

## **CHAPTER II**

### **LITERATURE REVIEW**

To support the background of the study and answer the research question, this chapter of literature review and previous study.

#### **A. Literature Review**

Literature review consist of the theories and explanation for the research. It consists of higher education system, part-time-worker student, academic achievement, and time management.

##### **1. Education Management on Higher Education in Indonesia**

Fundamentally, Indonesia still tries to develop the quality of education. One of ways to develop it is by giving some improvement in the curriculum of academic education. It is indicated from *kerangka kualifikasi nasional Indonesia (KKNI)*. That current curriculum is a set of arrangement about equalizing and integrating educational sector in a scheme supposed to make the output become eligible in every occupational sector (Peraturan Presiden, ). The long process of KKNI approval has been considered from the beginning of developing human resource and facility (UU nomor 13, 2003).

##### **2. Part-Time-Worker Students**

The activity is something which can not be separated from human life. That is because by doing those activities, such as: working, studying and others, it can give satisfaction to the personal life. Part-time-worker student term refers to students who do both studying and working at the same time. Those two things

can have correlation one each other. By having part-time job, students may earn money to fulfill the maintenance and pay the tuition. Moreover, students can have broader experience in real working situation. However, part-time-worker students who prepare the study to expect the better future (Daulay,2011).

An ideal university student term refers to students who have broad knowledge and also being active, smart, responsible, and good-mannered students. The real meaning of working as a student here means a sign of duty or belief which is out of the main duty as university student but it can give contribution to the main duty as the implementation of the theory which is derived from learning activities, such as: teaching, being store-keeper, outlet keeper and others. Therefore, having part-time job can give good influences, such as: real work situation, experience, relation and others. (Rukmoroto, 2012). Moreover, the term of part-time-worker student has some criteria, such as:

1. Work Length or Duration

A part-time-worker student is a student who works with certain duration per week. It can be for about 1 – 10 hours, 11 – 20 hours, and even 21 – 30 hours long per week. A part-time-worker student does not have the equal duration with full timer. It is caused by the factor that they are still a student in academic level who must be responsible with their learning activities as well. They have to manage and divide their times in a day between working and studying. It is greatly beneficial if the time can be categorized as a flexible time when the student is able to adjust the time they work, so that they can prioritize the study. It can be debatable if the part-time-worker student just divides their times in a day only for

working and studying. The true thing goes here is what they mostly and dominantly do in a day. It means that they have to provide a well-arranged schedule in a day (Rijavec, M., Golub, T. L., Jurcec, L., & Olcar, D, 2017).

## 2. Employment Status

Part-time employment refers to inconsistent hours, fewer responsibility, and limited benefits. Fundamentally, a part-timer is supposed to have the same access, benefit, and the most important thing is insurance. Even though, they work shorter than the full time-timer, the part-timer is greatly appropriate to achieve the same right and access completely. It can not be denied that a part-timer does not contribute completely of what they have to corporation where they work. However, the employment status of part-timer must have different policies and rules from the corporation. Therefore, a clear rule will lead to clarity between demand and right between what they have to do and what they have to own (Al, A. D., & Anıl, İ., 2016).

## 3. Types of Part-Time Job

Currently, part-time-job can be included almost in whole field of job. Modern job is afforded for part-time-worker student, such as : being a tutor, copy service employee, delivery driver, online seller and others. The types of part-time-job must be greatly flexible in order to facilitate the students to manage and divide time between working and studying. The types of part-time job must be well considered to minimize the obstacles existing. However, beside working they have to run their profession as a student as well but it can not be denied that they

can not taken aside the part-time job as well (Gbadamosi, G., Evans, C., Richardson, M., & Ridolfo, M., 2015)

### **3. Academic Achievement**

#### **a. The Factors Affecting Academic Achievement**

Many studies deal with elaborating the factors of academic performance of students. Academic performance can have a good interpretation such a successful student , and vise versa, an unsuccessful student. The study about revealing the factors of unsuccessful student in academic deal is in higher intensity of number than study about revealing the factors of successful students. The studies explain that the factors of unsuccessful student are gender, personal characteristic, and finance (Woodley, 2013).

It is greatly unfair if some students get dropped out letter caused by financial problem. On the other hand, there are some scholarship providers which are efficient to reduce the problem. However, not every student who needs tuition help deserves it. It is a strict selection process if they want to get helped with this scholarship. Some are successful ant the others are supposed to seek for a job to pay the tuition and the maintenance.

