



Acceleration Number of Head Lectors Through The Intervention of The Model of Paper Sosio Transformis

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History Article

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Abstract

The result of preliminary study conducted through interview and documentation study of personnel and general equipment in FIK in January 2017, found the number of lecturers with the position of Lektor in Faculty of Sport Science (FIK) amounting to 33. Of 33 lecturers when viewed from time to occupy the position and education owned there are 16 lecturers who should have proposed to the position of Head Lector. The formulation of the problem in this research is "How is the effectiveness of focused mentoring model in acceleration effort to increase to Head Lector's Position and what are the obstacles faced in the field related to model intervention. The research method was done by qualitative approach, the informant was determined by purposive sampling technique and then the informant was added with the snowball technique. With purposive sampling technique, there were 10 people as informant. The research instruments are in-depth interview guide and observation guide, and data analysis technique using analysis model from Miles and Huberman. The result of this research get the effectiveness value of model 30% (not effective), this happened because of the characteristics of departments in FIK. Inhibiting factors in increasing the human resources of lecturers to the position of Head Lecturer in the field of public health and sports on FIK Unnes have different characteristics. In the field of public health, the main constraint is in the field of educational activities, where the IKM department is a relatively new department and with human resources who are still in S3 studies (33%). Increasing human resources to the position of Head of Sports sector, the obstacle that needs to get the main attention is the publication to the journal, this is exacerbated by low motivation, although there are 5 lecturers who have passed the S3. Characteristics of each field in this FIK require a mentoring model to be able to improve the quality of human resources, especially to Head Lector a.

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INTRODUCTION

Improving the quality of education in Indonesia is influenced by various factors, one of the factors that plays an important role is human resources, including lecturers. As for the lecturer as described in the Government Regulation of the Republic of Indonesia (PP RI) Number 37 of 2009 on Lecturer chapter 1, especially in the section General Provisions Article 1 paragraph (1), stated that the lecturers are professional educators and scientists with the main task of transforming, and disseminates science, technology, and the arts through education, research, and community service. Therefore, for lecturers who can carry out their main duties and functions professionally and in an effort to improve their work performance and dedication, the government gives awards in the form of promotion, both promotion and functional position, as regulated in PP RI Number 37 Year 2009 section sixth article 17 paragraph 1 stating that in carrying out professional duties, the lecturer is entitled to a promotion in accordance with the performance of work, then paragraph (2) states that the promotion referred to in paragraph (1) includes promotion and / or increase of academic rank , so that lecturers can propose promotion and positions at least every 2 years as regulated in the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia No 46 of 2013 Article 26 paragraph (1) and paragraph (2). In carrying out various professional activities and scholarship, lecturer activities are packed in the form of Tri Dharma Perguruan Tinggi which includes education, research, and community service. However, based on preliminary study results conducted through interviews and documentation studies of personnel and public equipment headquarters in January 2017, a number of issues related to the implementation of the increase in the levy and the position of the lecturers were found. The problems found are as follows:

- 1) The unevenness of knowledge and understanding of lecturers on how to document and propose proposals for promotion and position. especially in calculating credit rates independently in accordance with the applicable rules. This happens because the lecturers have busy in teaching, researching, and serving the community.
- 2) The form of filing that is still in the form of physical documents causes the possibility of loss of requirements of the proposal. This can lead to misunderstandings between lecturers and education personnel both in the Faculty of Sport Science who are in charge of processing propos-

als for promotion and lecturers.

- 3) 13% of lecturers feel the proposal for promotion and position is not processed properly even though he feels what is proposed is appropriate or meet what the criteria or requirements needed. However, in reality it still does not meet the criteria or requirements as stipulated in the proposed promotion and promotion.

- 4) The lecturer assumes that the employee is the sole party responsible for the delay in the proposed promotion and promotion process, whereas many factors cause the duration of promotion and position process, that is, after the processor has finished examining all the completeness of administrative requirements, assessment process. This assessment process can not be done by educational personnel.

- 5) 72% of lecturers are not ready to complete the required requirements, especially in terms of publication in reputable journals

- 6) The existence of Rector's policy for accelerating the number of Head Lecturers at Semarang State University

Sub-division of personnel and household affairs in which one of its duties is to manage proposals for promotion and lecturers' positions, with a total of 2 personnel, while the number of lecturers to be handled is 119, consisting of permanent lecturers (PNS and CPNS) 106 people, lecturers BLU 1 person and 12 contract lecturers, (1 personnel serving 59 lecturers). Therefore, to further expedite the proposed process of promotion and positions of lecturers, Head of Subdistrict and household affairs need a model to get an effective and efficient process. The concepts and practice of facilitation are in line with current developments and needs of the organization in order to increase the potential and success of the tasks and responsibilities (Ismail, 2009; Bozionelos, 2004; Inzer, 2005). E-Mentoring is a current model of mentoring that is beginning to be developed, which can work over time and is not limited by distance, but must still be tailored to the needs and conditions of the institution situation (Williams S, 2012). In this research, the mentoring model focused on the promotion of promotion and position is an option because it has the advantage to overcome the problems found on a case by case basis and can immediately find a way out. Problems to be studied in this research are, 1) How is the effectiveness of focused mentoring model in acceleration effort to increase to the position of Head Lector? and, 2) What are the constraints faced in the field related to the model intervention?

