

Factors Affecting the Research Productivity of Lecturers at the Muhammadiyah Selong Institute of Social and Health Technology

Ratna Yuniarti^{1*}, Salmi Yuniar Bahri², Yuniar Affandi³

Institut Teknologi Sosial dan Kesehatan Muhammadiyah Selong

Corresponding Author: Ratna Yuniarti ratna.matika@gmail.com

ARTICLE INFO

Keywords: Research Productivity, Support, Literacy Institutions, Awards/Sanctions, Competencies

Received : 3 April

Revised : 6 May

Accepted: 19 June

©2024 Yuniarti, Bahri: This is an open-access article distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

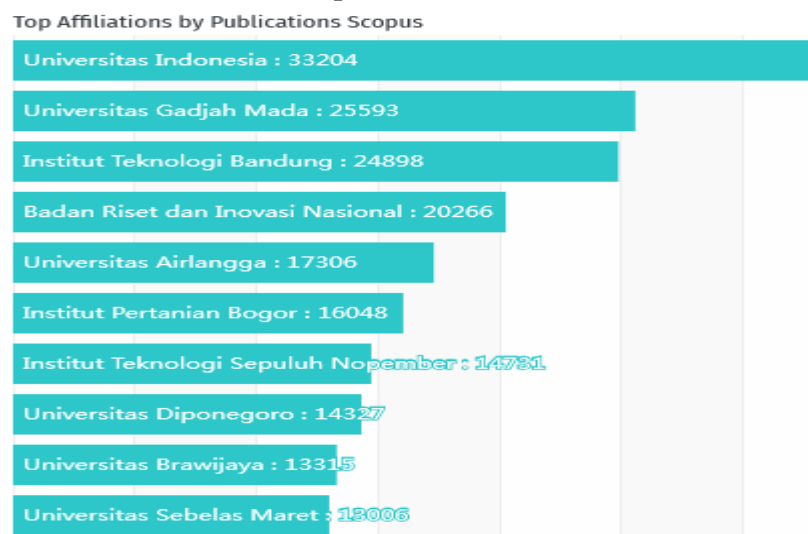
This research is a qualitative analysis of lecturers' research productivity. This productivity is viewed from law about teachers and lecturers and Republic of Indonesia Government Regulations about lecturers. Especially the research areas in the rubric (PO BKD) which is monograph or reference book, producing work published in international journals and national journals. Meanwhile, the factors that influence productivity observed are Institutional Support, Digital Literacy, Rewards, Sanctions, and Competence. The subjects in this research were 14 ITS Kes Muhammadiyah Selong lecturers from all study programs. Data collection was carried out by interviews and distributing perception questionnaires. The results of this research show that the productivity level of lecturers who have high academic positions are more productive in support. Then institutions and digital literacy skills have a big influence on lecturer productivity, while rewards and sanctions are quite influential.

INTRODUCTION

The credibility of a lecturer can be measured, one of which is by the scientific publications he produces (M. Yamin, 2018) and the scientific publication is a form of contribution that is expected to provide benefits to the community of readers (R. Salam et al., 2017). Published writings provide freedom of remote access without having to come directly to the library (Wardhana, Ratna sari, 2022). This scientific publication can be through a national journal or a reputable international journal. A reputable national journal has been accredited by the Ministry of Research, Technology, and Higher Education of the Republic of Indonesia through the Science and Technology Index (Sinta). Meanwhile, reputable international journals are journals that have been indexed by Scopus (Firmansyah, et al. 2020).

Lecturer publications have a great influence on the quality of higher education (Firmansyah, et al. 2020). The higher the number of lecturer publications, the higher the number of citations of the journal, which will have an impact on the ranking of universities (Sugilar and Darmalaksana. 2019). Included in the determination of higher education clustering, publication is one of the assessment indicators with the most weight. In addition, to improve the reputation of universities on an international scale, lecturers must have international publications. Various efforts have been made by the institution to increase the number of international publications of lecturers.

