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The Impact of Tri Dharma Performance on Higher Education Performance Based on Monitoring Results

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ABSTRACT

The achievement of higher education performance cannot be separated from the performance of the lecturers' tri dharma. This is stated in the institution's accreditation assessment indicators. Thus, there is a linear relationship between lecturer performance and university performance, so it is necessary to conduct research so that it can be taken into consideration for universities to be able to pay attention to aspects that affect lecturer performance. To be able to reveal this phenomenon, this study establishes a qualitative approach, which is an attempt to present valid information as the basis for disclosure. In its interpretation, descriptive analysis technique is used. In collecting data using secondary data, namely analyzing the results of SPMI activities carried out by the Quality Assurance Institute of Pamulang University and interviews. The results showed that the performance of the lecturers' tri dharma was in the good category with a percentage of 90%. This confirms that the good performance of lecturers can contribute to the good performance of the university. However, several things that are still a note for improvement in the institution are the lack of academic positions of head lector and professor, there are still many lecturers who have not received professional certification, and the lack of awards.

Keywords: Tri Dharma Performance, University Performance, Monitoring, Lecturer

INTRODUCTION

At the implementation stage, a supervisory function is needed, namely monitoring and evaluation. Monitoring is a measurable action on a predetermined plan, so that the work implementation goes well. While evaluation is an act of measuring the implementation of work, in order to assess effectiveness and efficiency (Rodhi, et al., 2021). In higher education, monev is often carried out to ensure the quality of education. The lecturers are required to actually carry out the Tri Dharma, so that the complexity of the organization's interests is achieved (Widiatmaja, 2019).

In practice, the university realizes that the existence of M&E is a form of strategic effort in ensuring quality work patterns. Of course, with supervision, review,

assessment, and reciprocity, it can create a productive and performing work environment. Thus, the spirit of maintaining quality is awakened by all lecturers. According to (Salamun & Arisandi, 2020), the smooth running of activities depends on optimizing the role of monitoring and evaluation. The existence of monitoring and evaluation encourages all parties, especially leaders to carry out their roles properly, namely to supervise the implementation of teaching procedures, by ensuring that all lecturers teach according to the policies, rules, academic calendar, procedures, and teaching materials that have been provided. Then on research performance, the leadership examines the progress of research, and builds distribution of communication with related parties for the integration of research performance. Likewise for service performance, the leadership monitors the number of lecturers who do service, and coordinates with LPPM for the distribution of information.

In this regard, the University of Pamulang is committed to maintaining the quality of education with concrete actions, including conducting internal quality audits of all study programs regularly every semester, then reviewing the performance of study programs and lecturers through quality control system activities, and conducting regular coaching periodically to lecturers. This is done, as part of the institution's awareness of the quality of education. That is true, the quality of lecturers is the spearhead of the quality of the institution, especially for the achievement of the quality of graduates. So it is deemed necessary to control the performance of lecturers. Of course, the institution also realizes that the current situation is not yet at its maximum. Therefore, Pamulang University strives to continue to make improvements in various ways through optimizing monitoring and evaluation activities. (Wahyu & Salam, 2020) explained that monitoring the performance of lecturers is proof of the institution's readiness to face a better future, especially in accreditation activities. Of course, the role of lecturer performance is one of the main indicators that need to be fulfilled, both from the level of education, academic positions, competency certification, reputable scientific publication activities, and so on as an instrument of institutional quality that must be realized (Suparno & Asmawati, 2019).

(Noor & Juhji, 2020) explained, proof of the quality of a higher education institution when it is able to maximize evaluation activities. That is, the institution openly conveys information on the performance of lecturers comprehensively through

an integrated academic system. However, institutions have consequences for being able to present a system that accommodates the achievement of lecturer performance, including a reward system.

In order to ensure a quality learning process, the campus through the leadership needs to also create organizational support (Permana, 2020; Syah, et al., 2019), for example by presenting a complete and open learning library system. This means that both lecturers and students have access to all teaching materials including textbooks, relevant journals, lesson plans, learning program units, modules, dictates, tutorials, and so on. Even if necessary, there is a detailed and specific description of the graduate profile for each course. Thus, lecturers can maximize their knowledge through educational, research and teaching activities (Wahyudi, 2020).

THEORY

In the context of educational organizations, monitoring is a derivative form of the university's strategic plan through the use of campus management functions including learning policies, research policies, service policies, and other activity policies related to institutional performance. Definitively (Azmy, 2019) explains, there is a need for achieving goals, then the organization needs to take implementation steps towards activities that are being carried out as planned.

(Harras, et al., 2020) argues that control is carried out because there is a desire to know how the task process is carried out properly and correctly, as well as reviewing field conditions, thus providing learning for all parties to continue to increase capacity and competence to encourage organizational progress. In addition, control activities provide benefits to the institution in terms of decision making. Monitoring provides a lot of substantial information, thus helping leaders take accurate steps in completing the organization's mission.

Then the evaluation activity is the embodiment of what has been done and assessed. In other words, evaluation is corrective action and improvement of the process that has been carried out, so all parties involved need to take part and be responsible for achieving performance that has not been maximized / as expected.