METHOD

This research uses a quantitative descriptive approach. The research population is all faculty (lecturer) of Faculty of Sport Science (FIK) who fulfill the time requirement in proposing the increase of functional position to Head Lector. The sample of the research is taken by purposive sampling, with the condition that the sample is the lecturer who fulfill the time, rank, education and the number of credit that has been fulfilled, and willing to be the source of research but not yet occupied functional position as Head Lecturer amounted to 10 lecturers. To assess the effectiveness of the model, using the criteria of effectiveness of Sugiyono (2014) as follows, 1) Criteria $80 < X \leq 100$ per cent (very effective), 2) Criteria $60 < X \leq 80$ per cent (effective), 3) Criteria $40 < X \leq 60$ prosen (undecided), 4) Criteria $20 < X \leq 40$ per cent (not effectiveness), 5) Criteria $0 < X \leq 20$ per cent (very ineffective).

Qualitative data, with a focus on data on inhibiting factors in the achievement of improving the quality of human resources through the functional position to the Head Lecture. Research instruments include in-depth interview guides and observation guides. In this study to obtain valid data conclusion then conducted FGD with participants consisting of research team, 4 members of the university representative senate from the department and 10 lecturers who meet the educational requirements and time for proposal to the Head Lector. The data analysis technique uses an analytical model from Miles and Huberman, which includes three concurrent activities consisting of data reduction, presentation of data and conclusions (verification) (Basrowi, 2008).

RESULTS AND DISCUSSION

Faculty of Sport Science which consists of 4 departments namely Department of Physical Education Health and Recreation (PJKR), Department of Sports Coaching Education (PKLO),

Department of Sport Science (IKOR) and Department of Public Health (IKM). The result of the research is to get the general description of the number of lecturers (lecturers) as many as 119 people and the number of educational staff as many as 54 people with other support personnel such as clinic service personnel as many as 28 people, with the number of students as many as 3542 people. The distribution of Functional Groups and functional positions of FIK UNNES are as follows:

Based on **Table 1** above it is known that the number of FIK lecturers who have occupied the position of Head Lecturer as many as 31 lecturers, and the number of lecturers who have occupied the position of Lektor as many as 33 lecturers.

Of 33 lecturers who have occupied the jabatan Lektor when viewed from the requirements to propose the promotion to the head of Lektor (rank, occupation, and education) obtained 16 lecturers. Of the 16 lecturers are only 10 lecturers who are willing as a sample of research.

Data barriers to educational activities, is an obstacle related to minimum educational requirements required, such as the requirement of education for Lektor Kepala is Doctorate (S3). Of the 10 lecturers there are 5 lecturers who are still educated S2. In the year 2017, the Rector's Policy requires all lecturers who are 50 years old and have not been in doctoral school to take S3 program in Unnes, while other lecturers are planning immediately, so that it is targeted by 2020 all Unnes lecturers have doctorate degree.

The data obtained about the obstacles in implementing education and teaching, can be said to be absent, all with an excessive amount of judgment. This is due to the relatively long filing time (more than 3 years) and the teaching tasks and other educational activities given to the lecturer in sufficient quantities or all with the specified standard load limit.

The collection of assessments in the dissemination of research and dissemination of Science, Technology and the Arts (IPTEKS), is a major constraint on almost all proponents to the Heads

Table 1. Distribution of functional groups and functional positions in FIK

Department	Lecturers	Expert Assistant	Lector	Head Lector	Profesor	Amount
PJKR	10	5	9	14	1	39
PKLO	7	2	11	8	0	28
IKOR	8	4	4	4	2	22
IKM	3	12	9	5	1	30
	28	23	33	31	4	119

Source: F / C Unnes Bag Data Bag May 2017

of Letters, especially those related to publication results in internationally reputable journals or publications in accredited national journals. These obstacles arise because: 1) difficulty in the preparation of quality articles, 2) lack of skills in submitting articles into the system journals that already use the online system, 3) lack of understanding of the online process to be undertaken by the author until it can be published, 4) (5) lack of motivation in compiling quality articles, especially from sports professors, 6) difficulties in transferring articles to English, 7) no accredited national sports journal and lack of accredited national public health journals.

