



The Relationship Between Perceptions and Organizational Interests of University of Eastern Indonesia Students

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ABSTRACT

Organizational perception refers to an individual's view or understanding of a particular organization, including their view of the organization's values, goals, and reputation. Students' organizational interest refers to their desire to be involved in organizational activities or become members of certain organizations. The relationship between perceptions and interest in student organizations is very important because positive perceptions of organizations can increase students' interest in joining the organization. Student perceptions regarding organizations are one of the factors that determine students' interest in organizations. This research aims to determine the relationship between perceptions and interest in organizing students at the University of East Indonesia. This research was conducted using a quantitative approach. The population in this study were students from the University of East Indonesia Class of 2022. The sample for this study was 88 people using random sampling. The data analysis technique used is product-moment correlation analysis with the help of the SPSS 26 for Windows program. The results of the data hypothesis analysis show that H_a is accepted with a significant value of $R = 0.692$ with $P = 0.000$ ($p < 0.05$), then H_0 is rejected, and H_a is accepted, this means there is a relationship between the two significant variables.

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INTRODUCTION

Etymologically, organization comes from the Latin organum, which means tool, while in English it is called organization, which means organization, arrangement, collection, and collection. So the meaning of an organization is an arrangement of small units that form one large unit. There are two main types of organizational structure, namely centralization and decentralization. Between these two structures, there are several mixed structures, namely those that tend towards absolute centralization, and those that are closer to decentralization but some parts are still carried out centrally (Al Hairi, M. R. (Fitriyani, 2021)).

Student organizations are one of the supporting institutions for students within the university environment where this student organization is a forum for students to develop managerial and leadership skills. On the other hand, student organizations apart from being a



forum for all students to develop their managerial and leadership skills, student organizations also play a role in developing students' interests and talents. (Yahya, M. (Verawati, 2022)).

Educational organizations are organizational developments in the world of education that become the substance of its understanding of science. From this statement, it can be concluded that education plays a role as a source of motivation and a tool for initiating education, organizations contained in education must have a significant function in achieving educational goals. Organizational culture in the education system in Indonesia needs to be realized. This aims to ensure that the nation's next generation, especially students, grow into a generation that is intelligent and has the character of a leader who is ready to face the challenges of life in the future. (Minatul Anggraeni (Purwanto, A., et al. 2022)).

Ningsih and Kusmayadi (2022), revealed that interest in organizing is a tendency to behave and direct organizational activities or it could also be said that it directs individuals to a system consisting of patterns of cooperative activities that are interconnected with each other to achieve common goals. Lack of desire and awareness to contribute to organizational management is the main factor that makes students less interested in being fully involved in campus organizational management activities. Astuti and Ahliningsih revealed that organizational interest is a strong incentive to join an organization that is dynamic and experiences fluctuations.

A phenomenon that occurs in Indonesia as technological developments become increasingly advanced, several students' interest in organizational awareness and discussion is increasingly eroding. Students tend to focus on academic activities rather than pursuing talent and interest activities. Based on several statements from students, joining an organization will increase their busyness and potentially reduce study time. However, some students think that joining an organization is something important for students. However, it requires an assessment before joining an organization, apart from that, some argue that joining an organization will not add anything to them, it will increase their graduation time (Friyani and Hakim (Purwanto, A., et al. 2022)).

Perception in receiving stimuli, dealing with them, and translating or interpreting existing stimuli to influence behavior and form attitudes (Purnama, A. N. C. (Gibson 2020)). For those who have sufficient capital and skills, this will create a positive perception, while for those who do not meet the career or skill development requirements, this will create a negative perception within the organization. Meanwhile, according to Siagian, the career development of organizational members fosters higher loyalty and greater organizational commitment among individuals. It is further stated that with clear career development targets or levels, individuals are encouraged to develop this potential which is then proven in the implementation of their work. more effective and productive with positive behavior so that the organization can achieve its goals and objectives and individuals achieve a higher level of satisfaction.

The next reason that makes someone interested in joining an organization is their initial perception of the organization. A person's perception that has been formed from the start will influence behavior in the future, including his perception of an organization's activities. In line with perceptions of organizations, social motives can also be a factor that arouses interest in carrying out certain activities, including organizational activities. Students will join organizations when they need achievement, a need for affiliation, and a need for power. Interest in organizing arises because they want to get appreciation from the surrounding environment. After all, usually, students who organize have high and respected positions. (Purwanto, A., et al., 2022).