There are some theories explained about factors affecting the academic performance:

#### **1. Spady's Sociological Theory**

This theory is widely recognized as the popular theory about the factors of students in getting dropped out. This sociological theory needs the interaction with the involvement of surrounded people so that the phenomenon can be

categorized as social factor. It is greatly broad if the problem is correlated with sociology as general. However, it is close relatively with the more specific social deal where a students needs the peer support or motivation. This also deals with satisfaction from the outside as the result of the interaction, such as: the grade, honor, intelligence and many others. Those variables are correlated with satisfaction (Spady, 2011).

## 2. Tinto's Integration Theory

Based on the revised research Tinto grouped the factors into three parts. The first group is some students who want to separate from the usual activity therefore they decide to go out of the university. The second group is some people who want to have such a transition from doing the common academic activity into another activities. The last group is some people who are unfamiliar with the academic activity. The last group is the most common factor in Tinto's work. This theory is well-received after Spady's research.

## 3. Bean's Psychological Theory

The theory from Bean about Psychological factor is the developed theory from Spady's work. This is similar with the previous theory about sociological factor. The psychological theory also deals with the satisfaction from the students where it can exist only if there is a interaction from the outside. It deals with the satisfaction about the university environment and university life. The thing which makes this theory different the previous theory is on the intention from the internal factor from the student.

Summative points on the theories

Those theories are supposed to give perception to the readers if dealing with the factors from dropped out students is not simple. Two common factors about academic and social factor are such great theories about the explanation of dropped out students. All of three theories are such pre-academic life of students. Another aspects, such as: family, friend, and teacher play pivotal role in tis deal. It can be categorized as both sociological and psychological factor. If those three theories are deeply discussed together, therefore a conclusion can be drawn that all of those factors are correlating. They support one another and it is greatly improbable to separate. The factors of academic performance are strict complex and multidimensional.

Tinto's work fundamentally contribute the similar into both Spady's and Bean's work. However, the other work of Tinto such a transition theory is a complicated thing to correlate with the other. Though these three theories provide the sufficient explanation about factors affecting the academic achievement, but they have lack work about the various types of student. Those theories are not appropriate with the non-traditional students (Graham, 2011).

Therefore, some students who need more fund to support the tuition decide to look for part time job. These students are commonly called as work study students. Phrase of work study refers to students who do both studying and working. They forcefully take the decision to get job because the need to pay the tuition as one of academic activities. This can provide a good benefit from another point of view as well or in another work it can give some experience for them to recognize the real situation of work circumstance (Gerard, 2018). Correlating the

study process and working is complex because there are many factors becoming the factors of work study process.

Dealing with the factors affecting academic achievement does not always mean that it will contribute negative influence to the academic achievement, however the successful academic achievement also has the factors to own. Fundamentally, the factors which affect the successful students are similar to the previous discussion about students who have to give a harder effort to deal with the material or assignment. The point is the different motivation of every student. Successful students have internal and external factors of successful academic achievements (Muslimawi, 2019). Fundamentally, words of successful or unsuccessful in education field is not able to be considered, because it deals with the skill, ability, and knowledge. However, grade point average (GPA) can be used as the measurement of the success of a students in educational field.

There is not an agreement to deal with the definition of education quality, therefore the scope of education quality must be applied more and more in the studies. One of indications that good quality is owned by certain school is when most students have good academic achievement. The good academic achievement can be indicated from the good grade point average of the students as well. The factors affecting the good academic achievement is complex to discuss. However, the most significant thing is the motivation or perception of student personally and the help from family. The other factor such as: academic environment, university and teacher is greatly important as well (Lizzio, A., Wilson, K., & Simons, R., 2012).

A difficult reason exists when the student becomes unsuccessful because an external factor such as a financial factor. It is really unfair if student can not give the best and optimal effort in his or her academic achievement. Therefore, they have to seek for the job to help paying the tuition. The obstacles must be taken aside if they have a strong motivation to pursue the degree. The factors of a student can be mentioned as a successful student in academic achievement are students' competence or ability, motivation, finance, and surrounded people (Cassidy, 2012).

Student ability or skill influence to the academic achievement because when the student has a skill in that major, so they will have the right place to improve it. Moreover, they will have an easier way to catch the material. However, that does not mean that a talented student does not contribute a hard effort on the academic achievement, vise versa they will have harder or more difficult effort to get a better result on academic performance (Robert, 2010)

The motivation factor is a significant thing which plays pivotal role by giving some special acts when the students face some obstacles and problems. The student also will be able to give more effort than the others if they have such a high motivation level in studying. The motivation factor here is also possible to get affected from the outside situation and the facility is on of them (Akuegwu, B. A., Ntukidem, E. P., Ntukidem, P. J., & Jaja, G, 2011). Surrounded people such as family and friends are also able to give contribution on the motivation of students. It has big impact because the students will get involved with them in every single activity in academic life.

