions will certainly support the achievement of organizational goals. One of the bases that make employees loyal and dedicated to the institution is motivation, fairness and a humane attitude to improve employee performance. Work motivation given by the company to employees is the main thing for the survival of an organization, the most basic thing is compensation. The main compensation in question is the wages given to employees. (Akmal Umar, 2012). If the wage system is perceived as fair and competitive by employees, then the company will find it easier to attract potential workers and at the same time be able to stay in the company and motivate them to further improve their performance (Akmal Umaar, 2012). Motivation is a psychological process that enhances and directs behaviour to achieve goals. Humans need three-dimensional portfolio goals to measure themselves in three layers, namely: material, intellectual and spiritual. While Maslow divides two classifications of motivation: primary motivation and spiritual motivation. Spiritual needs are natural needs whose fulfilment depends on human perfection and individual maturity. Several studies also state that a person's spirituality plays a very large role in a person's psyche at work and will significantly affect his performance. In addition, a good form of communication between employees and leaders is also a good form of motivation for employees, including the pattern of communication between leaders and employees themselves

because leadership is a fundamental basis for increasing motivation and teamwork. Communication and leadership patterns are tasked with preparing employees for their future work responsibilities. However, one thing that is certain in the management concept is that placing employees based on their potential according to their fields (put the right man in the right places) is something that also has an influence on motivation for employees while also showing the image and integrity of the company itself in the eyes of employees.

Research (Timothy, 2017) shows that motivation has a positive and significant effect on job satisfaction and employee performance. This is due to the indicators used in measuring motivational variables based on Maslow's theory, namely (physiological needs, security, social, appreciation, and self-actualization). Meanwhile, research (Lusri, 2017) shows different results that motivation has a significant negative effect on job satisfaction and employee performance. This is because the indicators used in measuring the motivational variables are the direction of behaviour, the level of effort, and the level of persistence. In addition, what affects employee performance in an organization is competence, competence is the underlying characteristic of a person related to the way of thinking, behaving, and acting as well as drawing conclusions that can be done, the effectiveness of individual performance in his work or the basic characteristics of individuals who have a causal relationship or as a result. causality with criteria that are used as a reference, effective or excellent or superior performance at work or in certain situations in an organization. Hutapea and Thoha (2008) revealed that there are three main components of competency formation, namely the knowledge a person has, abilities, and individual behaviour. Competence contains a deep and inherent part of a person's personality with predictable behaviour in various situations and work tasks. Prediction of who performs well and who does not perform well can be measured from the criteria or standards used. Competency analysis is mostly prepared for career development, but determining the level of competence is needed to determine the effectiveness of the expected level of performance. According to Boulter et al. (in Rosidah, 2003:11) competency levels are as follows: Skill, Knowledge, Social Role, Self-Image, Trait and Motive. Skill is the ability to carry out a task well, for example, a computer programmer. Knowledge is information that a person has for a particular (certain) field, such as computer language. Social roles are attitudes and values that a person has and are highlighted in society (expression of self-values), for example, leaders. Self-image is people's view of themselves, reflecting identity, for example: seeing yourself as an expert. Traits are enduring characteristics of a characteristic that make people behave, for example, self-confidence. Motive is something that drives someone to consistently behave because such behaviour is a source of comfort. Skill and Knowledge competencies tend to be more visible (visible) and relatively on the surface (top) as characteristics possessed by humans. Social roles and self-image tend to be less visible and can be controlled by behaviour from the outside. While traits and motives are located deeper at the central point of personality.

Based on the explanation and the empirical facts above, there are four variables that are suspected to have an effect on employee performance, namely motivation, competence and Islamic leadership and job satisfaction. Therefore, it is necessary to conduct a research study on the influence of motivation, competence and Islamic leadership on job satisfaction and performance of lecturers at the Muhammadiyah higher education institution (PTM) in the Ajatappareng region of South Sulawesi.