METHOD

This study intends to review the implementation of monitoring and evaluation activities carried out by Pamulang University, so the scientific approach used is descriptive qualitative. In collecting data using secondary data, namely analyzing the results of SPMI activities carried out by the Quality Assurance Institute of Pamulang University and interviews. Then, in analyzing the data used descriptive techniques.

RESULTS

Based on the results of our research that:

1. Unpam lecturers who have a master's level of education are 95% and those who have advanced levels are 5%, thus I conclude that Unpam lecturers have good knowledge and insight.
2. Functional Position or Jafung is a requirement that must be possessed by lecturers, as proof of whether it is feasible or not. The number of lecturers who already have an Expert Assistant Jafung at Unpam are 56.2%, who have a Lector of 10.1, and who do not have a Jafung as many as 33%. Therefore, Unpam must be more optimal in motivating lecturers who do not have Jafung, and for those who already have Jafung to improve their Jafung to professors.
3. Lecturer certification is expected by lecturers, because it is a driving license. The lecturers who do not have certification based on research results are 90.2%, while those who have received lecturer certification are 0.098%. Therefore, campuses and lecturers should try and try as much as possible, how to get the certificate, so that the lecturer gets his own pride in educating.
4. Teaching according to the field of science, teaching is a process of sharing knowledge and experience that has been carried out in the process of life, according to the field of science so that it can lead to a better direction and benefits. The lecturers who teach according to their fields are 86.9%, and those who are not appropriate are 13.1%. Therefore, of course, in providing knowledge and knowledge, it must be in accordance with their respective fields so that they can lead to goodness.
5. Teaching with SAP, SAP or also known as System Application and Product in Data Processing is a system that is used to support activities or activities that run within

an organization automatically so that efficiency and productivity can increase efficiently. This system consists of various modules that have their respective tasks according to the commands given. All these modules are reintegrated to provide accurate and direct data to their supervisors. So based on the results of this study, we convey that all Unpam lecturers have 100% SAP.

6. Teaching with RPS. Education at every level and type is organized based on the curriculum set out in the national education content standards. In the Regulation of the Minister of Research, Technology and Higher Education (PermenristekDikti), No. 44 of 2015, concerning the National Standards for Higher Education, curriculum is defined as "a set of plans and arrangements regarding graduate learning outcomes, study materials, processes, and assessments used as guidelines for the implementation of study programs". Furthermore, the higher education curriculum was developed into Semester Learning Plans (RPS). Based on the results of research that Unpam lecturers 100% have RPS (Semester Learning Plan), so that what is conveyed can run well and the desired target is achieved
7. Teaching with books, One other means of supporting the learning process is Books, Books are a tool in providing information to students so that students can understand what is conveyed by the lecturer. Based on the results of research related to books, Unpam lecturers in the use of books in teaching only reached 60%, this needs strong encouragement from the Foundation so that lecturers can always use books as references in the learning process.
8. Carrying out research, one of the other factors in carrying out the tri dharma of higher education, in addition to the learning process is research, research is one thing that must be done by lecturers, as part of the process of running the Tri Dharma. Therefore, I conclude based on the results of the research that Unpam lecturers in carrying out research reached 100%, this proves that the research must be carried out.
9. Within 3 years of having a Dikti grant, in carrying out the tridarma of higher education, Unpam lecturers in addition to conducting internal research, also carrying out research on Dikti Grants. as for the research results that Unpam lecturers in the last 3 years have research grants from Dikti as much as: 5%. This

means that Unpam lecturers are not familiar with carrying out research on Dikti grants.

10. In every year publishing international journals, journals are as evidence of the outputs of the implementation of tridharma activities, especially in terms of research, both local, national and international. In this case, Unpam lecturers publish 100% National Journals every semester. Thus, Unpam lecturers are encouraged to publish national journals. As for international journals, it only reached 0.5%
11. In every semester carrying out PKM, Community Service Activities among lecturers is an obligation that must be carried out, because this is part of the tridharma of higher education. The lecturers who take part in PKM per semester reach 100%

CONCLUSION

Monitoring of Unpam Lecturer Performance Based on the Tri Dharma of Higher Education. Based on the results of the research we have done, the performance of Pamulang University lecturers in general is quite good, with an average performance of 90%. What needs to be improved in this case is the Lector Functional Position because the position has only reached 10% of the existing lecturers. And what needs to be improved and become the main focus in the accreditation assessment is the Functional Position of the Head Lecturer. Then besides that what must be improved is lecturer certification, because for lecturer certification it has only reached 0.098% from one hundred 100%. And what must be improved is also the research of the Higher Education Grants, because the research grants from the Higher Education have only reached 05%.

The impact of Unpam Lecturer Performance Monitoring that has not been maximized Foundations are easier in terms of monitoring, Foundations are easier to make policies, Foundations are easier to improve lecturers' performance even better, especially in terms of functional positions of Lecturer, Head Lecturer, lecturer certification and research grants Dikti.

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