Lecturer publications have a great influence on the quality of higher education (Firmansyah, et al. 2020). The higher the number of lecturer publications, the higher the number of citations of the journal, which will have an impact on the ranking of universities (Sugilar and Darmalaksana. 2019). Included in the determination of higher education clustering, publication is one of the assessment indicators with the most weight. In addition, to improve the reputation of universities on an international scale, lecturers must have international publications. Various efforts have been made by the institution to increase the number of international publications of lecturers.



Gambar 1 publikasi Scopus
Sumber: sinta.kemdikbud.go.id

The total sinta score of lecturers at the Muhammadiyah Institute of Social Technology and Health is 1180. Lecturers' research outputs such as publications in national journals, international journals, textbooks, reference books and others. The obligation of lecturers to compile teaching materials before lectures is always carried out, but the quantity of lecturers who compile these teaching materials into textbooks or reference books is still low. Likewise, the intellectual property ownership of lecturers is still very low. Several research results show that there are several factors that affect lecturer research productivity, namely, research budget allocation at the institutional level, digital literacy, development master plans, and research incentives (Arnas et al., 2024). In line with other research (Margaretha and Saragih, 2012) to be able to increase research productivity by improving the culture and organizational climate that supports research in the university environment, namely by starting to pay attention to investment factors or extrinsic rewards such as increasing salaries due to increased academic positions, promotion opportunities and honorarium for conducting research. In addition, competence, punishment & reward also affect the productivity of research publications, rewards are needed for lecturers who publish research (reward) and sanctions for lecturers who do not publish research on time (punishment) (Aravik, et al., 2021). While lecturer productivity is the embodiment of the duties and functions of lecturers as mandated by law number 14 of 2005 concerning teachers and lecturers and Government Regulation of the Republic of Indonesia number 37 of 2009 concerning lecturers (Aprison, W, 2018), namely lecturers are professional educators and scientists with the main task of transforming, developing and disseminating science, technology, and art through education, research and community service. Especially in the field of research which can be in the form of: (1) Producing research works; (2) Translate/copy scientific books; (3) Making stimuli and technological works; (4) Make a design of the artwork.

Based on the problems mentioned above, the researcher is interested in analyzing the factors that affect the research productivity of lecturers at the Muhammadiyah Selong Institute of Social Technology and Health.

LITERATURE REVIEW

A. Lecturer Duties

Lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and the arts through education, research, and community service. The duties of lecturers are

- a. Create an atmosphere or climate of learning process that can motivate
- b. Have a wide range of tasks that are implemented in the form of dedication. These tasks cover the fields of profession, humanities, and social affairs.
- c. The general duties of the lecturer as a profession include educating, teaching and training.
- d. Developing science and technology.
- e. Planning and implementing teaching

- f. Implementation of education, research, and commitment to the community
- g. Planning, implementing learning processes, and assessing and evaluating learning outcomes
- h. Improving and developing academic qualifications and competences in a sustainable manner in line with scientific, technological and artistic developments

(Syaifulloh dkk, 2018)

B. Research Productivity

Productivity can be used as a benchmark for the success of a person's performance in producing goods or services, so that the higher the comparison, the higher the product produced. Measures of productivity can vary, depending on the aspects of the output or input used as the basic aggregate. Productivity of Lecturer Research Results is the ability of lecturers to produce research works, compared to the inputs used, a lecturer can be said to be productive if he is able to produce research or the implementation of the Tri Dharma as expected in the right time. (Syaifulloh et al., 2018). Some of the factors that can affect lecturer productivity are

Reward means a reward or award given to a person as a form of appreciation and motivation in order to be able to carry out more productive activities in the future.

METHODOLOGY

This study intends to describe the factors that affect the research productivity of lecturers at the Muhammadiyah Selong Institute of Social Technology and Health in the State Administration, Health Administration, and Digital Business study programs. The research approach used to achieve these goals is qualitative. The sampling technique used is purposive sampling, namely 5 lecturers of the State Administration study program, 4 lecturers of the Health Administration study program, and 5 lecturers of the Digital Business study program.