II. Research Methods

Kerlinger (1993: 532) suggests that research design is the entire process that is needed in planning and implementing research. In other words, the research design is a research plan and structure that is structured in such a way that researchers can obtain answers to their research questions. Research design in social research is generally divided into three forms, namely exploratory research, descriptive research, and explanatory research (Umar, 1999:36). Exploratory research is a type of research that seeks to find new ideas or relationships. While descriptive research is research that aims to describe the nature or characteristics of a particular phenomenon. Finally, explanatory research is research that aims to analyze the relationships between one variable and another or how one variable affects other variables. Based on the explanation above, it can be seen that this research is explanatory research which intends to provide an explanation of causal relationships between variables through hypothesis testing as well as conducting explanations. This research uses two approaches, namely descriptive research and explanatory research. This study uses a descriptive approach to explain the results of the study using tables, pictures and graphs regarding the data that has been processed. While the explanatory approach is used to explain the effect of the indogen variable on the exogenous variable. The independent variables consist of motivation (X1), competence (X2), and Islamic leadership (X3). The intermediate variable is job satisfaction (Y1), and the exome variable is employee performance (Y2). The data analysis technique used in explaining the phenomenon in this research is descriptive statistical analysis technique and Structural Equation Modeling (SEM) analysis.

1. Descriptive Analysis Descriptive

Statistical analysis was used to explain the characteristics of respondents including gender, last education, age, and years of service. In addition, descriptive statistical analysis was also used to explain respondents' responses

to research variables including the influence of transformational leadership, organizational culture and work environment on job satisfaction and widyaiswara performance. Calculations in the descriptive statistical analysis were carried out with the help of a computer using the AMOS 5.0 and SPSS version 17.0 program packages.

2. Inferential

Analysis Inferential analysis used is Structural Equation Model (SEM) analysis is a statistical analysis technique that combines several aspects of path analysis and confirmatory factor analysis to estimate several equations simultaneously. Structural Equation Modeling is the second generation of multivariate analysis technique that allows researchers to examine the relationship between complex variables, both recursive and non-recursive to obtain a comprehensive picture of the entire model (Ghozali, 2005).

III. Research Results

Based on the empirical model conducted in this study, it is possible to test the proposed hypothesis by testing the path coefficients on the structural equation model. The table is a hypothesis test by looking at the value, if the p-value is less than 0.05, then the influence between the variables is significant. The test results are presented in the following table:

Table 16 Hypothesis Testing Direct Effect and Indirect Effect

HIP	Independent		Variable Dependent Variable	Standardized Regression Weights				
				DE	IE	TE	p-Value	Information
H1	Motivation(X ₁)		Job satisfaction(Y)	0,505	-	0,505	0,008	Positive and significant
H2	Competence (X ₂)		Job satisfaction (Y)	0,648	-	0,648	0,000	Positive and significant
H3	Islamic leadership (X ₃)		Job satisfaction (Y)	0,214	-	0,214 0,201	Positive	and insignificant
H4	Motivation (X ₁)		Performance (Z)	0.176	-	0.176 0.113	Positive	and insignificant
H5	Competence (X ₂)		Performance (Z)	0.572	-	0.572	0.000	Positive and significant
H6	Islamic Leadership (X ₃)		Performance (Z)	0.335	-	0.335	0.001	Positive and significant
H7	Job Satisfaction (Y)		Performance (Z)	- 0.265	-	-0.265	0.000	Negative and significant
HIP	Independent	Variable Intervening	Variable Dependent Variable	DE	IE	TE	p-Value	Information
H8	Motivation (X ₁)	Job satisfaction (Y)	Performance (Z)	0.505	- 2.167	-1.662	0.03 0	Negative and significant
H9	Competence (X ₂)	Job satisfaction (Y)	Performance (Z)	0.648	- 2.654	-2.006	0.007	Negative and significant
H10	Islamic leadership (X ₃)	Job satisfaction (Y)	Performance (Z)	0.214	- 1.207	-0.993	0.227	Negative and insignificant

Source: Data processed, 2020

Based on table 16 above, the overall model shows seven direct paths and three hypothesized indirect paths, there are four direct paths that have a positive and significant influence, one direct path that has a negative and significant influence, and two direct paths that have a positive influence. but not significant, while the two indirect paths all have a negative and significant effect, then one indirect path has a negative but not significant effect. The interpretations in Table 34 above can be explained as follows:

1. Motivation has a positive and significant influence on job satisfaction with a coefficient value of 0.505 and a p-value of 0.008 <0.05.
2. Competence has a positive and significant effect on job satisfaction with a coefficient value of 0.648 and a p-value of 0.000 <0.05.
3. Islamic leadership has a positive and insignificant effect on job satisfaction with a coefficient value of 0.214 and a p-value of 0.201 <0.05.
4. Motivation has a positive and insignificant effect on performance with a coefficient value of 0.176 and a p-value of 0.113 <0.05.
5. Competence has a positive and significant impact on performance with a coefficient value of 0.572 and a p-value of 0.000 <0.05.
6. Islamic leadership has a positive and significant influence on job satisfaction with a coefficient value of 0.335 and a p-value of 0.001 <0.05.
7. Job satisfaction has a negative and significant effect on performance with a coefficient value of 0.265 and a p-value of 0.000 <0.05.

