The Implementation Analysis of Intellectual Capital to Department Performance in Padang State University

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Abstract

The purpose of this research was to observe the effect of the age of the organization department in Padang State University on performance through human capital, structural capital and relational capital. The sample is all of department in Padang State University, which is 33 departments. The data were collected through questionnaires and analyzed using partial least squares (PLS). The results showed that the age of the department is not direct and significant impact on the department performance. While the age departments significantly affect the department's human capital, structural capital and relational capital. Furthermore, the human capital, structural capital and relational capital significantly positive affect the department performance. This research failed to prove the existence of variable human capital, structural capital and relational capital as a mediating variable but serves as an intervening variable. Its means that age of department performance cannot determine performance without increasing the human capital, structural capital and relational capital.

Keywords

Introduction

College is an organization where knowledge created many used and continues to grow. The creation of knowledge in an organization is achieved through the understanding of the relationship of the process of transforming tacit knowledge into knowledge that is easily communicated and easily documented as well as through the design process by diverting social tacit knowledge into explicit knowledge to create a new knowledge (Retnoningsih and Utami; 2000). One of knowledge that needs to be owned by the College is how (how to) manage with good understanding of knowledge by the people, the implementation of a learning procedure which complies with the standard (process) and use of academic information

systems and technology that exist so that it can support the activities of academics. Application of knowledge management in College is intended to enhance the organization's ability to manage intellectual assets (intellectual capital) of existing knowledge and experience. The goal is utilizing these assets to achieve performance better colleges. See it then it is indispensable the role of knowledge management in increasing intellectual capital to achieve the performance of the College in accordance with the standard assessment for College would have been set by the National Accreditation Agency (BAN PT).

In line with the level of competition facing the College is increasingly competitive national and global, and also related to the primary function of colleges that generate and disseminate knowledge, the College needs to improve the competitiveness and service. The next College should report to the stakeholders what has happened at colleges from the viewpoint of the development of knowledge and contribute to greater transparency and increase confidence in (Constantin, 2005). In order to maintain the quality of a college process that takes the perspective of learning organization in higher education institutions. Is thereby expected each member of the college organization is aware of the existence of each function, in order to realize innovations and improvements on an ongoing basis in order to improve the performance of the college is to improve the understanding of intellectual capital, which includes; the competence, commitment and control of the work thus formed which in turn can improve the quality of the process of the College.

According to Yuliazmi (2005) the competition getting tougher conditions will cause the need for a paradigm shift from resource-based to knowledge-based competitiveness. Both of these concepts are very different and opposite, where the concept of resource based competitiveness rests upon the primacy of natural resources and geographical conditions, whereas the concept of knowledge based competitiveness based on the science and technology as well as the development of human resources in the organization. To facilitate the development of human resources in the Organization needed the ability to manage and develop knowledge that is owned. Management of the knowledge management in the end can be a reliable support for organizations to improve competitiveness.

Theoretically, the science of knowledge that is owned and produced by humans called human capital. Whereas knowledge which is owned by a company called the intellectual capital of the company. Klein and Prusak in Ulum (2012) defines intellectual capital is as intellectual material which has been formalized, arrested, and utilized to produce higher assets. Further Edvinsson and Malone (1997) identified the Intellectual Capital as the value of the hidden of the business. According to Bontis in Ulum (2012) intellectual capital consists of three main elements, namely; Human Capital (HC), Structural Capital (SC), and Relational Capital (RC).

Various studies have been conducted to analyze the application of intellectual capital in a company. Such as research conducted by Carpenter, Sanders and Gregerson (2001) viewed as organizational human capital accumulation of knowledge and skills that companies represented by level of education and experience of the employees of the research also carried out by Hitt, Scimizu, and Kochhar

(2001) as well as Penning ' research and Witteloostuijn (1998) examine organizational human capital company about toward the performance through the age of the company. Sulastri (2005) is also doing research on Intellectual Capital and Social Capital of the company's performance. Based on studies that have been conducted by researchers before, seen that the application of intellectual capital in the company has been an important concern for the company. However, previous research studies of the research object of focus and just focused on the manufacturing industry and the financial industry, has not seen as much research on the education industry. The researchers in this study then try doing some research regarding the application of intellectual capital in the education industry.