The data collection techniques used in this study are observation, questionnaire, and interview. First, observations were made on the *sinta* page about the lecturer's research track record. Then the distribution of questionnaires to find out the level of lecturer productivity. The lecturer productivity indicators used refer to law number 14 of 2005 concerning teachers and lecturers and Government Regulation of the Republic of Indonesia number 37 of 2009 concerning lecturers (Aprison W, 2018) The duties and obligations of lecturers as stated in the law are the burden of lecturer performance (BKD). In accordance with the problems in this study are the research fields in accordance with those listed in the 2021 BKD PO rubric.

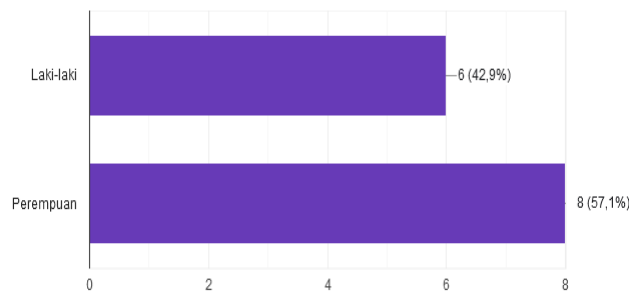
Next, an interview was conducted. To find out in depth the factors that affect the research productivity of lecturers, interviews were conducted with research subjects. The indicators used to measure the factors that affect

productivity used are reviewed from Institutional Support, Digital Literacy, Awards, Sanctions, and Competencies. Meanwhile, the questionnaire is used to measure how much productivity lecturers have. The questionnaire is distributed through whatshap by sending a google form link https://docs.google.com/forms/d/1voViwHpQchNiFib9po2Yh_is3N7PYvjzXoHoHT5BvCY/edit.

RESEARCH RESULT

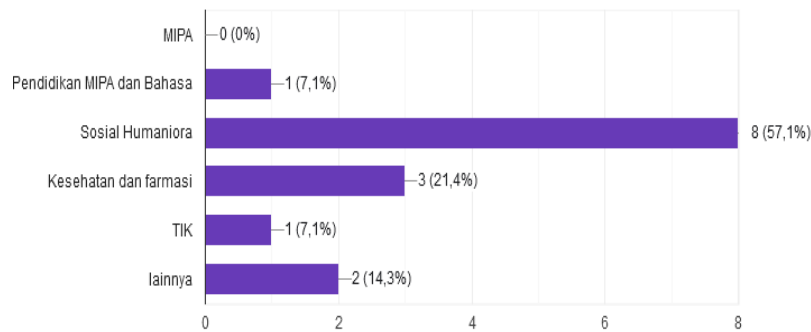
The respondents in this study were lecturers who collected answers consisting of 14 people out of 15 people with details of 6 male lecturers and 8 female lecturers.

Figure 1.
 Distribution of Lecturer Gender



Data source: Processed Research Data

Figure 2
 Distribution of Lecturer Research Data by Field of Science



Data source: Processed Research Data

Table 1.
 Distribution of Research Respondents by Position and Rank of Lecturer

Position	Rank	Group	Room	Number of lecturers
Belum memiliki	-	-	-	5
Asisten Ahli	penata Muda Tk. I	III/b	150	1
Lektor	Penata	III/c	200	5
	Penata Tk.I	III/d	300	3

Sumber :PDDIKTI

One of the obligations of lecturers in the tridharma of higher education is to conduct research. The research conducted by lecturers is in accordance with their respective fields of knowledge. To expand and add to the science, lecturers conduct research collaborations with students and peers. 71.4% of lecturers conduct research in accordance with their fields of science. Based on the results of interviews, the collaboration carried out by lecturers within the internal scope of universities, between universities, partners in industry and local government agencies.

In an effort to improve the quality of lecturers' research, references to international journals are needed. The literacy of lecturers' international journals is still low, there are 14.3% of lecturers who always cite international journals in their research. From the results of interviews, the lack of use of international journals is due to the lack of access to international journals. In addition, there is no reputable international journal subscription facility on campus.

