

## EVALUATION OF PERFORMANCE LECTURER ON IMPLEMENTING TRIDHARMA COLLEGE

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### Abstract

*Lecturer performance expected to produce a professional lecturer and has good performance in implementing Tridharma college. The purpose of this study was to evaluate performance of Lecturer in (1) Education and Teaching, (2) Reseach, and (3) Performance of Community Service. This study was the evaluation of the program. This evaluation of Research lecturers performance, performance evaluation use model of 360 degrees (360 Degree Performance Appraisal Model). In general evaluation model aims to measure whether the performance lecturers carry out Tridharma accordance with the standard or predefined performance criteria. Research Subject of this Reseach are Lecturer in Faculty Of Teacher Training And Education State University of Palangka Raya. The Results (1) Performance Implement The Education And Teaching Are Good, Lecturer Applying Various Methods Of Learning (2) Performance Of Conducting Research Is Fairly Well, (3) Performance Of Community Service Is Good, Not Many Published. It Hoped In The Future The Lecturer In Faculty Of Teacher Training And Education State University of Palangka Raya Can Do More Better.*

**Keywords:** *Lecturers, Performance of Lecturer, Tridharma College, Faculty of Teacher Training And Education State University of Palangka Raya*

As an educational institution, university is an institution in the birth of intellectual resources that are expected to contribute to improving the quality of human resources. Activity to production, construct and revitalize the paradigm of human resources, so that they have the perspective of good cognition, affection and conation on the public eye as a preparation course life that is not easy.

College is not only to be prosecuted aspects to legally of authentication and existentially that legitimacy recognized by the government and society as an institution capable to manage and produce quality human resources. However college must be able to should constructs institutions morally and managerial so that can be survive and be able to provide all of the intellectualization of products derived from the community systematically, continuously and in accordance with the demands and needs of the community about the hopes and ideals have the benefit of learning in the college.

One program that should receive priority development is the professional development of lecturer as college principal elements. Professional development of lecturers is very important to improve the quality of higher education in Indonesia. Because purpose of Higher Education is the mastery of science and technology in order to improve community life.

Lecturer is one of the main elements that determine the quality of education and graduates who were born that college, in addition to the general quality of the college itself. If the lecturers have high quality, then the quality of the college will also to be high, and vice versa. As good as any educational program that proclaimed, if not supported by the high quality lecturer, it will end in unsatisfactory results. It was due to run educational programs are both needed lecturer who are also of good quality. By having good and high quality lecturer, universities can formulate the program and the most modern curriculum to ensure the birth of graduates achievement and special quality.

That is reasonable because the College is an institutions of higher education providers have a very large role in the national development framework. There are two basic tasks performed by College, the first, teaches high school graduates in order to master science and technology, and second, to motivate national and regional development, including the preparation of future leaders of the nation who are highly moral and civilized democratic. Thus indeed, College have function as the main producer source human resources for the needs of the community, and to promote, disseminate, and develop science and technology itself.

College graduates are expected to perform its function as an agent of renewal in society (agent of social change) Understanding and open people's minds and smart in any field (politics, law, education, health, religious) and various other dimensions. College graduates are also expected to bring enlightenment and give effect to the improvement of living standards and social welfare.

During this time the quality of college graduates on a national and regional scale is worrisome. The number of graduates who have qualities that can be justified by the academic to the community is quite small. This is one of the fundamental issues in management practices in higher education. In the end no one when people often have a skewed view of the college graduates. People found most college graduates are not able to fulfill its mission as the educated, has the knowledge and values (values), the identity as the educated. The low values in the form of religious and ethical values, also has exacerbated the existence of college graduates in the public eye.

Because that is a reality that must be addressed with wise by the leaders of college. Stakeholders must be thinking why this reality happen. Therefore, the higher education institutions need to find a variety of determinant factors which determine why the majority of college graduates is very low quality. Did not someone say college graduate when he has met a good academic standards. Why college graduates not reflect an academic standards, but they have followed the process of learning in college.

Lecturer is one of the essential components in a system of resources in higher education. Roles, duties, and responsibilities of the faculty is very important in realizing the goal of national education, that is educating the nation, improve the quality of Indonesian human, including the quality of faith / piety, character, and the mastery of science, technology, and art, as well as bring people of Indonesia who developed , fair, prosperous and civilized. To carry out the functions, roles and strategic position, it needs a professional lecturer.

