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## **Executive Summary**

The 4th International Conference on Humanities, Social Sciences and Sustainability was held on August 6-8, 2017 at the ANA Crowne Plaza Hotel in Hiroshima, Japan and was organized by INTESDA.

## **Objective**

Contemporaries tend to define sustainability as an environmental issue; however, it is important to take a holistic perspective that embraces the critical relationship between ecological sciences and humanities. This is evident as human communities as well as their diverse biological and cultural heritage are increasingly threatened by mounting environmental and societal problems from climate change and exploitation of finite resources to the inequities and human costs of unsustainable practices and technologies.

Our shared biosphere and rapid globalization ensure no country is immune from another's problems and risks, which means a collective and multidisciplinary approach is essential for integrating environmental and cultural sustainability. With the theme of 'Resilience' the conference will promote a critical understanding of the innovative and organic approaches from the humanities and social sciences toward sustainability.

## **Peer Review**

Please note that only the abstracts undergo a peer-review and that full papers are not peer-reviewed. The Proceedings are not peer-reviewed, only the abstract review for participation in this event.

## **Reading and Editorial Committee**

We deeply appreciate the tireless effort and commitment to confidentiality and professionalism of our reading and editorial committee members.

We employed a double-blind review system with instructions and a scoring rubric that assessed areas such as originality, clarity/organization, spelling/grammar and suitability for the event.

We wish to thank the following people for their willingness and effort to assist with the reading and editorial committee work:

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## **SECTION 2: FULL PAPERS**

**THE EFFECT OF ORGANIZATIONAL CULTURE, ORGANIZATIONAL STRUCTURE,  
AND ORGANIZATIONAL CLIMATE ON ORGANIZATIONAL COMMITMENT AND  
PERFORMANCE OF HEALTH EDUCATION IN INDONESIA**

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**ABSTRACT**

*This study aims to prove and analyze organizational culture, organizational structure, organizational climate, to organizational commitment and performance of higher education institution of health of health in Indonesia.*

*Based on the samples of 204 higher education of health institutions, using proportional random sampling technique, this research was taking samples from each Kopertis (Higher Education Coordinator) in Indonesia, randomly and proportionally by 50%.*

*The data used in this study is the primary data sourced from the distributed questionnaire. For discussion purposes, data is processed using descriptive statistic principles, while data analysis and hypothesis test using inferential statistic approach through Structural Equation Model.*

*The results showed that organizational structure and organizational climate variables have significant effect against the organizational commitment and organizational performance, organizational commitment have significant effect to organizational performance. While organizational culture has no effect on organizational culture and organizational performance..*

**Keywords:** organizational culture, organizational structure, organizational climate, organizational commitment, performance



## **Introduction**

There have been many studies that examine the performance of universities, but not many have specifically studied health universities. In fact, from the number of universities in Indonesia amounted to 4897 today, as many as 1797 universities or about 30 percent more have a health program.

This prompted a huge public interest due to the availability of extensive employment opportunities. So Health colleges are expected to produce competent and professional graduates.

Unfortunately this is still far from reality, as evidenced by the failure of Indonesia on MDG's program with no achievement of the target reduction in maternal and infant mortality. Besides that also proved from the high complaints of the public will the healthcare services. Should the quality of healthcare college graduates questioned which means the quality and performance of health colleges as graduate printers are also doubted.

Ministry of Research and Technology of Dikti trying to improve the quality control of health college graduate education through national competency test program according to Law no 12/2012 and Minister of Research and Technology Regulation No. 12 tahun 2016 about Procedures Implementation of competency test of health students, in the hope that health university to improve the quality of its graduates.

Until now, the results of this national competency test program has not been as expected, the national average is around 50%, and the quality disparity of graduates is still very large, between those who perform well and not.

The results of this poor graduation have a huge impact, because the number of participants each time the competency test is done to about 100 thousand, so if the passing competency test is only about 50%, then there will be 50 thousand more students who have graduated from college and certified failed to become a health worker. So since the implementation of this competency test, there have been more than 250 thousand health workers who can not work.

The above-mentioned result of course becomes a very big problem, when it is left from year to year, the number will be bigger and will become the burden of the government both socially and economically. And will be many health universities that are affected and even closed, which of course will cause New economic and social issues.

This study aims to prove and analyze the influence of organizational culture, organizational structure, and organizational climate, to organizational commitment and performance of Health Universities in Indonesia.

