

MODEL KECEMERLANGAN IPT BERASASKAN NILAI TERAS: PENDEKATAN PEMODELAN KUASA DUA TERKECIL SEPARA

(Value-based Excellence Model for Institutions of Higher Learning:
A Partial Least Squares Modelling Approach)

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ABSTRAK

Kecemerlangan sesebuah organisasi melalui penunjuk prestasi zahir bukanlah satu-satunya kayu pengukur, sebaliknya fokus telah berubah kepada pengukuran tidak zahir seperti nilai-nilai teras. Oleh itu, dalam makalah dikaji nilai-nilai teras yang mempengaruhi kriterium prestasi organisasi seperti kepimpinan, budaya, produktiviti, pekerja dan pemegang kepentingan yang menyokong model teori, iaitu Model Kecemerlangan Prestasi berasaskan Nilai Teras khususnya di Institusi Pengajian Tinggi (IPT). Sebanyak 1100 soal selidik telah diedarkan kepada IPT yang terlibat dengan 429 soal selidik digunakan untuk analisis. Kajian ini menggunakan tatakaedah pemodelan Kuasa Dua Terkecil Separa (KDTS) menggunakan perisian SmartPLS, untuk mengkaji hubungan antara setiap kriterium dalam model teoretikal berkenaan. Keputusan analisis pemodelan KDTS menyokong model, tersebut dengan kesemua pekali pembebanan regresi adalah signifikan pada 0.05 (nilai- $t > 1.97$), iaitu perkaitan antara konstruk-konstruk kajian adalah signifikan secara statistik melainkan perkaitan antara fokus pekerja dengan prestasi universiti yang memerlukan penyiasatan lanjut. Ringkasnya, model adalah sah dari segi statistik dan memberikan penunjuk yang jelas terhadap pengukuran prestasi universiti khususnya melalui pendekatan tidak zahir melalui nilai-nilai teras.

Kata kunci: Nilai-nilai teras; prestasi universiti; model kecemerlangan prestasi berasaskan nilai teras; pemodelan kuasa dua terkecil separa

ABSTRACT

The excellence of an organisation through tangible indicators is not the sole measurement yardstick, instead, the focus has shifted towards measuring the intangibles such as the core values. Therefore, the goal of this article is to investigate the core values influencing the organisational achievements such as leadership, culture, productivity, employee and stakeholder that upholds the theoretical model of Value-based Performance Excellence Model particularly at Institutions of Higher Learning (IHL). About 1100 questionnaires were distributed to the IHL involved, with 429 questionnaires were used for analysis. This study applies modelling methodology of Partial Least Squares (PLS) using SmartPLS software to study the relationships in the theoretical model. The results of the PLS analysis support the proposed model with all regression coefficients are significant at 0.05 (t -value > 1.97), i.e. the relationships among the constructs are statistically significant except for Employee values to University Performance that should be investigated further. In short, the model is statistically valid and give a clear indicators of university performance measurement especially value-based approach through core values.

Keywords: Core values; university performance; value-based performance excellence model; partial least squares modelling

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