Given the role of lecturers is very important in improving the quality of higher education, the college lecturers are expected to have a good competence. It is deemed important for the competence of lecturers determine the quality of the implementation of the Tri Dharma College, as shown in the activities of professional lecturers. Lecturers who are competent to perform their duties professionally are lecturers who have pedagogical, professional, personal and social education is required in practice, research, and community service.

Lecturer performance is one of the most important components in the education system in college. Therefore, patterns and support for the development of education and lecturers will be the deciding factor is most important to meet the objectives of the college. College is not able to function in the absence of lecturers who provide teaching, conducting research, performing community service, as well as a variety of other scientific activities.

The research was conducted in Faculty of Teacher Training and Education State University of Palangka Raya. Research evaluation of faculty performance by investigators are needed to Determine the extent of faculty performance in the implement Tridharma college. In addition, that research also conducted to determine any need for lecturers to improve Reviews their performance, so that the leadership of the University can establish Appropriate policies to improve the performance of lecturers in Tridharma college. WistonTellis stated that research evaluation to reveal the quantitative

and qualitative data is the which is the source of data on the object studied, the purpose of this study is as follows:

1. to describe the lecturer's performance in implementing the education and teaching.
2. to describe the performance of lecturers in conducting research.
3. to describe faculty performance in carrying out community service.

### METHOD

This evaluation of Research lecturers performance , performance evaluation use model of 360 degrees. In general evaluation model aims to measure whether the performance lecturers carry out Tridharma accordance with the standard or predefined performance criteria.

Assessment of the performance involves three steps process: (1) establish work standard; (2) assess the work relative to the standard, and (3) provide feedback with the goal to help eliminate performance under standard or to continue work on a standard. Husain stated that practically the model used in the study of performance evaluation is a model of performance evaluation developed in several government agencies, where the activities of performance evaluation is conducted by: (1) establish standards and methods of performance measurement, (2) identify the factual condition, (3 ) performance measurement, (4) the suitability of performance standards, (5) good performance, how to maintain and improve it, and (6) poor performance, take corrective action.

Were analyzed to obtain an average value which is then given to the invaluable as feedback. In his assessment of research with this model comprises:

- a. The lecturer
- b. Dean, the immediate supervisor who oversees the work / performance of the teacher concerned.
- c. Chief of the study program
- d. Peers, that colleagues from lecturers who will rate by direct knowledge of the lecturer;

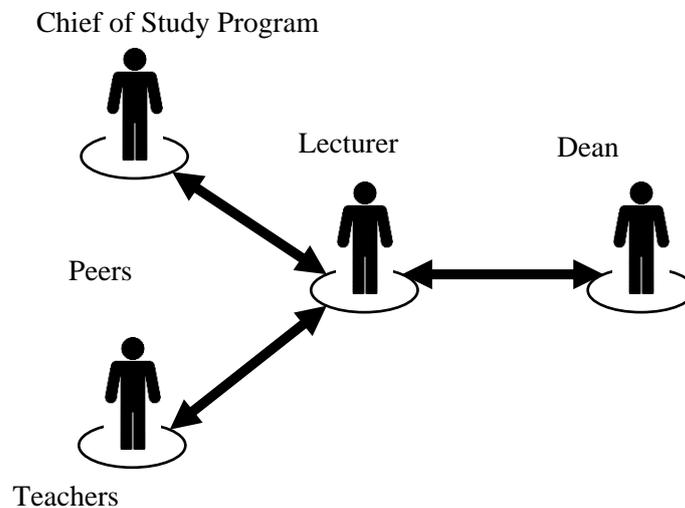


Figure 3.1 Evaluation of Performance Model 360 Degree Lecturer Faculty Of Teacher Training And Education State University of Palangka Raya

Based on the model of evaluation and evaluation methods that have associated with the research objectives, the design of this research can be described as follows:

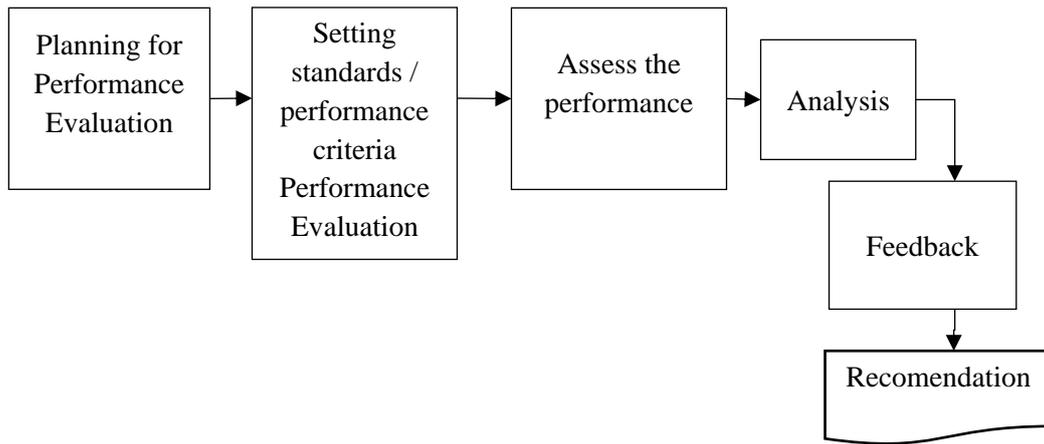


Figure 3.2 Performance Evaluation Research Design

Feedback has a positive effect on behavior improvement in the work that will have an Impact on performance, as shown in the following figure:

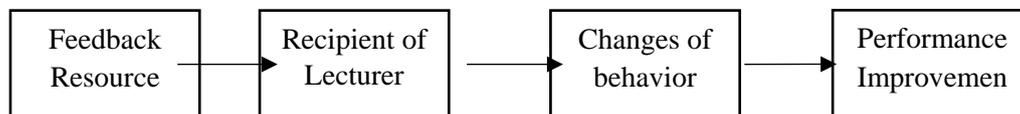


Figure 3.3 Relationships between Feedback with Performance Lecturer on Research

In this study, the instrument used to is an instrument that can be used to obtain information both primary data and secondary data relating to the evaluation of lecturer performance of Faculty of Teacher Training And Education State University of Palangka Raya. Researchers used data written in the form of documentation and also use the guidelines as the basis of assessment kinerjamelalui observation observationsertawawancara with respondents who are related to the research.

## RESULTS AND DISCUSSION

### 1. Lecturer Performance Implement Education and Teaching.

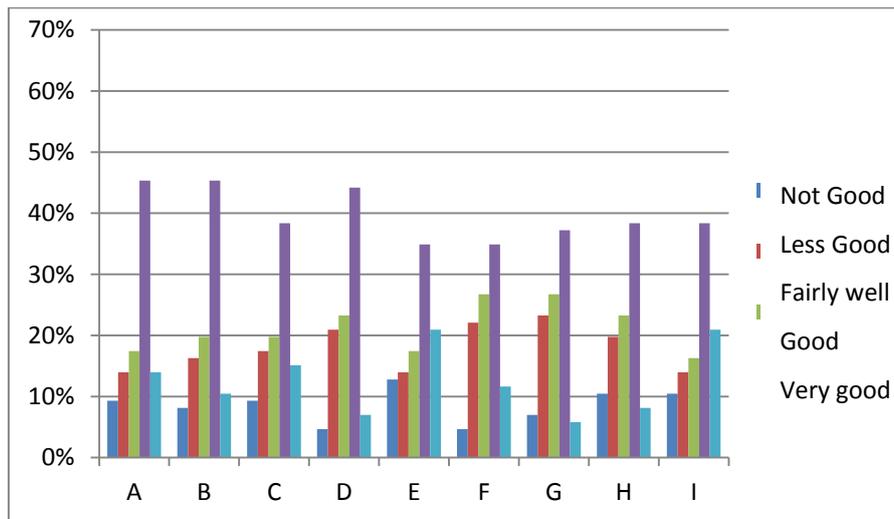
The study of the performance of lecturers carry out of educational and teaching based on data obtained by researchers using 360 Degree Performance Evaluation Model, presented on Table 1 as follows :

Table 1. Lecturer Performance Implement Education and Teaching.

No.	Statement	Not Good	Less Good	Fairly well	Good	Very Good
1	Performance on planning lessons / lectures	9%	14%	17%	45%	14%
2	Performance on implementing the learning / lectures	8%	16%	20%	45%	10%
3	Performance on developing learning resources / teaching media / lectures	9%	17%	20%	38%	15%
4	Performance on evaluating learning / lectures	5%	21%	23%	44%	7%
5	Performance on applying various methods of learning	13%	14%	17%	35%	21%
6	Mastery learning materials / lectures	5%	22%	27%	35%	12%
7	Performance on utilizing information	7%	23%	27%	37%	8%

	of lectures technology					
8	Innovation and creativity on lectures	10%	20%	23%	38%	8%
9	Teaching according to lecturer workload discipline on teaching	10%	14%	16%	38%	21%