## **Research Methodology**

The object of this research is the existing health universities in Indonesia, which have D3 Midwifery Program, D3 Nurse, S1 Ners and have been accredited AIPT and or LAM PT KES minimum B, who have followed the National Competency Test Program and the college leader as the subject.

The location of this study was conducted in 14 Kopertis regions throughout Indonesia. Recorded from the data PUSDATIN Research and Research Network there are 408 health colleges that meet the above requirements. The sampling technique used in this research is the proportional random sampling which takes samples from each Kopertis region randomly and proportionally by 50%. The magnitude of the sample in this study amounted to  $408 \times 50\%$ : 204 respondents

The data source of this research is primary and secondary data. To obtain the primary data is done by distributing questionnaires to selected respondents is, the leaders of Health Universities spread throughout Indonesia. For secondary data obtained from PDPT PUSDATIN DIKTI in the form of information that can support the results of research.

For purposes of discussion, the data will be processed and presented with descriptive statistical principles, while for the purposes of analysis and testing research hypotheses will be used inferential statistical approach.

Data analysis in this research using analysis method that can give simultaneous analysis process related to multi variant research model like in this research that is Structural Equation Modeling (SEM) analysis.

Testing is done through three stages: First test of measuring tool constellation by looking at value of convergent validity and measurement model, whereas reliability test with value of composite reliability and cronbach alpha.

The second is testing the structural model (inner model) by looking at the value of R-Square ( $R^2$ ) which is a goodness-fit test model for the dependent variable. The third hypothesis testing is done by significance test between variables by looking at the coefficient of path and t-statistic. Directly anatar latent variable and moderation of the effects of hypothesized variables.



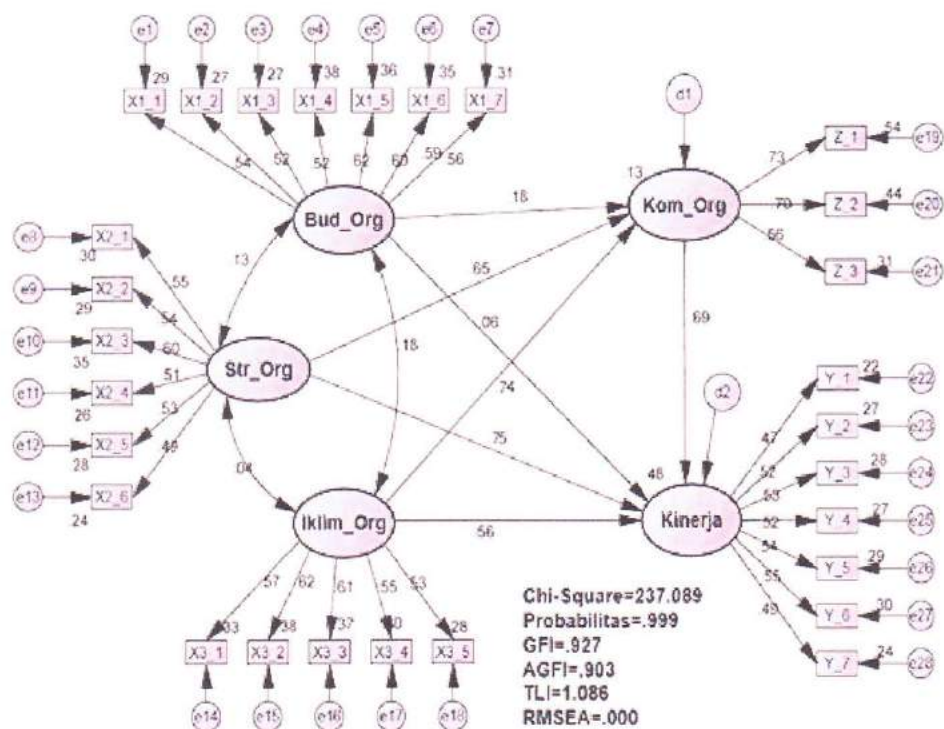


Figure 5.1.  
Structural Equation Modeling  
(Standardized Estimates)

Figure 5.1 illustrates the relationship between variables and structural values of the model whether it has shown a good or fit model, to know the structural values of the model as a whole it can be seen in Table 5.28

Criteria	Model Results	Test	Cut-Off Value	Remark
Probabilitas	0.999		> 0,05	Fit
Cmin/df	0.772		< 3,00	Fit
RMSEA	0.000		≤ 0,08	Fit
GFI	0.927		≥ 0,90	Fit
AGFI	0.903		≥ 0,90	Fit
TLI	1.086		≥ 0,95	Fit
CFI	1.000		≥ 0,95	Fit

The result of good-fit analysis shows that almost all suitability of model gives index according to the recommended (fit).