8. Motivation through job satisfaction has a negative and significant effect on performance with a coefficient value of -1.662 and a p-value of 0.030 <0.05.

9. Competence through job satisfaction has a negative and significant effect on performance with a coefficient value of -2.006 and a p-value of 0.007 <0.05.

10. Islamic leadership through job satisfaction has a positive and insignificant effect on performance with a coefficient value of -0.992 and a p-value of 0.227 <0.05.

Based on the interpretation described above, to determine the indirect relationship through the intermediate variable or mediating variable in this case job satisfaction (Y) which is negative and insignificant whether it is still capable of being a mediator in the relationship, the Sobel test was carried out which aims to determine how big is the role of the mediating variable in mediating the independent variable on the dependent variable.

IV. Discussion Of Research Results

The results of the analysis are described and then discussed their relevance to related theories, previous studies, and empirical facts. From the results of the research, it is hoped that research findings can be disclosed as a basis for further research of the same type

The effect of motivation on job satisfaction of lecturers at Muhammadiyah universities in the Ajatappareng Region, South Sulawesi.

The results of the study indicate that the first hypothesis can be observed from the results of the SEM analysis, from the table the results of the analysis test indicate that motivation has a positive and significant effect on job satisfaction. Motivation has a positive and significant effect on job satisfaction with a coefficient value of 0.505 and a p-value of 0.008 <0.05. This shows that the better the motivation is done, the more job satisfaction will increase. The results of this study are in line with research conducted by Singh and Sharma (2016), Impact of Work Motivation on Job Satisfaction of Teachers Professional Education. The results of linear regression analysis and t-test indicate that work motivation has a significant effect on teacher job satisfaction. This research is also in line with the research conducted by Steven Brown and Tobias Huning (2010). Intrinsic Motivation and Job Satisfaction: The Intervening Role of Goal Orientation Intrinsic motivation and learning goal orientation has a positive effect on job satisfaction. This research is also supported by research conducted by Ishaq Ahmed (2010) Effect of Motivational Factors on Employee Job Satisfaction; A Case Study of University of The Punjab Pakistan Intrinsic motivation and extrinsic motivation both have a significant positive effect on employee job satisfaction. Similarly, research conducted by Singh and Sharma (2016), Impact of Work Motivation on Job Satisfaction of Teachers Professional Education. The results of linear regression analysis and t-test indicate that work motivation has a significant effect on teacher job satisfaction.

The influence of competence on the job satisfaction of lecturers at Muhammadiyah universities in the Ajatappareng Region, South Sulawesi.

The results of the study indicate that the second hypothesis can be observed from the results of the SEM analysis, from the table of test results shows that competence has a positive and significant effect on job satisfaction. Competence has a positive and significant effect on job satisfaction with a coefficient value of 0.648 and a p-value of 0.000 <0.05. Spencer and spencer (1993: 9-11) Five characteristics of Competence: (1) Motive (Motive), (2) Trait, Self Concept, Knowledge, Skill) Luchen and Stefani 92006) The "TEAM" theory suggests that a strong organization lies in a competent work team. Chun and Rben (2007) "Problem Solvie" theory suggests that Competence is a solution to solving human and organizational resource problems. Harris (2001:158) Competence is the basic knowledge, abilities, experience and requirements needed to carry out a job successfully.