On the other hand, the financial factor is the most complex thing to deal with. In one side a student does not deserve to struggle with the job as well as they have to focus on seeking the knowledge. However, on the other side, a work study student can have better result in the end because they have owned some experience in the real situation of work. it is a certain thing that they have to struggle in any kinds parts than ordinary students who do not have part time job (Oloube, 2015).

#### b. Types of Academic Achievement

Students who are ready in preparing all of the things which are needed to have are grouped as future oriented students. They dominantly are well prepared with the needed things, such as: advisor, grade point average (GPA), major and academic process. When this kind of student wants to have people to be surrounded or other aspects, they also orient it for future advantages (Morisano, 2010). Future oriented people are good in having influence which is greatly good for the academic achievement. The goals for the future are also well-prepared with all of anticipations of things possibly occur (Morisano, 2010).

Students who expect for the higher grade point average every single semester are in stressful condition. It is because they have pressure from the family as well as the surrounded people. It will definitely will disturb on their focus as long as the learning process. The learning process circumstance fundamentally must be in good condition from the feeling and thought and it will greatly impact the result and the process of learning activity (Wells, 2008).

#### **4. Time Management**

Many studies qualitatively conducted by using the time management as the variable. It shows that this time management is significant to develop in order to have a better future in this field. The time management fundamentally can be correlated by almost every single variable in a study. Those studies are conducted in all over the subject in a research such: manager, nurse, police, teacher, student and many more. It can be concluded that all of the parts in this life need a good time management. The studies also showed that the people who are desire to manage the time, they are categorized as successful person. Vice versa, the bad management will influence anything leading to the hectic situation. Therefore, it can be said that the various subject make it unique. The time management in qualitative methodological study deals with manipulation, task-delegation, prioritization, synchronization, agenda making and many more.

The other studies are also conducted quantitatively. They investigate it empirically by distributing the questionnaire and many more. The aspects which are in this deals are behavior and stress management where the stress management can be owned after the time management. The stressful factor even has strongly correlation with time management. If the time management is well prepared, so the possibility of stress is really in low number.

There are some studies examining the effectiveness of time management as well. The studies focus on the impact of training program about time management. The results of the studies show that the time management training indicates in giving the long term effect for the people who manage the time as

good as possible. That is because every single human who has activity with their job, daily routine and another activities at the same time, or in another words they have some crashed schedule, therefore they have to manage the time in order to obtain better result.

The significance of time management must be seriously paid attention, because it will be the long-term habit. In another words, what someone does will always go as what someone's habit. The success of the activity that someone daily has depends on the way someone manages the time as well. Therefore, it is greatly significant to deal with the factors affecting the daily activities which one of those factors is the time management.

## **B. Previous Study**

There are some studies which have the similar topic about being part-time-worker students, or it is most of the times called work-study. The first previous study is entitled “does part-time job affect college students’ satisfaction and academic performance (GPA)? A case of a mid-sized public university” conducted by Mussie T. Tessema et al in 2014. The study grouped between worked students and non-worked students. The data were collected from institutional planning, assessment and research where 5223 students became the respondents. The study has the result that the work-students have lower GPA than non-worked students, however, the worked students who have 0-10 hours per day had higher GPA. Therefore, the time of the work becomes the main factor.

The second previous study is entitled “impact of part-time work on the academic performance of international students”, the data are collected from

different universities in Auckland Region. The result of this study shows that both positive and negative impacts exist in work study phenomenon. That is caused a factor, such as time management.

The third previous study is entitled “The impact of part time work on educational outcomes” with the failed purpose in having the studying time. Moreover, it leads to two problems, such as day off and drop out. It has a big factor, time management. The failed time management leads to serious problem, such as day off and drop out as well as it will give bad impacts to the work or the job.

The gap of this study is to investigate the impact of being part-time-worker students on their academic achievement conducted at IAIN Kediri. It is greatly impossible to make sure that everyone can have successful result as work study students, because every single person has their own characteristic and factor to deal with the work study deal. Based on the study conducted by Mussie et al that having part-time job is the biggest factor affecting the academic achievement. Therefore, coming back to the research finding is the best way.

The fourth previous study is entitled “Part Time Job and Students’ Academic Achievement” conducted by Safrul Muluk in 2017. This study involved 30 English Department students at UIN Ar-Raniry with qualitative approach. The length of work, the GPA as well as the job kinds are considered as the main parts of this research. The result of this study shows that even though they have part-time job, the result of their GPAs are still above the average.