STIKES HZHGP (short for Hafshawaty Zainul Hasan Genggong Probolinggo Health Education College) is one of the organizations of the tertiary educational institutions in East Java. In the last two years not a single regular lecturer of STIKES HZHGP is conducting a research which is one of the elements of the Three Obligations of the Tertiary Educational Institution. The objective of this study was to analyze the impact of personal mastery, mental model, shared vision, team learning and system thinking (The Fifth Disciplines) regarding the performances of the lecturers of STIKES HZHGP. Cross sectional design was applied in this analytic research. The population consisted of the entire STIKES HZHGP lecturers with a sample of 26 people. The data was collected by using a questionnaire and was later analyzed by way of cross table and Fishers Exact Test. The results of the research shows that the majority of the STIKES HZHGP lecturers’, personal mastery, mental model, shared vision, team learning and system thinking are unfavorable. The performances of the lecturers in carrying out the learning teaching implementation, research and community service are mostly not good enough (unsatisfactory). The statistic test result shows that shared vision has a significant effect on the lecturers’ performances. However, when it was specified in detailed, shared vision only affects significantly on the learning teaching implementation, and community service. Whereas team learning and system thinking only has significant effect on the learning teaching implementation. The value of $\chi^2 (8,134)$ and contingency coefficient ($C$) = 0,624, shows that shared vision has the most dominant effect on the lecturers’ performances. It can be concluded that out of five aspects of The Fifth Disciplines, only shared vision has the effect on the lecturers’ performances.

Key words: lecturers’ performance, the fifth discipline