Becker, Huselid, and Ulrich (2001:256) Competence is a person's knowledge, abilities and expertise or personality traits that affect his performance. According to Boulter et al. (in Rosidah, 2003), competence is a basic characteristic of a person that allows employees to issue superior performance in their work. Based on the description above, the meaning of competence contains a deep and inherent part of a person's personality with predictable behaviour in various situations and work tasks. Prediction of who performs well and who does not perform well can be measured from the criteria or standards used. Competency analysis is mostly prepared for career development, but determining the level of competence is needed to determine the effectiveness of the expected level of performance. According to Boulter et al. (in Rosidah, 2003) competency levels are as follows: Skill, Knowledge, Social Role, Self Image, Trait and Motive. Skill is the ability to carry out a task well, for example, a computer programmer. Knowledge is information that a person has for a special (certain) field, such as computer language. A social role is the attitude and values that a person has and is highlighted in society (expression of self-values), for example, a leader. Self-image is people's view of themselves, reflecting identity, for example: seeing oneself as an expert. Traits are enduring characteristics of a character that makes people behave, for example, self-confidence. Motive is something that drives someone to consistently behave because

such behaviour is a source of comfort. Skill and Knowledge competencies tend to be more visible (visible) and relatively on the surface (top) as characteristics possessed by humans. Social roles and self-image tend to be slightly visible and can be controlled by behaviour from the outside. While traits and motives are located deeper at the central point of personality.

The results of this study are also in line with research conducted by Hardjanto, D. (2017). The Influence of Compensation, Leadership, Competence to Employee Performance Of RRI Surakarta With Motivation And Job Satisfaction As Intervening Variable. This research is survey research. A total of 70 respondents. The analysis technique used is by using instrument tests, namely validity and reliability tests, linearity tests, regression analysis, path analysis, t-test, F-test, coefficient of determination test and correlation analysis. Research results found. The results showed that competence had a significant effect on job satisfaction.

The influence of Islamic leadership on job satisfaction of Muhammadiyah university lecturers in the Ajatappareng Region, South Sulawesi.

The results showed that the third hypothesis can be observed from the results of SEM analysis, from the test results table shows that Islamic leadership has a positive and insignificant effect on job satisfaction with a coefficient value of 0.214 and a p-value of 0.201 <0.05. Leadership in an organization is a person who regulates and manages the organization, influences, directs, and guides subordinates to carry out various activities in order to achieve common goals, both individual goals and organizational goals. Meanwhile, according to Stoner in Handoko (1984:290) leadership is a process of direction and influence on the activities of a group of members whose tasks are interconnected. Leadership is an important part of management, but it is not the same as management. Leadership is the ability that a person has to influence others who work to achieve goals and objectives. Management includes leadership but also includes other functions such as planning, organizing, and supervising (Handoko, 1984). This research is in line with research conducted by Hardjanto, D.(2017). The Influence of Compensation, Leadership, Competence To Employee Performance Of RRI Surakarta With Motivation And Job Satisfaction As Intervening Variable. Leadership has a significant effect on job satisfaction. This study is also in line with the research conducted by Bakhri et al. (2015) Linking leadership style, work environment, and job characteristics to civil servants' performance; the mediating role of job satisfaction. This study aims to examine and analyze the effect of leadership style, work environment, and job characteristics on job satisfaction and employee performance. The design of this study used a survey method with cross-sectional data collection through questionnaires. Determination of the sample is done through stratified random sampling using 167 employees. Structural Equation Modeling (SEM) data analysis results. Provide evidence that leadership style has no significant effect on employee job satisfaction, leadership style has no significant effect on employee performance,

This study is also different from the research conducted by Jackson Bwire et.al (2014). Employee Motivation, Job Satisfaction and Organizational Performance in Uganda's Oil Sub-Sector. Job satisfaction, motivation, insurance quality and organizational performance. Analyzing the effect of job satisfaction on organizational performance, the influence of motivation on organizational performance as well as insurance quality on organizational performance. Employees, Uganda Petroleum Multiple Regression, Structural Equation Model (SEM). There is a significant positive influence of Leadership Behavior, Competence on job satisfaction.

The influence of motivation on the performance of Muhammadiyah university lecturers in the Ajatappareng Region, South Sulawesi.

The results show that the fourth hypothesis can be observed from the results of SEM analysis, from the table of analysis test results shows that motivation has a positive and insignificant effect on performance with a coefficient value of 0.176 and a p-value of 0.113 <0.05. Employee work motivation is influenced by many factors, both those originating from within the work (content factors) which are often also referred to as intrinsic factors (intrinsic factors) and encouragement from outside the work (extrinsic factors) and also including technology support tools and work facilities. In this study, work motivation uses Maslow's hierarchical theory of needs and Herzberg's Higgins theory, namely: Intrinsic Motivation and Extrinsic Motivation. Intrinsic factor (intrinsic factor) is a source that makes employees motivated to work better. If these factors can be considered good and fulfilled in the sense that in accordance with the work needs of employees, then employees feel satisfied and there is more productive motivation. Extrinsic factors (extrinsic factors) are sources that can encourage employees to be motivated to carry out their duties better. If these factors can be considered and developed and maintained in accordance with the development of employee needs, then the work can create increased satisfaction, so that employees feel they have an obligation to improve their performance. If these factors can be developed and considered and maintained in accordance with the development of employee needs, then the work can create increased satisfaction, so that employees feel they have an obligation to improve their performance in the organization.