Based on an initial interview with a student referred to by the initials R, who is involved in the BEM (Student Executive Board) organization at the University of East Indonesia and other

organizations. As well as serving as an administrator, he stated that he did not feel that his participation in the organization interfered with his time studying, because lectures in each faculty were not as busy as other people thought. However, R also mentioned that several of his friends had difficulty dividing their time between participating in organizations and studying, so they chose not to be involved in any organizations.

Based on an initial survey conducted at the University of East Indonesia, the results showed that students at the University of East Indonesia experienced a lack of interest in organizations. This was caused by students' thoughts being less useful for themselves and most students being busy with their worlds. This is by the theory discovered by (Ardiansyah, 2016). What makes students feel happy arises from the presence of interesting objects, because interest becomes high motivation in supporting activities carried out in an organization, so organizational interest can be shown from the indication of someone joining an organization.

METHODS

This research is quantitative research, to find the relationship between the independent variable and the dependent variable. Quantitative research is a type of research in the form of numbers and data analysis using statistics with the aim of testing predetermined hypotheses. The variables used in this research are the independent variable (X): Perception, and the dependent variable (Y): interest in organizing. The population in this study were students from the University of East Indonesia Class of 2022. A total of 715 students from the Class of 2022 (Data Base for 2022 Students from the University of East Indonesia). The sample included in the research was part of the students of the University of Eastern Indonesia. Based on these calculations, the total sample in this study was 88 students from the University of East Indonesia.

The data collection method in this research uses questionnaires. Researchers used a Likert model scale using aspects of the favorable form in this study using four alternative answers, namely Strongly Agree (SS) = 4, Agree (S) = 2, Not Agree (TS) = 3, Strongly Disagree (STS) = 1 and Unfavorable using four alternative answers, namely Strongly Agree (SS) = 1, Agree (S) = 2, Disagree (TS) = 3, Strongly Disagree (STS) = 4. Measurements were carried out using questionnaires and questionnaires. Questionnaires were distributed to students at the University of East Indonesia. Meanwhile, the research instrument used is a Likert scale, where aspects of the variables are used as benchmarks for preparing instrument items. Each individual has a different answer, no answer is considered right or wrong. The way to answer is by providing a checklist for one of the alternative answers provided. In this research scale, four answer choices were used, namely Strongly Agree (SA) = 4, Agree (A) = 2, Disagree (D) = 3, Strongly Disagree (SD) = 1, and Unfavorable using four alternative answers, namely Strongly Agree (SA) = 1, Agree (A) = 2, Disagree (D) = 3, Strongly Disagree (SD) = 4.

The data collection method used in this research is to use two scales, namely the selfie narcissistic scale and the self-esteem scale.

Table 1.
Likert Scale Score

Category	Favorable	Unfavorable
Strongly Agree (SA)	4	1
Agree (A)	3	2
Disagree (D)	2	3
Strongly Disagree (SD)	1	4

To collect data, what is needed in the research is to use two kinds of scales, namely the Perception scale and the Organizational Interest scale. The Perception Scale is prepared based on the perception point of view (Irwan, R. W., et al. in Walgito, 2022). This scale is in the form of a Likert scale which is made of 4 (four) alternative answers. The assessment score is given between 1 (one) and 4 (four) with provisions for the three aspects, namely selection, interpretation, and reaction. Meanwhile, the organizational interest scale is prepared based on the point of view of Handayani, M, in (Crow, and Crow, 2020.) explains that interest is related to and influenced by impulses from within, social motives, and emotional reactions. The data in this research was analyzed using product moment correlation analysis. Product moment correlation analysis is a statistical test tool that is used to test associative hypotheses (test the relationship between two variables if the data is on an interval or ratio scale. This model was chosen for the reason that this research aims to find the relationship between the independent variable and the dependent variable.

Descriptive data analysis is used to describe the research subjects used. This is based on variable data obtained from the group of subjects studied. Descriptive data analysis is not intended to test the hypotheses in Azwar's (2013) research. The normality test is a test carried out to assess the distribution of data in a group of data or variables, whether the data distribution is normally distributed or not. The Normality Test is useful for determining whether data that has been collected is normally distributed or taken from a normal population. The initial step to analyze the data is to test the normality of the sample distribution using the SPSS for Windows version 26 program by carrying out the one-sample Kolmogorov-Smirnov test with the criteria proposed by (Sugiyono, 2013).

