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This study is intended to investigate the determinants factors of lecturers performances in higher education institutions in Indonesia. As a developing country, Indonesia is facing problems regarding finding the ways to improve her higher education quality. Many factors contribute to the problem, nonetheless human being was considered as the most important. Finding determinants factors of lecturers performances will benefit government in setting a better reward system and in the acceleration of higher education quality. This study aimed to investigate the simultaneous impact of reward system on participative decision making, lecturer commitment on the lecturer performance.

A survey was used to collect the data. Open-ended questionnaires were distributed to the lecturers in Central Java Province in Indonesia. All Alpha scores of the factor scores loaded perfectly on their factors. The factor scores vary the data perfectly. Research hypotheses testing was performed using regression analysis. Independent sample test were also conducted to investigate the relationship between the impact of sex, academic rank, experience, age, in higher education institutions in Indonesia.

The research findings that reward system has a positive impact on participative decision making, lecturer performance, commitment, satisfaction, and lecturer performance. These findings imply that for the nurturing better lecturer performance in higher education institutions in Indonesia, the government has to provide a good reward system, which is a quota for lecturer to participate in decision making process lecturer commitment and satisfaction.

Several factors might affect the unsatisfied lecturer performance. The World Bank reported that approximately half of today’s higher education students live in the industrial and business domains throughout the world but only recently is it evident in schools. Another neglected managerial aspect related to the lecturer performance is lecturer commitment. Lecturers and managements in the universities generally have different values. Lecturers stick to professional values, which

Considerable attention has been placed on enhancing teacher professionalism primarily through increasing teacher participation in decision making regarding issues affecting teachers’ schools and classrooms [9]. Nevertheless, the impact of participation has been studied in the industrial and business domains throughout the world but only recently is it evident in schools. Another neglected managerial aspect related to the lecturer performance is lecturer commitment. Lecturers and managements in the universities generally have different values. Lecturers stick to professional values, which