This research is also supported by research conducted by Hardjanto, D.(2017). The Influence of Compensation, Leadership, Competence On Employee Performance Of RRI Surakarta With Motivation And Job Satisfaction As Intervening Variable, This research is survey research. A total of 70 respondents. The analysis technique used is by using instrument tests, namely validity and reliability tests, linearity tests, regression analysis, path analysis, t-test, F-test, coefficient of determination test and correlation analysis. Motivation has no significant effect on performance. This study is different from the research conducted by Tone et al. (2015), The impact of antecedent variables on lecturer' performance as mediated by work motivation. Structural Equation Modeling (SEM) data analysis results. Provide evidence that leadership style has no significant effect on employee job satisfaction. This research aims to analyze 1) the influence of culture, competence, leadership, and organizational commitment on work motivation, 2) the influence of culture, competence, leadership, and organizational commitment, 3) the influence of work motivation on lecturer performance, and 4) the influence of cultural competence, leadership, organizational commitment to lecturer performance through lecturer work motivation. The research sample was 155 respondents based on the Slovin formula. The results of the Structural Equation Model analysis show that work motivation directly has a positive and significant effect on lecturer performance.

The influence of competence on the performance of Muhammadiyah university lecturers in the Ajatappareng Region, South Sulawesi.

The results show that the fifth hypothesis can be observed from the results of SEM analysis, from the table of analysis test results shows that Competence has a positive and significant influence on performance with a coefficient value of 0.572 and a p-value of 0.000 <0.05. Competence is an inseparable part of human life, especially in the world of work. Therefore, people who want to carry out a job must know and understand the job well before doing it, and to understand the job properly, adequate ability or knowledge is needed. Tunk has the knowledge in question, of course, it takes time and goes through a process, both formally and informally. Adequate knowledge is not enough to guarantee that one can carry out a job as a moral responsibility because it requires other abilities, namely sufficient and adequate skills. Adequate skills can only be obtained through various training activities, whether carried out alone (internal organizations) or by other agencies (external organizations), especially those related to the field of work assignments. The higher the frequency of training activities, the higher the level of skills produced and this will have an impact on improving individual and organizational performance. These two elements (knowledge and skills) are the main capital or strength (power) that absolutely must be possessed by someone in carrying out a certain task, especially in a position. However, the two elements of competence above are not perfect without the third element, namely attitude. These three elements are core competencies that are assumed to have a significant influence on a person's performance (Moeheriono, 2012).

The results of this study are different from the research conducted by Hardjanto, D.(2017). The Influence of Compensation, Leadership, Competence On Employee Performance Of RRI Surakarta With Motivation And Job Satisfaction As Intervening Variable This research is survey research. A total of 70 respondents. The analysis technique used is by using instrument tests, namely validity and reliability tests, linearity tests, regression analysis, path analysis, t-tests, F tests, coefficients of determination and correlation analysis. . This study is also different from the research conducted by Tone et al. (2015), The impact of antecedent variables on lecturer' performance as mediated by work motivation. This research aims to analyze 1) the influence of culture, competence, leadership, and organizational commitment on work motivation, 2) the influence of culture, competence, leadership, and organizational commitment, 3) the influence of work motivation on lecturer performance, and 4) the influence of cultural competence, leadership, organizational commitment to lecturer performance through lecturer work motivation. The results of this study found that competence had no significant effect on lecturer performance.

The influence of Islamic leadership on the performance of Muhammadiyah university lecturers in the Ajatappareng Region, South Sulawesi.

The results show that the sixth hypothesis can be observed from the results of SEM analysis, from the table of analysis test results shows that Islamic leadership has a positive and significant influence on job satisfaction with a coefficient value of 0.335 and a p-value of 0.001 <0.05. This study is also in line with research conducted by Tone et al. (2015), The impact of antecedent variables on lecturer' performance as mediated by work motivation. This research aims to analyze 1) the influence of culture, competence, leadership, and organizational commitment on work motivation, 2) the influence of culture, competence, leadership, and organizational commitment, 3) the influence of work motivation on lecturer performance, and 4) the influence of cultural competence, leadership, organizational commitment to lecturer performance through lecturer work motivation. It was found that leadership research had a positive and significant effect on lecturer performance.