The linearity test aims to find out whether two variables have a linear relationship or not significantly. This test is usually used as a prerequisite in regression analysis or linear regression. This test was carried out using the Test for Linearity in the SPSS for Windows version 26 program. To determine the linear relationship between two variables, it can be seen from the significance of linearity at a significance level of 0.05. This test needs to be carried out so that the analysis results obtained can be justified in drawing the necessary research conclusions. Testing the linearity of the regression line in this study uses the Anova approach or analysis, with criteria, and was proposed by (Sugiyono, 2016).

The hypothesis in this research is a formulation procedure that leads to the conclusion of a hypothesis, whether the hypothesis is accepted or rejected. Looking at the relationship or regression value, there is a standard that is used. In line with that, to see whether the relationship is strong or not in a study, criteria for the strength of interpretation are needed (Sugiyono, 2013).

Table 2.
 Interpretation of correlation coefficients

Coefficient Interval (R)	Interpretation
0,00 - 0,25	Weak Relationship
0,25 - 0,50	Enough Relationship
0,50 - 0,75	Strong Relationships
0,75 - 0,99	Strong Correlation
1,00	Very Strong Correlation

RESULTS AND DISCUSSION

Result

Respondent Characteristics

The characteristics used in this research are based on gender. The characteristics of respondents based on gender and based on faculty are presented in Table 3 and Table 4 as follows:

Table 3.
 Characteristics by gender

Gender	Frequency	Percentage
Laki – Laki	44	50%
Perempuan	44	50%
Amount	88	100

Source: Processed Primary Data, 2023

Table 4.
 Characteristics by faculty

Faculty	Frequency	Percentage
Public Health	5	6%
Social Politics	5	6%
Economy	15	17%
Law	14	16%
Nursing	4	4%
Agriculture	6	7%
Psychology	14	16%
Islam	6	7%
Pharmacy	12	13%
Computer Science	7	8%
Amount	88	100

Source: Processed Primary Data, 2023

Perception

The Perception Scale in this research is 24 items consisting of favorable and unfavorable statements with aspects of perception using aspects, namely: aspects of selection, interpretation, and reaction. The number of questionnaire scores used in this research is 1 to 4 and based on the data obtained the lowest score is 44 and the highest score is 94. For perception categorization, see Table 5 below:

Table 5.
 Perception scale score categories

Interval	Frequency	Percentage	Category
92 – 94	1	2%	High
68 – 91	42	48%	Medium
44 – 67	45	51%	Low
Amount	88	100	-

Source: Processed Primary Data, 2023

Table 6.
 Selection aspect scale score categories

Interval	Frequency	Percentage	Category
22 – 27	20	23%	High
17 – 21	49	56%	Medium
10 – 16	19	21%	Low
Amount	88	100	-

Source: Processed Primary Data, 2023

Table 7.
 Interpretation aspect scale score categories

Interval	Frequency	Percentage	Category
35 – 36	1	7%	High
26 – 34	42	48%	Medium
17 – 25	45	45%	Low
Amount	88	100	-

Source: Processed Primary Data, 2023

Table 8.

Reaction aspect scale score categories

Interval	Frequency	Percentage	Category
29 – 30	4	5%	High
21 – 28	55	62%	Medium
13 – 20	29	33%	Low
Amount	88	100	-

Source: Processed Primary Data, 2023

Interest in Organizing

The interest scale in this research is 30 items consisting of favorable and unfavorable statements with aspects of interest in organizing using aspects proposed by Crow and Crow (Handayani 2020). Suggests that interest in organizing has aspects, namely: Aspects of internal encouragement, social motives, and emotional reactions. The number of questionnaire scores used in this research is 1 to 4 and based on the data obtained the lowest score is 53 and the highest score is 119. For perception categorization, see the following **Table**:

Table 9.

Organizational interest scale score categories

Interval	Frequency	Percentage	Category
113 – 119	1	1%	High
83 – 112	57	65%	Medium
53 – 82	30	34%	Low
Amount	88	100	-

Source: Processed Primary Data, 2023

Table 10.

Category score scale aspect of encouragement from within

Interval	Frequency	Percentage	Category
37 – 44	17	19%	High
26 – 36	63	72%	Medium
15 – 25	8	9%	Low
Amount	88	100	-

Source: Processed Primary Data, 2023

Table 11.

Social motive aspect scale score categories

Interval	Frequency	Percentage	Category
50 – 51	1	1%	High
37 – 49	57	65%	Medium
24 – 36	30	34%	Low
Amount	88	100	-

Source: Processed Primary Data, 2023

Table 12.

