

ABSTRACT

Influence of Intellectual Ability, Individual Learning, and Internal Locus of Control to Competence and Performance of Lecturers

This study is intended to test and analyze the intellectual ability, individual learning and internal locus of control to the competence and performance of Lecturers of the Management Study Program of the Accredited “B” Private Universities in Surabaya.

This study is classified as the type of *research on population* intended to explain the influence among variables or causal relations among variables through hypothetical testing. Population of research covers the whole permanent lecturers of the Management Study Program of the Accredited “B” Private Universities in Surabaya, with 100 respondents as the research samples. Its information and data are obtained from the *response* and *perception* of the respondents and is also called as ‘*Primary Data Resources*’. The sample taking applies the *heterogeneous technique*. It means that the samples taken are based on the whole educational strata, namely *Stratum-1* (Undergraduate Degree), *Stratum-2* (Graduate Degree) and *Stratum-3* (Post Graduate Degree/Philosophical Doctor). The samples for this research are taken proportionally by using the *proportional stratified random sampling technique*, whereas data of the research are analyzed by using *Structural Equation Modeling / SEM* with the help of computer application program of AMOS 18.0 Version.

Outputs of these findings indicate that the variables of intellectual ability, individual learning and internal locus of control have direct, significant and positive influence to the performance of lecturers, and also indirect, significant and positive influence to the competence; whereas the competence has direct, significant and positive influence to the performance of the lecturers. Thus, they are complex. Outputs of this finding combine or integrate variables of empirical findings from several researchers, so that the empirical findings on relation among variables are integrated into one complete model.

These findings indicate that in order to improve performance of the lecturers can be carried out through the *trias academica* (three services of university) as well as its supporting elements. Private Universities are suggested to improve the lecturers’ competence through pedagogical competence, personality, social and professional competence so that they can improve their performance through the inter-related programs of study.

Key Words: Intellectual ability, individual learning, internal locus of control, competence and performance of lecturers.