This research is supported by research conducted by Mascara (2013). Effect of Islamic work ethic, Islamic leadership, work motivation, competence on organizational commitment and employee performance (Study at Islamic Commercial Banks in Makassar City). His research aims to test empirically and explain the effect of Islamic Work Ethic, Islamic Leadership, Work Motivation, and Competence on Employee Performance mediated by employee organizational commitment, with the results of Islamic Leadership research having a significant effect on employee performance. This research is different from the research conducted by Hardjanto, D.(2017). The Influence of Compensation, Leadership, Competence To Employee Performance Of RRI Surakarta With Motivation And Job Satisfaction As Intervening Variable. This research is survey research. A total of 70 respondents The analytical technique used is by using instrument tests, namely validity and reliability tests, linearity tests, regression analysis, path analysis, t-test, F test, coefficient of determination test and correlation analysis, and the results of the study - Leadership has no significant effect on performance.

The effect of job satisfaction on the performance of Muhammadiyah university lecturers in the Ajatappareng Region, South Sulawesi.

The results show that the seventh hypothesis can be observed from the results of SEM analysis, from the table shows that job satisfaction has a negative and significant effect on performance with a coefficient value of 0.265 and a p-value of 0.000 <0.05. with these results it can be said that job satisfaction has a negative influence on the performance of lecturers, in the sense that the level of one's satisfaction does not affect the productivity of his performance, this has implications for the level of satisfaction and gratitude by each person. According to the researcher's assumptions, this is closely related to one of the human traits, namely the nature of qanaah, which means that Qanaah is an attitude of being willing to accept and feel sufficient for the results he is working on and distance himself from feeling dissatisfied and feeling lacking. The human desire for something material is never satisfied. If he has got something, he wants to get another, and after getting it, then wants to get the next one. This is natural but can be neutralized if the basis of his life returns to spirituality, and always feels satisfied with what he has because it is the soul that has true happiness so it has become human nature to continue to have a desire to have more than what he currently has. This is in accordance with the hadith of the Prophet Muhammad. "If humans were given two valleys filled with treasure, of course, he would still want the third valley. The only thing that can fill the human stomach is soil. Allah will certainly accept repentance for anyone who wants to repent." (Narrated by Bukhari no. 6436). Another hadith was narrated by the Prophet Muhammad. "If man had a valley filled with treasure, of course, he would still want a lot of treasures like that too. The human eye is only full when it is filled with earth. Allah will certainly accept repentance for anyone who wants to repent." (Narrated by Bukhari no. 6437). and the verse of the Koran in Surah Ibrahim verse 7, "

In addition, the Covid 19 pandemic that has hit the entire world in the last 3 years has made almost all sectors of human activity and activity paralyzed and abnormal, the process of spreading the virus is so very fast and the consequences are so very powerful, thus making the government enforce various regulations to prevent the spread of the virus. preventing the transmission process and reducing the incidence rate, one of which is by implementing the 3M health protocol (wearing a mask, maintaining distance and avoiding crowds) or in other words maintaining physical contact with other people, thereby making people worry about activities outside the home. . In addition, with the process of spreading so fast with so many deaths that the government makes rules and recommendations for WFH (Work from Home) or working from home, it creates several dimensions of work, especially lecturers must carry out the online learning process through their respective homes. with the severity of the incidence and death rate by the covid 19 virus giving excessive worry and fear to all levels of society, especially lecturers, so that chess dharma activities, especially satisfaction in work and improving performance are no longer a priority, but what is on the mind at that time is How can you stay healthy and survive in the midst of the vicious brunt of the COVID-19 pandemic.