Emotional Reaction Aspect scale score categories

Interval	Frequency	Percentage	Category
22 – 24	7	8%	High
16 – 21	55	62%	Medium
10 – 15	26	30%	Low
Amount	88	100	-

Source: Processed Primary Data, 2023

What is required by previous researchers to test the data is to carry out a normality test (Sugiyono, 2014). The normality test aims to try where the data for each variable analyzed by this research produces optimal distribution. To carry out the normality test, the One-Sample Kolmogorov-Smirnov test is used with the following criteria:

If the significant value is > 0.05 , then the data is declared normally distributed.

If the significant value is < 0.05 , then the data is declared not normally distributed.

The results of the linearity test of Perception with interest in organizing students at the University of East Indonesia show a value of $P = 0.000 < 0.05$, so this shows that there is a linear relationship between the two variables.

The hypothesis in this research is a formulation procedure that leads to the conclusion of a hypothesis, whether the hypothesis is accepted or rejected. Hypothesis testing in this research uses the Hypothesis Test Formula criteria, namely:

If the value is significant ($p < 0.05$), then H_0 is rejected, H_a is accepted

If the value is significant ($p > 0.05$), then H_0 is accepted, and H_a is rejected.

Table 13.

Hypothesis testing

Variable x and y	R	P	Conclusion
Perception of Organizational Interest	0,692	0,000	Strong Relationships

Source: Processed Primary Data, 2023

The correlation results between perception and interest in organizing show a figure of $R = 0.692$ with $P = 0.000$, this means that there is a significant relationship between the two variables.

Discussion

Organizational perception is a correlation that recognizes the possibility of changes in the settings of a decision that will be taken by an individual after interpreting an organization by comparing the actual threats and also the risks that will be presented. (Hakim, S. N. Williams (2018)).

In this research, the characteristics of respondents are important for grouping and understanding the data obtained. The characteristics used in this research are gender and major. **Table 3** shows that the respondents were equally divided between male and female, 44 people or 50% each. Then, **Table 4** shows the characteristics of respondents based on major. The Faculty of Economics and the Faculty of Law had the highest number of respondents, 15 and 14 people respectively, while other faculties had lower numbers. This provides an idea of the distribution of respondents by major.

In this section, I describe research data related to respondents' perceptions and organizational interests. For perception, **Table 5** illustrates that the majority of respondents (51%) had low perception, followed by medium perception (48%), and only 2% had high perception. This shows that most of the respondents have a low perception of the topic under study. Next, in **Table 6**, **Table 7**, and **Table 8**, you describe the respondents' perceptions based on aspects of selection, interpretation, and reaction. It can be seen that the selection aspect has the highest percentage in the medium category, while the interpretation and reaction aspects tend to be lower. This provides further insight into how respondents view the research topic from different viewpoints.

For organizational interest, **Table 9** shows that the majority of respondents (65%) have moderate organizational interest, while only 1% have high interest. This illustrates a moderate level of interest in organizing among respondents. **Table 10**, **Table 11**, and **Table 12** divide interest in organizing based on aspects of internal encouragement, social motives, and emotional reactions. The results show that the aspect of internal encouragement has the highest percentage in the medium category, while the aspect of social motives and emotional reactions also tends to be lower.

In this study, researchers tested assumptions related to the normality and linearity of the data. The results of the normality test show that the two variables (perception and interest in

organizing) have a normal distribution because the significance value (p) is greater than 0.05. The linearity test shows that there is a linear relationship between respondents' perceptions and organizational interest because the significance value (p) is less than 0.05. The hypothesis in this study tests the relationship between perceptions and organizational interest. The results of the hypothesis test show that there is a strong ($R=0.692$) and significant ($p=0.000$) relationship between the two variables. This means that low or high perceptions can influence respondents' organizational interests.

CONCLUSION

The results of data analysis and discussions carried out by researchers concluded that there was a significant relationship between perceptions and interest in organizing among students at the University of Eastern Indonesia. This shows that the hypothesis is accepted, namely that the higher the perception, the higher the interest in organizing, and vice versa, the lower the perception, the lower the interest in organizing. All aspects of perception include higher reaction aspects, forms of individual behavior towards something, or the results of interpretation. Meanwhile, in terms of organizational interest, the aspect of internal encouragement is higher than other aspects, the driving force that causes individuals to pay attention to someone, something, or an activity.

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