From 9 indicators that are used to measure the performance of lecturers in implementing the education and teaching, all indicators show good and very good criteria. Most indicators that is by 45% higher that the indicator A (Performance in planning lessons / lectures), and B. (Performance in implementing the learning / lecture), while the cancel indicator and requires attention is E. (Performance in applying various methods of learning), and (Mastery learning materials / lectures), Graph the results of studies on the performance of lecturers carry out educational and teaching are as follows:



Graph 1. Implement Performance Education and Teaching

**2. The Performance of Lecturer Implement The Research**

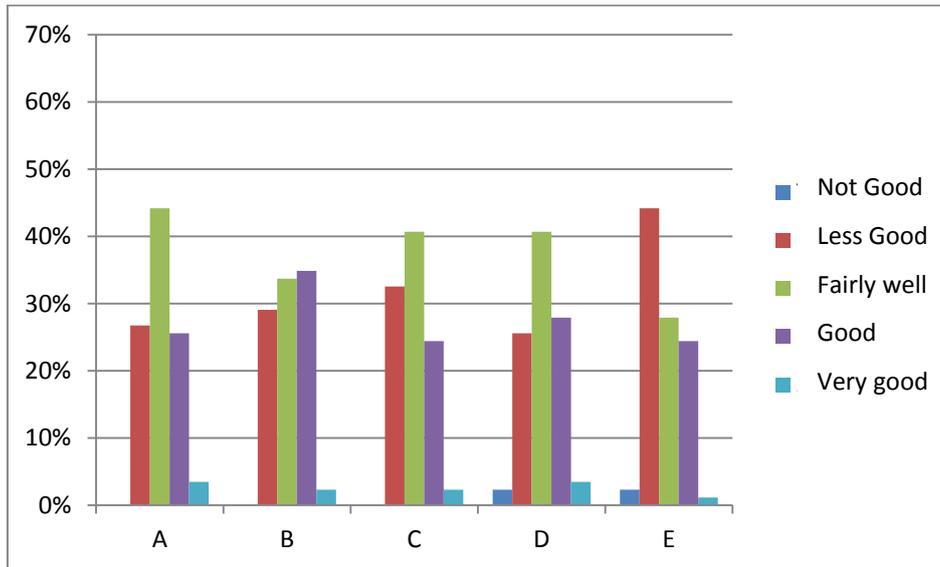
Table 2. Result performance of lecturer implements research

No.	Statement	Not Good	Less Good	Fairly well	Good	Very Good
1	The results of the research or of the ideas published in the form of books, through seminars, poster, or in a newspaper / magazine common popular	0%	27%	44%	26%	3%
2	Translating / adapting scientific books	0%	29%	34%	35%	2%
3	Editing / edit scientific papers	0%	33%	41%	24%	2%
4	Make a plan and work the patented technologies	2%	26%	41%	28%	3%
5	Make a design and technology works, design and artwork monumental / performing arts / literature.	2%	44%	28%	24%	1%

Based on Tabel2 above, which is about performance in conducting the study can be described as follows. Of 5 (five) indicators used to measure the performance of lecturers in conducting research,

all indicators that show there is no criterion of good and very good. Of 5 (five) indicators that show is good enough Indicator A, (Results of the research or of the ideas published in the form of books, through seminars, poster, or in newspapers / magazines popular general), B. (Translating / adapting scientific books) , C. (editing / edit scientific papers) and D. (Make a masterpiece of design and patented technology) One indicator of the unfavorable criteria, indicator E. namely (Make performance design and technology works, design and monumental works of art / art show / literature work).

Graph the results of studies on the performance of lecturers conducting research that show in graph 2 as follows:



Graph 2. Performance lecturers implement research

### 3. Performance lecturers Implement Community Service

Result of the performance of lecturers implement community service, presented in table 3 as follows:

Table 3. Performance of Lecturers Implement Community Service

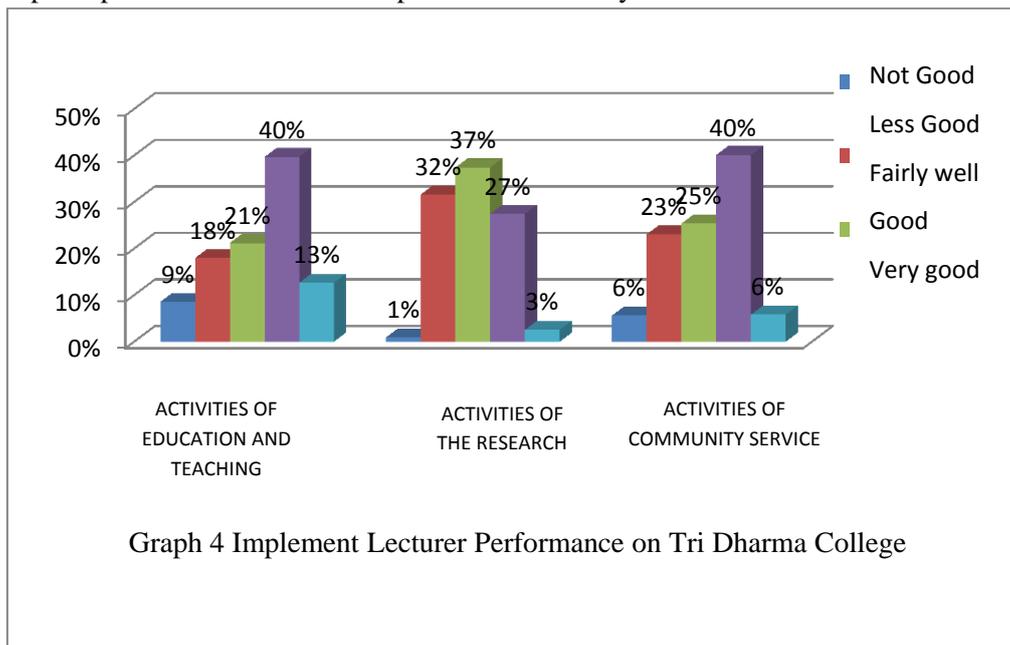
No.	Statement	Not Good	Less Good	Fairly well	Good	Very Good
1	Implement the development of education and research results that can be utilized by the community	7%	17%	22%	47%	7%
2	Implement real practical results in the field of education and research for the benefit of society.	6%	21%	24%	44%	5%
3	Provide services to the public or other activities that support the implementation of the general duty of government and development	6%	24%	26%	40%	5%
4	Provide consultation to improve the welfare of the community, both based expertise, the assignment of higher education institutions or based on job function.	6%	19%	24%	43%	8%

5	Make / write works of service to the community in the form of writings about ways to implement or develop something for the benefit of society, both in the field of science and outside the field of science that is not published.	2%	37%	31%	24%	5%
6	Provide training, education / upgrading / lectures to the public, either in accordance with the field of science and outside the field of science, both to the general public as well as the campus community (faculty, students and non-faculty personnel)	7%	20%	24%	43%	6%

Based on Table of faculty performance in implementing Community Services can be described as follows. Of the six (6) indicators used to measure the performance of lecturers in implementing Community Services, there are five (5) indicators that show the criteria of good and very good. The fifth indicator is A. (Implement development education and research results that can be utilized by the community), B. (Implement real practical results in the field of education and research for the benefit of society.), C. (Giving the public service or other activities supporting the implementation of the general duty of government and development.), D. (Provide consultation to improve the welfare of the community, both based expertise, the assignment of higher education institutions or based on job function.), and F (Providing training, education / upgrading / lectures to the public either in accordance with the field of science and outside the field of science, both to the general public as well as the campus community (faculty, students and non-faculty personnel).

While indicators on criteria that are less good, namely E. indicators (Create / write works of service to the community in the form of writings about ways to implement or develop something for the benefit of society, both in the field of science and outside the field of science, unpublished).

Graphics performance lecturers implement community service show in chart 3 below.



Based on chart 4 above is the performance of lecturers in implementing the Tri Dharma College. each indicator shows: (1) Performance implement the education and teaching is 9% very

good, 18% bad, 21% fairly well, 40% good and 13% excellent. (2) Performance conducting research is 1 % very good, 32% good, 37% fairly well, 27% good, and 3% very good, (3) performance implement Dedication society is 6% very good, 23% bad, 25% fairly well, 40 % good and 6% excellent.

### CONCLUSION

Based on the findings and analysis of data, the conclusions of this study are as follows: Performance implement the education and teaching is 9% very good, 18% bad, 21% fairly well, 40% good and 13% excellent. While the lowest indicators and requires attention is the performance in applying various methods of learning), and mastery learning materials / lectures.

Performance of conducting research is 1% very good, 32% good, 37% fairly well, 27% good, and 3% are excellent. One indicator on criteria unfavorable namely, design and performance makes the technology works, design and work monumental arts / performing arts / literature work.

Performance of Community Service is 6% very not good, 23% is not good, 25% fairly well, 40% good and 6% excellent. Unfavorable indicators, namely, to create / write works of service to the community in the form of writings about ways to implement or develop something for the benefit of society, both in the field of science and outside the field of science that is not published.

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