This research is also not in line with the research conducted by Hardjanto, D.(2017). The Influence of Compensation, Leadership, Competence To Employee Performance Of RRI Surakarta With Motivation And Job Satisfaction As Intervening Variable. This research is survey research. A total of 70 respondents. The analysis technique used is by using instrument tests, namely validity and reliability tests, linearity tests, regression analysis, path analysis, t-test, F-test, coefficient of determination test and correlation analysis. The results of this study indicate that job satisfaction has a significant effect on performance. This study is also different from the research conducted by Rimadias et al (2017). The Role of Work Motivation and Job Satisfaction in Creating Employee Performance (Study on Permanent Lecturers of STIE Indonesia Banking School). The results of the analysis of this study aimed to determine the role of work motivation (intrinsic and extrinsic factors) and job satisfaction in forming employee performance on permanent lecturers. The population in this study were all permanent lecturers of STIE Indonesia Banking School as many as 31 respondents. The results of this study indicate that the results of the Partial Least Square (PLS) Smart PLS 3.0 analysis indicate that intrinsic and

extrinsic factors have a positive and significant effect on job satisfaction. Job satisfaction has a positive but not significant effect on performance.

V. Research Limitations

Based on the researcher's direct experience in the research process, there are some limitations experienced and can be a number of factors that can be given more attention to future researchers in further refining their research because this research itself certainly has shortcomings that need to be improved. in future research. Some of the limitations in this study, among others:

1. The number of respondents who were only 540 lecturers, and only 210 lecturers who became the research sample, of course, is still insufficient to describe the actual situation.
2. The object of research is only focused on Muhammadiyah Universities in the Ajatappareng area, where there are still many Muhammadiyah Universities in the South Sulawesi region.
3. In the data collection process, the information provided by the respondent through the questionnaire sometimes does not show the respondent's actual opinion, this happens because sometimes the thoughts, assumptions and understandings of each respondent are different, as well as other factors such as the honesty factor in filling out the respondent's opinion in the questionnaire.

VI. Conclusion

1. Motivation has a positive and significant effect on job satisfaction with a coefficient value of 0.505 and a p-value of 0.008 <0.05.
2. Competence has a positive and significant effect on job satisfaction with a coefficient value of 0.648 and a p-value of 0.000 <0.05.
3. Islamic leadership has a positive and insignificant effect on job satisfaction with a coefficient value of 0.214 and a p-value of 0.201 <0.05.
4. Motivation has a positive and insignificant effect on performance with a coefficient value of 0.176 and a p-value of 0.113 <0.05.
5. Competence has a positive and significant influence on performance with a coefficient value of 0.572 and a p-value of 0.000 <0.05.
6. Islamic leadership has a positive and significant influence on job satisfaction with a coefficient value of 0.335 and a p-value of 0.001 <0.05.
7. Job satisfaction has a negative and significant effect on performance with a coefficient value of 0.265 and a p-value of 0.000 <0.05.
8. Motivation through job satisfaction has a negative and significant effect on performance with a coefficient value of -1.662 and a p-value of 0.030 <0.05.
9. Competence through job satisfaction has a negative and significant effect on performance with a coefficient value of -2.006 and a p-value of 0.007 <0.05.
10. Islamic leadership through job satisfaction has a positive and insignificant effect on performance with a coefficient value of -0.992 and a p-value of 0.227 <0.05.

VII. Suggestions

1. The findings indicate that the job satisfaction of Muhammadiyah Higher Education lecturers in the Ajatappareng area of South Sulawesi, still needs to be improved, because the implementation of good, effective and efficient leadership, is expected to increase the job satisfaction of the lecturers of Muhammadiyah Higher Education in the Ajatappareng area of South Sulawesi. So it is hoped that the lecturers of Muhammadiyah Higher Education in the Ajatappareng area of South Sulawesi can make a meaningful contribution to Muhammadiyah Higher Education in the Ajatappareng area of South Sulawesi, by increasing their lead.
2. The findings indicate that the motivation of the lecturers of Muhammadiyah Higher Education in the Ajatappareng area of South Sulawesi, still needs to be improved, because the application of motivation, is expected to improve the performance of the lecturers of the Muhammadiyah Higher Education in the Ajatappareng area of South Sulawesi. So it is hoped that the lecturers of Muhammadiyah Higher Education in the Ajatappareng area of South Sulawesi can make a significant contribution to Muhammadiyah Higher Education in the Ajatappareng area of South Sulawesi, by increasing motivation.

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Ibrahim, et. al. "The Effect Of Islamic Motivation, Competence And Leadership On Job Satisfaction And Performance Of Lecturers Of Muhammadiyah High School Of Ajatappareng Region, South Sulawesi." *IOSR Journal of Business and Management (IOSR-JBM)*, 24(09), 2022, pp. 41-50.