State University of Padang (UNP) is a community college located in West Sumatra. State University of Padang is the result of the conversion of IKIP Padang became the University, which was originally named teacher education College (PTPG) and has been up since September 1, 1954. Changes of IKIP Padang became the State University of Padang (UNP) set with decision of the President of the Number 93 in 1999 on 24 August 1999. Along with the development experienced by the State University of Padang, until 2014 this State University of Padang has had 7 Faculties (33 46 majors and study programs), namely the Faculty of educational sciences (FIP), Faculty of social sciences (FIS), the Faculty of languages, literature and art (FBSS), Faculty of mathematics and natural sciences (ENGINEERING), Faculty of Engineering (FT), the Faculty of Science and Sport (FIK) and the Faculty of Economics (FE).

In accordance with the role of the college as a place to generate and disseminate knowledge, as well as produce human resource who are ready to use. Padang State University not only prepares students to become competent and graduates able to compete but also to prepare academics and professionals in specific areas of expertise. Then for the State University of Padang (UNP) are expected to have high performance and quality in accordance with the National standard of Education (BAN PT) and is ultimately expected to State University of Padang has a competitive advantage, to be able to compete nationally and globally. So The need to analyze State University the extent to which the development of human capital, structural capital and relational capital from existing resources on, which later became the organizational knowledge accumulation intellectual capital and indicates the level of performance at the State University of Padang.

Literature Review

Issue growth of the global economy led to the shift of paradigm in the dimensions of human life, namely the old paradigm focused physical wealth to become a new paradigm that focuses on the value of intellectual property is therefore required to improve the quality of knowledge and human resources experience to survive in the global competition, or what is known as intellectual capital. Intellectual capital associated with human knowledge and experience as well as the technology used. Intellectual capital has the potential to advance the Organization and community. According to the Society of Management Accountant Canada (SMAC), intellectual capital is an item of knowledge possessed by human goes into the company will turn a profit in the future for the company. Meanwhile, according to Stewart (1997), Intellectual capital is all the things that are known and are given by everyone in

the company, which provides competitive advantage and Intellectual capital as well as the material of intellectual (knowledge, information, intellectual intellectuality and experience) that can be used to create wealth. Klein and Prusak (in Ulum and Nadya; 2005) also explained that intellectual capital is a material that has been formal, captured and utilized to generate the asset becomes more affordable.

According to Bontis (2000) Intellectual capital consists of three main elements, namely 1) Human capital (human capital). Human capital is the lifeblood of intellectual capital. From this human capital is predicated on innovation and improvement, but both of these are components that are difficult to quantify. Human capital reflect the collective ability of the company to produce the best solution based on the knowledge possessed by the people in the company. Human capital will rise if the company is able to use the knowledge that is owned by its employees. 2) Structural capital or organizational capital. Structural capital is the ability of an organization or company in fulfilling company routine processes and the structure that supports the efforts of employees to produce the optimal intellectual performance and overall business performance, such as a company's operational system, organizational culture, management philosophy and all forms of intellectual property owned by the company. 3) Relational capital. Relational capital is a component element of the intellectual capital that provide value for real. Relational capital is a harmonious relationship/association network, owned by the company with its partners, both originating from a reliable and qualified suppliers, satisfied customers and loyal service to the company or are derived from the relationship of the company with

the Government as well as with the local community.

Information reporting intellectual capital not only can be applied to organizations that are engaged in non-industrial services, but can also be applied to the service industry, such as in the areas of educational services, as on the concept of intellectual capital associated with the science of the knowledge and experience possessed by the human resources owned by an organization. The College is one of the organizations engaged in the field of education, which consists of the human resources that require a level of knowledge and understanding that high, so the application of intellectual capital in the field of education will be easier found and measured the level of their application. Disclosure of intellectual capital in higher education depends on the task to allocate the budget, how explicit the respective College defines the objectives of the Organization and the broader economic strategy and extended with other college competition. According to Leitner (2002) reporting of intellectual capital at the College will be more difficult than other companies as the industry because the College has a variety of goals and objectives that determine the performance of the College itself. The assessment is done in accreditation is a reflection on the concept of intellectual capital deployment within the College, where in his assessment of accreditation there are seven standards will be assessed and the seventh such standards is a component in the intellectual capital, human capital, structural capital and relational capital.