Table 5.29

Hypothesis Testing Result of Structural Structure Model

Hip	Influence			Coefficiency	C.R.	Prob.	Remark
H <sub>1</sub>	Organisasio nal Culture	→	Organisasion al Comitment	0.184	1.234	0.217	Not Significant
H <sub>2</sub>	Organisasio nal Culture	→	Organisasi Performance	0.058	0.542	0.588	Not Significant
H <sub>3</sub>	Organisasio nal Structure	→	Organisasion al Comitment	0.645	2.854	0.004	Significant
H <sub>4</sub>	Organisasio nal Structure	→	Organisasion al Comitment	0.753	4.236	0.022	Significant
H <sub>5</sub>	Iklim Organisasio nal Climate	→	Organisasion al Comitment	0.742	3.069	0.002	Significant
H <sub>6</sub>	Organisasio nal Climate	→	Organisasion al Comitment	0.564	3.797	0.000	Significant
H <sub>7</sub>	Organisasio nal Comitment	→	Organisasion al Comitment	0.690	2.942	0.003	Signifikan

The results of this study indicate that organizational culture has no significant effect on organizational performance, it can be seen on the probability value of 0.588 shows the figure above 0.05, it can be said that the influence of Organizational Culture on Organizational Performance is insignificant, so it can be said the hypothesis to- Two of which declare Organizational Culture have a significant effect on Organization Performance denied.

The results of this study indicate that organizational culture besides having no significant effect on organizational commitment also have an insignificant effect on the performance of Health Universities in Indonesia, it shows that to improve the performance of universities engaged in the health sector does not need to pay attention to organizational culture, this is probably because In practice



that in universities the field of health implements culture very strongly in discipline, compliance with rules and compliance with seniority, so that a very strong culture should still be implemented even if it does not affect the performance of the organization.

The results of this study found that organizational culture has an insignificant effect on organizational performance, this is probably due to the fact that managing in health universities requires a strong organizational culture that must be applied in Health College because with strong culture it will be carried out high discipline. The values that must be embraced together for every daily activity because it is very necessary in printing health workers whose graduates must be competent in dealing with human health, for that strong culture or not the performance of universities should still be realized in the achievement of performance High in achieving the vision and mission goals of Health Universities in Indonesia.

#### 6.1.3. The Influence Of Organizational Structure To Organizational Commitment (H3)

Based on the results of AMOS analysis in Table 5.28 note that the Organizational Structure has a significant effect on Organizational Commitment, it can be seen from the probability value of 0.004 shows the figure below 0.05, so it can be said that the Organizational Structure significantly influence the Organizational Commitment, this shows that the hypothesis Third stated that the Organizational Structure has a significant effect on Organizational Commitment accepted.

In this study the organizational structure is a pattern of relationships between the various components and parts of the organization, the organizational structure provides a framework that connects between the authority because the structure is a determination and liaison between the positions of members of the organization. If a person has an authority, then he must be able to account for his authority. In addition, the organizational structure relates to a relatively fixed relationship between the various tasks that exist within the organization. Changes in organizational structure will have an impact on employment and human resources design, goals and strategies. The organizational change of the main factors that serve as an excuse for change is the constantly changing and dynamic external environment, which encourages organizations to try to adjust to changes. In this study the organizational structure is measured through 6 elements namely (1) Specialization of Work is the extent to which tasks within the organization are divided into several separate jobs; (2) departmentalization is the basis used to group work together; (3) The chain of command is an unbroken line of authority that runs from the top of the organization to the lowest unit and explains who is responsible to whom. Self-authority is an inherent right in a managerial position to give orders and to expect that his orders are obeyed; (4) The Range of Control is the number of subordinates a manager can efficiently and effectively guide; (5) Centralized - Decentralization. Centralization is the extent to which the level of decision-making is concentrated at a single point within the organization; (6) Formalization is the extent to which job work within the organization is carried out.

The results of this study indicate that the organizational structure has a significant effect on organizational commitment, this is probably because if a good organizational structure will show the workflow, authority and responsibility clearly in carrying out the task, thus the decision or actions chosen will be easier so as to increase the commitment of higher education organizations in Indonesia.

#### 6.1.4. The Effect of Organizational Structure on Organizational Performance (H4)

Based on the results of AMOS analysis in Table 5.28 note that the Organizational Structure significant influence on the Performance Organization, it points



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