Some efforts to train lecturers to be able to create quality work articles have been done in the form of work shop, and manuscript clinics with speakers from outside experts and from within Unnes, but get results that have not been expected, because the results of the article and then published or submitted only originated from old writers only. Motivation in the form of aid to publishing the publication to the journal is also less encouraging (add 0.5% of writers from the total lecturers). The effort of the faculty conducted this year is in line with the Kemenristek Dikti and Unnes policy which requires all research funding to be measured and funded based on research output in the form of publication of research results in the journal.

Obstacles in carrying out the implementation of community service, is not a serious problem, because almost every year or several lecturers every two years carry out devotion to the community either with self-financing or with funding from PNBP Unnes Fund, Faculty Fund, or from funds Kemenristek Dikti. In addition, the need for credit numbers that are not too much or can be said to make little points in this field is not much of a bottleneck.

In relation to the proposal process, there are several obstacles such as: 1) difficulties in the preparation of proposal form to the Head Lecturer, due to several times the rule change mainly related to the field of research and journal publication. In addition to the impatience and lack of lecturer skills in the preparation of the form, as well as in the assessment of each item, 2) the process of filing and appraisal by the faculty senate is not a problem.

Based on the results of research, it can be said that the inhibiting factor in increasing the human resources of lecturers to the Head Lecturer in the field of public health and sports on FIK Unnes have different characteristics. In the field of public health, the main obstacle is in the field

of educational activities, where the IKM department is a relatively new department and with human resources who are still in S3 studies (33%). In the case of credit numbers related to the article writing in accredited national publications and in reputable international journals can still be overcome because almost all lecturers in the IKM department do research with the penadanaan from outside or in unnes that can be capital in making quality articles, and the existence an accredited public health national journal (KEMAS) in this department. Another factor that is quite disturbing is the limited reviewer from inside and outside who has a science plot.

Increasing Human Resources to Head Lectors of sports, constraints that need to get the main attention is the publication to the journal, motivation and assistance in this regard is very necessary, given the lecturers more achievers in the field of sports. The limited number of studies and funding allowances, allowing the quality of articles and limited out put demands. This is exacerbated by low motivation, although the number of lecturers who meet the educational requirements (already passed S3) is quite adequate (5 people). Characteristics of each field in this FIK require a mentoring model to be able to improve the quality of human resources, especially to Head Lector . As Inzer's (2005) study suggests, organizations in the future need a culture of mentoring systems for career development programs and are an important part of organizational strategy.

The mentoring model is the work done by the facilitator, who can serve as the driving force, the mobilizer, the catalyst and the motivator, while the main actors in the activity are self-interested. The mentoring program should have a clear purpose by not abandoning the principle of professionalism (Hamilton, 2007; Julio, 2004). Mentoring is a strategy that can greatly determine the success of a program, and the development of society to achieve the maximum goal needs to be accelerated with the presence of a companion (Budiyanto, 2011). Mentoring or mentoring systems can to improve performance including achievement and avoid wastage in terms of economy and time (Joy, 2006)

A variety of approaches are:

1) The socio-caricature is an approach that sees the community as weak, poor and powerless, so needs to be pitied, assisted

2) Socioeconomic, is an approach that sees poor and poor communities will be able to overcome their problems if their economic ability is improved, eg with the help of capital, technical

skills

3) Socio-reformist, ie, seeing the weaker, poorer society is caused by the absence of existing social functions, such as loss of security, loss of resources due to natural disasters. Therefore the effort made is to restore the function of their social function.

4) Socio-transformis, an approach that sees from the point of view of society has shown remarkable abilities, they just need to be given motivation, opportunities and knowledge and skills they are better able to plan to develop their own potential.

CONCLUSION

Based on the value of the effectiveness of 30% means that the model in this trial is not steady to be able to increase the proposal of the lecturer to the Head Lecturer. Inhibiting factors in increasing the human resources of lecturers to the Head Lecturer in the field of public health and sports on FIK Unnes have different characteristics. In the field of public health, the main obstacle is in the field of educational activities, where the IKM department is a relatively new department and with human resources still under S3 (33%). Another factor that is quite disturbing is the limited reviewer from inside and outside who has a science plot. Increasing Human Resources to Head Lecturers of sports, the obstacles that need to get the main attention is the publication to the journal, this is exacerbated by low motivation, although the number of lecturers who meet the educational requirements (have passed the S3) is quite adequate (5 people). Characteristics of each field in this FIK require a mentoring model to be able to improve the quality of human resources, especially to Lektor Kepala

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