According to BAN PT (2011) Accreditation is a process and the results, which will show the performance level of a college. As a process, accreditation is an effort BAN-PT to assess and determine the

status of the quality of higher education institutions based on the quality standard that has been set. As a result, accreditation is a quality College status was announced to the public. The quality of higher education institutions is the totality of the circumstances and the characteristics of the input, process and product or service institutions of higher education as measured from a number of standard as a benchmark assessment to determine and reflect the quality of institutions of higher education. Based on the standards and procedures of accredited BAN PT (2011) institutional accreditation standards of the College include the College's commitment to educational institutions and the effectiveness of the capacity of the seven standards such as 1) standard 1 vision, mission, goals and objectives, as well as the achievement of the strategy; 2), standard 2 teachers ' Planning, leadership, systems management, and quality assurance; 3) standard 3 students and graduates; Standard 4-4), human resources; 5 Standard 5) Curriculum, learning, and academic atmosphere; 6) 6 Standard Financing and infrastructure, as well as information systems and 7) 7 Research Standards, service/devotion to the community, and cooperation.

Based on standard procedures that has been formulated by BAN PT then the accreditation assessment standard seventh can be grouped into components of intellectual capital, i.e. 1) Human capital. In this case the Human capital can be measured by a qualified Lecturer) i.e. education professors, lecturers have the research activities of the national standard, to follow accompaniment lecturer in seminar, b) total ratio of students with professors, including the number of students academic guidance, the guidance of graduation thesis and the number of meetings meeting held student guidance

and lecturer. Tri dharma universities belonging to the Faculty of education and teaching is carried out in accordance with the educational background, research and devotion to society conducted activities supporting other faculty and committed lecturers. This suggests that the role of Human capital in the College will affect the level of intellectual capital College, meaning that with increasing aspect of human capital in the amount of college lecturers are adequate levels of education and a lecturer who is quite high when compared to the number of students who trained will give good performance anyway. Core human capital in a College should be able to use the knowledge owned by him. 2) Structural Capital. Structural aspects of capital in college that is by looking at how the understanding of vision, mission, goals and objectives, curriculum, standards of operational procedures (SOP) of learning and academic atmosphere, financing facilities and infrastructure applied in college. Understanding Structural Capital which will indicate the level of the management philosophy awakened in the College. By having a good and sturdy structure is the application of knowledge and understanding will be wake up with systematic based on what has been understood. c) Relational Capital. Aspects of Relational Capital in College can be seen in the form of cooperation undertaken by the College and the role performed by the parties as alumni have enjoyed the educational services provided by the College. Relational capital is owned by a College should be able to give a harmonious relationship/association with its partner network, be it students, community-wide, company/industry or the parties who have a relationship and a close link with the world of high civic. The existence of a good relation

then the application and development of intellectual capital will also be easily developed.

Application of Intellectual Capital within an organization can be seen from the old establishment of an organization or company. From an enterprise can be reflected in whatever things he has done and has been earned by the company. Ulum (2009) stating the age in a company is part of the documentation that shows about what the middle and that will be won by the company. In this study are categorized under the company's age from the Faculty and their majors and programs of study in the Faculty in Padang State University environmental, age here is the length of time the founding faculty (Department/program of study) that passed by in HIGHER EDUCATION. With the measurements of the age will be seen the extent to which things or results that have been achieved by a Faculty/Department/program of study is by looking at the level of application of the Intellectual Capital that have been produced.

Research Methods

This research was conducted at the State University of Padang, Padang State University because it was one of the universities in West Sumatra and had a number of relative plenty of enthusiasts at a time when new student selection examination annually (BAAK UNP). The population in this research is all the faculties located in Padang State University IE 7 faculty. The sample in this study using total sampling for majors courses (S1) and Three Diploma (D3). As for the majors course Strata 2 (S2) and Strata (3) are not included in the study. Thereby, the sample in this research is a study of 58 46 major courses for undergraduate programs and 12 courses for Diploma

three (D3). Data were collected through a questionnaire with 49 item statement was developed through the concept of Intellectual Capital consisting of Human Capital variables with item statement education Lecturer, lecturer award, the involvement of lecturers in scientific seminars and student ratio and number of lecturers. For variable Structural Capital consists of statements of vision, mission, goals and objectives the Department of curriculum, courses in majors courses as well as learning and academic atmosphere. Relational Capital variables were measured through the cooperation carried out by the Department courses and programs of study majors alumni association. For variable performance majors courses measured through the activities of professors in carrying out elements of the tri dharma universities and student performance (average GPA, study period and a grace period work). Age majors courses measured from the old establishment of majors courses. In this case because of State University of Padang (UNP) is the result of the conversion of IKIP Padang became the University, which was originally named teacher education College (PTPG) in Batusangkar, then age measurement study program started in the majors when he was named teacher education College (PTPG).