Lecturer publications in reputable journals are still low, the number of lecturers who have published their research in international journals is only 2 people. Likewise for procedural activities, most of them only follow at the national level. This international publication is very important for lecturers who want to propose promotions and ranks. To move up to the head lecturer, it is required to have a Scopus indexed research publication or a *sinta 1*, *sinta 2* journal. From the results of the interview, the high cost of publication is one of the obstacles experienced by lecturers when publishing articles in reputable scientific journals. Universities have not allocated a budget for publication costs so that the cost is still borne by lecturers.

The existence of an award from a university can motivate lecturers to be able to publish articles in reputable journals. This form of award can be in the form of incentives for lecturers who have successfully published their articles. However, due to limited budget, not all lecturer research gets incentives.

The higher the productivity of lecturer research in the form of articles, proceedings, textbooks, modules and others has a positive impact on the accreditation of study programs. At ITS Kes Muh Selong, the study program with the highest accreditation status has the highest number of lecturer research. The research outputs are in the form of articles, proceedings, teaching materials and others. The productivity of lecturers in the state administration study program is the highest compared to the digital business study program and the health administration study program.

Table.1 Number of Lecturer Research

Program studi		Akreditasi	Jumlah penelitian pada tahun 2023
Ilmu Negara	Administrasi	Baik Sekali	52
	Administrasi Kesehatan	Baik	6
	Bisnis digital	Baik	18

Sumber : Data LPPM 2023

Some of the research carried out has been published in several national journals, both accredited national journals and non-accredited national journals.

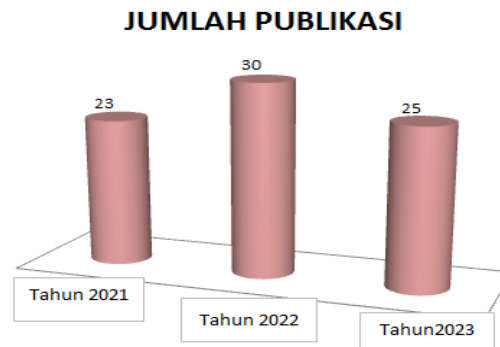


Figure 2. Number of Publications in the Last Three Years

One of the solutions related to the problem of publication funds is that lecturers can compete in the Ministry of Research, Technology and Higher Education program. Each lecturer can propose research and community service grants which are opened every year. In addition to the Ministry of Research, Technology and Higher Education, especially for Muhammadiyah University lecturers, they can also propose grants through the Muhammadiyah research program. The results of an interview with the management of LPPM ITS Kes Muh Selong, lecturer participation in the two programs is still low.

Judging from the number of proposals submitted every year, there are less than 10 titles. This lack of participation requires attention in increasing the preparation of grant proposals. A training and mentoring activity is needed to increase lecturers' research participation.

Judging from the number of proposals submitted every year, there are less than 10 titles. This lack of participation requires attention in increasing the preparation of grant proposals. A training and mentoring activity is needed to increase lecturers' research participation

DISCUSSION

The existence of institutional support is one of the motivations for lecturers in conducting research. This support is received in the form of research and publication funding, and the availability of literature. Literature is one of the supports for research activities. The obstacle experienced by lecturers is limited access to international journals. So the campus must provide access to subscription international journals. In general, the culture and organizational support for research productivity influence each other, because lecturers have confidence when conducting research (Margaretha and Saragih, 2012).

Motivation from within also affects the research productivity of lecturers. The benefits of digital literacy can add to global insights. Lecturers who are able to integrate a variety of information through technology are said to be people who have good digital literacy. On the other hand, lecturers with

low digital literacy lead to less able behavior to utilize digital-based information. So lecturers who stutter with technology and tend to ignore technology can hinder their performance and this is related to their level of productivity (Zakiyah, Sayekti, 2022). In today's digital era, there are many mentoring or workshops on the preparation of articles in reputable journals that are held online. Registration links for various types of training to improve the quality of lecturer research. For example, training in the preparation of grant proposals, training to increase lecturer research citations, data analysis training and others. Lecturers who often participate in these activities have high research productivity.