Research Results

Validity and Reliability Test

The data results of the respondents in this study were analyzed using analysis of Partial least Square (PLS). Data processing in this research in the first stage done test Outer Model (test validity and reliability test). For the data are nominal i.e. variable structural capital and relational capital using analysis models are reflective form and for testing the variables age, human

capital and performance test of the validity of the data is a lecturer with the formative indicators. From the results of testing data model on the outer is the nominal i.e. structural capital of 16 statement given, retrieved 4 invalid statement because the value of loading factors under 0.5. Relational capital variables for all of the items are valid because the statement meets the requirements of test validity of the values above 0.5 factor loading.

As for the Human Capital variables of the 14 items 4 item statement contained an invalid statement and for variable performance lecturer with 11 statement there are 3 items in the statement is not valid because it does not meet the requirements for the validity of the values below 0.5 factor loading. For the variable

age majors courses from the results of the data processing by using Smart PLS with the demonstration of the outer model and due to having only one item statement then the variable loading has a value factor age one (1) which in General already meet the convergent validity.

After the validity of the data rate is known, then the next step is to know the level of reliability of data or reliable levels of each variable's value through composite reliability generated by calculation of the PLS for each invalid constructs. Then all variables in this study have been eligible because it has a reliable value of the composite reliability 0.70.

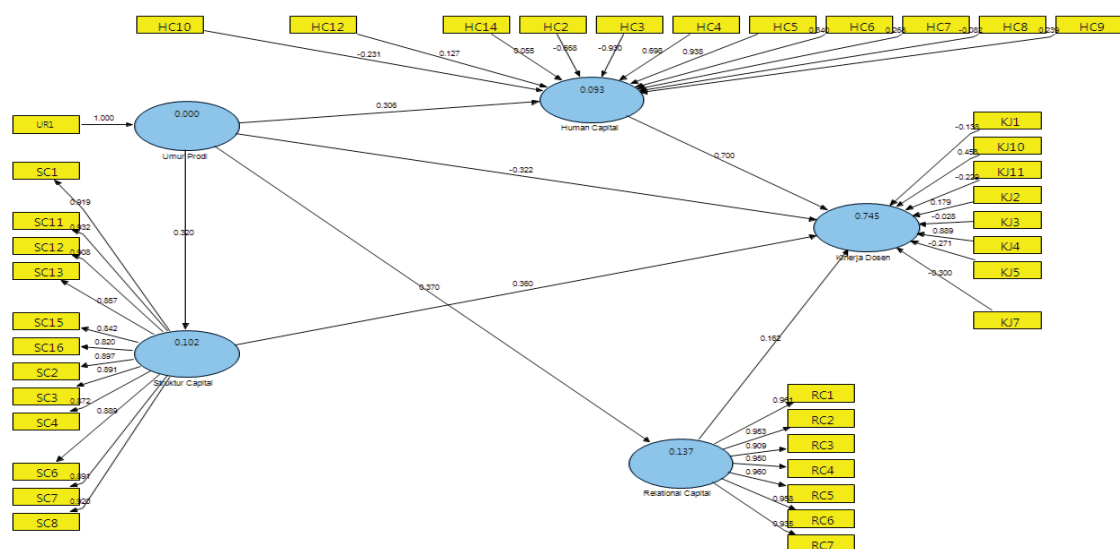The outer inner Model and the model of variable research can be seen in the picture below.

Figure 1. Outer Model Hypothesis Testing
Source: Printouts of data processing results with PLS

Hypothesis Testing

After a test validity and reliability, then the next hypothesis test done which indicated by Inner models on analysis

results PLS. Test Inner model was carried out to test the effects of direct or indirect influence of the variables examined

through intervening variables. To see may influence among variables or whether it can be seen from the statistics T value. Pales if the value of the T statistic 1.96 then accepted hypothesis and if the value of the T statistic hypothesis then rejected 1.96.

While the assessment of the total impact of variables exogenous variable in this case human capital, structural capital and relational capital against performance majors couses through the variable age can be explained on the Inner workings of the model in the table below.

Table 1. The Total Influence Among Variables

Variable	Original Sampel (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T-Statistics
Human Capital - the performance of lecturers	0.7002	0.700	0.024	0.224	28.643
Relational Capital - the performance of lecturers	0.162	0.163	0.017	0.017	9.096
Structural Capital - performance	0.359	0.359	0.015	0.015	22.774
age studies program - Human Capital	0.305	0.310	0.044	0.044	6.809
age studies program - the performance of lecturers	0.067	0.074	0.055	0.055	1.216
age studies program - Relational Capital	0.370	0.373	0.027	0.027	13.493
age studies program - Structural Capital	0.320	0.316	0.030	0.030	10.512

Source: printouts of data processing results with partial least squares (PLS)

Discussion

The Influence of Variable Direct Research

The data of this research data processing results using Partial least Square analysis tool (PLS), then the obtained results direct influence between research variables, namely 1) Variable age majors courses do not have a significant direct influence on performance majors courses because it has a value of the T-statistic under the 1.96 is 1,216. That means performance majors study program is not affected by the old establishment Department courses at the State University of Padang. It supports previous research conducted by Sulastri (2005) that the age of the company is not

a factor supporting the performance of the company. 2 major courses) age has a direct influence on the Human Capital because it has a value of the T-statistic is 1.96 6.809 above. This suggests that the age of majors courses will affect the human capital that is the higher of age a major course of study will provide influence in the form of an increase in human capital at the State University of Padang, with increased education Lecturer award, lecturer, lecturer in scientific activity participation as well as the adjustment between the number of teachers with students ratio. It can be evidenced by the existence of the role of human capital improvement program for the life State University lecturer Field i.e. scholarship programs

for professors who want to proceed to the secondary Stratum 2 stratum 3, as well as the acceleration of the great master, in addition to the annual programs of the Islamic Development Bank (IDB) which gives the opportunity to the lecturer in enhancing knowledge and skills in English that is the short course-learning, training and workshop curriculum. It supports research conducted by Carpenter, Sanders and Gregerson (2001) who see human capital as the accumulation of knowledge and skills that are owned by the company that is represented by the level of education and experience of the employees, but it rejected the results of the research study conducted by Sulastri (2005) which showed that the company had no age direct influence of Human Capital due to research done earlier focused on the manufacturing industry and the research is focused on College. So, the difference the study results.

3. major courses age had a significant influence with structural capital because it has a value of the T statistic significance level above i.e. 10.512 1.96. Structural capital majors courses will be affected by the establishment of a Department of the old course. With the increase of the age a major course of study and application of structural capital will increase. This is evidenced by the presence of visible ISO certificates applicable to the individual departments of the course shows the suitability of the work performed with the Standard Operational Procedure (SOP) and the vision, mission, and purpose of majors courses. In addition an increase in structural capital majoring in environmental studies program at the State University of Padang go hand in hand with the improvement of the curriculum that is standard with the introduction in the curriculum known as the Indonesia National Competency Curriculum

(KKNI) that adjusts each course with the development of science, technology and labor needs. The research is supported by a study conducted by Retnoningsih and Utami (2000) States that one of the knowledge which must be owned by a College was managing knowledge and the implementation of procedures in accordance with the applicable standard. 4) Age majors courses also may influence of relational capital because it has a value of the T-statistic is 1.96 13.493 above. This proves that the higher the age a major course of study and the relationship that is formed will be more and more because it will be more and more parties who have joined the Department of the course. This is in accordance with the findings of the researchers that have the number of cooperation-cooperation done studies to improve relations with the parties concerned. As in the Faculty of Economics, there has been a relationship of cooperation with the company Bakrie Brothers in the student field work practice activities (Internships), PT Pegadaian in the activities of the practice of fieldwork, students and others who will hopefully increase the students knowledge and skills in the familiar world of work. In addition the Department annually conducts courses of activity tracking alumni that aims to track alumni-alumni who have worked and find out whether the alumni work in accordance with their areas of expertise. Activities conducted to improve relational capital is expected to be able to assist the Department in developing academic learning activities. This is in accordance with the theories expressed by Constaintin (2005) stating that the College should be able to report on and promote the development of knowledge and the contributions that have been produced as well as increase confidence to the parties concerned. 5).

Human Capital had a significant influence on the performance of programs of study because it has a T-statistic value 28.643 above the level the significance of 1.96. That is the role of human capital in the majors will affect performance levels that will be generated by the majors, with the higher education and more experience, owned by power Professor would be able to improve the performance of the Department. This can be seen in the direction that is in State University of Padang to improve the performance of the Department assessed with accreditation then the power to become a lecturer at the State University of The environment at least is Strata 2 (S2) so that the science that will be given to students to be more competent. Additionally, on the faculty at the Padang State University environment also awarded scholarships to continue their studies to a higher level, there is a short course that was given to the lecturer in improving language skills, the workshop curriculum to enhance the role of human capital in the direction of the course were later expected to be increased accreditation. This is supported by research conducted by Hitt et al (2001) and the research conducted by Pennings and Witteloostuijn (1998) that the role of human capital will give the company a positive influence on performance through the age of the company. 6) Structural Capital also has an impact on the performance of the Department the course because it has a value of the T-Statistic because it is above the level 22.774 significant i.e. 1.96. That means the better structural capital in majors courses will provide improved performance majors are rated accredited majors courses and certificates of ISO. This can be seen in the majors in the State University of Padang that has possess and implement a vision, mission, goals and objectives