The award is a form of appreciation and motivation to be able to carry out more productive activities in the future. Grants can be in the form of incentives for publishing textbooks, incentives for submitting IPR, additional bonuses and others. The absence of incentives from higher education also affects the research productivity of lecturers. Plus there are no sanctions from the leadership for lecturers who do not strengthen research and service or who do not compile teaching modules. Lecturers are only busy teaching where they are charged with a large number of credits. However, there are also lecturers who continue to conduct research and service on time even though they are not given incentives. Especially lecturers who have been certified and who have high academic positions.

Competence is a combination of knowledge, skills, values, and attitudes that are reflected in the habit of thinking and acting (Zakiyah, Sayekti, 2022). Efforts to produce quality research publications are inseparable from the competence of researchers in conducting research in accordance with scientific principles and research results that meet applicable standards. Therefore, trainings are needed to improve the competence of lecturers in writing scientific articles. One of the trainings in question is for example assistance in writing publications in reputable international journals, training in the preparation of textbooks/references, training in the preparation of monographs. In addition to participating in trainings, to hone their competence, lecturers can participate in research grants organized by the Ministry of Research, Technology and Higher Education or Muhammadiyah Higher Education.

CONCLUSIONS

Based on the urain mentioned above, there are several things that are concluded, namely:

1. The productivity level of lecturers who have high academic positions is more productive
2. Institutional support and digital literacy capabilities greatly affect lecturer productivity, while awards and sanctions are quite influential.

REFERENCES

- Yamin, M. (2018). Kebijakan Literasi Untuk Meningkatkan Produktivitas Publikasi Di Perguruan Tinggi. *JAS-PT Jurnal Analisis Sistem Pendidikan Tinggi*, 2 (1), 19.
- Salam, R., Akhyar, M., Tayeb, A. M., & Niswaty, R. (2017). Peningkatan Kualitas Publikasi Ilmiah Mahasiswa dalam Menunjang Daya Saing Perguruan Tinggi. *Jurnal Office*, 3(1), 61-65.
- Wardhana, A. K., & Ratnasari, R. T. (2022). Analisis sitasi publikasi tentang repositori bidang studi perpustakaan pada Web of Science selama pandemi. *Daluang: Journal of Library and Information Science*, 2(1), 53-61.
- Firmansyah, A., Qadri, R. A., & Arham, A. (2020). Pelatihan melalui web seminar terkait publikasi artikel untuk menembus jurnal sinta 2 dan scopus. *Abdimas: Jurnal Pengabdian Masyarakat Universitas Merdeka Malang*, 5(2), 131-138.
- Sugilar, H., Priatna, T., & Darmalaksana, W. (2019). Strategi perguruan tinggi dalam meningkatkan publikasi hasil penelitian. *Al-Fikrah: Jurnal Manajemen Pendidikan*, 7(1), 45-50.
- Meiningsih, S. (2023). Analisis Kinerja SDM Iptek Badan Riset Dan Inovasi Nasional (BRIN): Kolaborasi Publikasi Ilmiah Internasional. *Cakrawala Repositori IMWI*, 6(6), 2723-2744.
- Syaifulloh, M., Saefudin Wahid, F., & Nasiruddin, N. (2018). Analisis Produktivitas Kegiatan Penelitian Dosen di Universitas Muhadi Setiabudi.
- Arnas, Y., Arti, E. S., & Kalbuana, N. (2024). Analisis Five Forces Porter dalam Evaluasi Produktivitas Penelitian Dosen di Perguruan Tinggi Kedinasan. *Journal of Education Research*, 5(1), 158-169.
- Margaretha, M., & Saragih, S. (2012). Faktor-faktor penentu produktivitas penelitian dosen sebagai implementasi integritas profesi. *Zenit*, 1(3), 195-208.
- Aravik, H., Zamzam, F., & Marnisah, L. (2021). Punishment & reward, iklim organisasi, dan kompetensi terhadap produktivitas karya ilmiah dosen

persaudaraan dosen republik indonesia (pdri) sumatera selatan. *Jurnal Ecoment Global*, 6(1), 35-44.

Aprison, W. (2018). Pengaruh Persepsi Motivasi, Iklim Kerja, Dan Kepemimpinan Terhadap Produktivitas Dosen Di Sekolah Tinggi Agama Islam Negeri Bukittinggi. *Pusaka Media Design*, 78.