that have been set, the Curriculum has been adapted to National Competency Curriculum Indonesia (KKNI) as well as having a complete infrastructure and facilities for activities such as lectures in the Faculty of Economics, Faculty of engineering, the Faculty of Language that has possess Hall means such as lectures and laboratories supporting the practices according to areas of expertise. This is supported by the provision made by the national accreditation Agency (BAN PT) that in order to improve the quality of higher education then it should be able to improve the standards of the contents, the standard process, standard facilities and infrastructure as well as related standards in order to support the objectives will be achieved. The last hypothesis in this study i.e. 7) Relational Capital had a significant influence on performance majors courses because the retrieved value of the T-Statistic significance level above i.e. 9.096 i.e. 1.96. From the foregoing it can be seen that the required role of Relational Capital in improving performance majors courses as measured in his assessment of accreditation. Relational Capital is maintained cooperation relations with the parties concerned. On the direction of the course are in the surroundings of Padang State University have been doing a lot of cooperation with related parties both domestic agencies such as Bakrie Brother, PT pawn shops, Department of cooperation and trade, and other establishments UMKM. In addition, many of the cooperation undertaken with foreign agencies such as the leading universities outside the country. This cooperation is conducted is expected to add to the knowledge and experience of the Padang State University academic surroundings so as to be able to improve performance in majors courses. This is in accordance with the theories expressed by Constaintin

(2005) stating the College should be able to face the competition of college level more competitive national and global that colleges should be able to improve competitiveness, service, knowledge and increase the trust in the parties concerned.

The Influence of Variable Indirect Research

Based on the results of this research data processing by using Partial least Square analysis tool (PLS), due to the variable age majors courses do not affect directly on performance majors courses then the variable Human Capital, Structural Capital and Relational Capital not proven as variables that serve to strengthen or weaken the influence of age on performance majors courses. In this case the data is found to have failed to prove the variable function of Human Capital, Structural Capital and Relational Capital as a moderating variable.

This research proved that age majors courses can enhance performance, when age majors the course used to enhance Human Capital, Structural Capital and Relational Capital. Means to improve the performance of the Department's program of study, age at first courses Department should be able to improve Human Capital, Structural Capital and Relational Capital. Increased Human Capital, Structural Capital and Relational Capital through an increase in the age of majors courses will be able to improve the performance of majors courses. Therefore the Department the course should be able to improve Human Capital, Structural Capital and Relational Capital. Human Capital can be increased through improved education and the number of professors, scientific activities and awards faculty and improving quality in education (BAN PT Standard 2 and standard 4).

Improvement of Structural Capital can do with improvements to the vision, mission, goals and objectives majors courses and improve the infrastructure of academic and non academic (PT 1, standard TIRES standard 5 and 6 standards). Whereas the improvement of relational capital can be done by improving the system for tracking alumni and establishing relationships and cooperation with other parties to support the Department of performance studies program (BAN PT 3 Standard and standard 7).

Summary and Advice

In accordance with the objectives to be achieved through the study of theoretical, based on studies and research methods, the data collected and the results of the data processing by using Partial least Square analysis tool (PLS), then this study found significant positive effects between age majors courses towards Human Capital, Structural Capital and Relational Capital. Next also found significant positive influences between Human Capital, Structural Capital and Relational Capital against performance majors courses. However, the variable age majors courses do not affect directly on performance majors courses, then the variable Human Capital, Structural Capital and Relational Capital not proven as variables that serve to strengthen or weaken the influence of age on performance majors courses. In this case the data variable function to prove failed Human Capital, Structural Capital and Relational Capital as a moderating variable. This research proved that age majors courses can enhance performance, when age majors the course used to enhance Human Capital, Structural Capital and Relational Capital.

Maximization of existing theory, data collection and research methodologies

have been sought in carrying out this research. However, there are still limitations to get attention for the next research i.e. Research sample expansion. This research was conducted only in the direction of courses for secondary (S1) and Three Diploma (D3), so as to further research needs to be expanded by inserting and examines the major course of study for Strata 2 (S2) and Strata 3 (program) as a sample research.

Notes on Contributors

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