

## EVALUATION OF THE ENGINE LECTURERS' PERFORMANCE IN IMPROVING ACADEMIC QUALITY AT PIP MAKASSAR

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**Abstrak:** Penelitian ini bertujuan untuk mengevaluasi manajemen penilaian kinerja dosen, sejauh mana kinerja dosen dalam peningkatan kualitas akademik perguruan tinggi, dan sejauh mana mutu akademik yang dihasilkan dari kinerja dosen Politeknik Ilmu Pelayaran (PIP) Makassar. Penelitian ini menggunakan pendekatan kualitatif dengan jenis penelitian case study research (studi kasus) dan bersifat deskriptif melalui data primer dan data sekunder menggunakan sepuluh informan di prodi teknik PIP Makassar. Hasil penelitian menyatakan bahwa manajemen penilaian kinerja dosen memiliki tiga tugas utama yaitu pendidikan, penelitian dan PKM. Berkembangnya perguruan tinggi sangat ditentukan dari kualitas sumber daya manusia yang dimilikinya. Kinerja dosen memainkan peran yang sangat penting dalam meningkatkan kualitas akademik perguruan tinggi sebagai pilar utama dalam proses pendidikan dan pengajaran, serta berperan dalam penelitian dan pengembangan ilmu pengetahuan. Tahapan kinerja dosen (kemampuan merancang pembelajaran/RPS, penguasaan mata kuliah, metode). Tahapan mutu Pendidikan (Proses, infrastructural, media pembelajaran, aktivitas dalam pembelajaran). Publikasi penelitian dan PKM dosen teknik rutin dalam melakukan penelitian dan publikasi, dimana publikasi penelitian dosen untuk berkontribusi pada perkembangan ilmu pengetahuan dan mendukung pertumbuhan pengetahuan dalam bidang studi. Kesimpulan bahwa seorang dosen dituntut untuk berkinerja secara optimal sehingga menciptakan hasil produktivitas yang profesional dan bermutu tinggi terhadap kinerja dosen yang di lihat dari output yaitu lulusan yang berkualitas, kesuksesan alumni mencerminkan kualitas pendidikan yang diterima dosen. Sebagai rekomendasi agar dosen meningkatkan reputasi akademik institusi dan membantu memperkuat kontribusi ilmiah dalam publikasi.

**Kata Kunci:** Evaluasi; Kinerja Dosen; Mutu Dosen; Teknik PIP; Tri Darma PT

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**Abstract:** This research aimed to evaluate the management of lecturer performance, the lecturers' performance improves the academic quality, and the academic quality results from the performance of lecturers at Politeknik Ilmu Pelayaran (PIP) Makassar. This research used a qualitative approach with a case study research type and descriptive using primary and secondary data from ten informants in the engineering study program. The research results show that lecturer performance assessment management has three main tasks, namely education, research and community service. The development of a university is largely determined by the quality of the human resources. Lecturer performance plays a very important role in improving the academic quality of higher education as the main pillar in the education and teaching process, as well as playing a role in research and scientific development. Stages of lecturer performance (ability to design learning/RPS, mastery of courses, methods). Stages of education quality (process, infrastructure, learning media, activities in learning). Research publications and PKM were routine in conducting research and publications, where research publications contribute the development of science and support the growth of knowledge in the field of study. It can be concluded that a lecturer is required to perform optimally so as to create professional and high-quality productivity results on the lecturer's performance as seen from the output, namely quality graduates, the success of alumni reflects the quality of education received by the lecturer. As a recommendation for lecturers to improve the academic reputation quality of the institution and help strengthen scientific contributions in publications

**Keywords :** Engine Study Program; Evaluation; Lecturer Performance; Lecturer Quality, Tri Darma

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## **Introduction**

Politeknik Ilmu Pelayaran (PIP) Makassar is one of the higher education institutions that provides vocational education in the field of shipping under the auspices of the Ministry of Transportation and it is directed at producing professional and reliable graduates in the field of shipping, who meet national and international standards and are able to compete in the global market. PIP Makassar itself has a vision, namely to become a leading shipping university in developing human resources, communications and research in the shipping sector (Limbong, 2021). PIP Makassar provides education which has three study programs, namely the Nautical Study Program, the Engine Study Program and the Port and Shipping Management Study Program. Currently PIP Makassar educates 2007 cadets and has 168 lecturers.

Improving the quality of higher education is a necessity that must be carried out by higher education providers, both higher education provided by the government and the community (Yahya & Hidayati, 2015). The quality of education achieved so far seems to provide insufficient provisions for college graduates (Angela, 2022). This can be proven by the weak competitiveness of Indonesian higher education graduates in the international arena (Nento, 2018). Students as the main stakeholders of higher education should be able to get what they want. In order for students to get what they expect, universities must be able to synergize student expectations with the vision, mission and goals of the organization. Synergy between student expectations and higher education interests will be achieved if the academic services provided prioritize quality aspects, adequate facilities and professional management.

The quality of higher education is largely determined by the Human Resources (HR) that the higher education has, in this case the lecturers (Thalhah et al., 2022). The role of lecturers is in a very important position, in efforts to realize and improve the quality of higher education (Permana, 2020). Therefore, a lecturer is required to perform optimally so as to create professional and high-quality productivity results. The higher the quality of lecturers a university has, the higher the quality of the university, so lecturer resources must receive serious attention. Lecturers who have good performance will have a big impact on the quality of higher education (Xiao & Wilkins, 2015). Good performance measures are determined by the achievement (Lambe, 2023; Palayukan, & Tandi, 2023) of each component in the indicators of teaching, research and community service (Retnowati, and Mardapi, 2018). The accuracy of fulfilling each component in these indicators depends on the lecturer's understanding and ability to translate their duties and responsibilities into daily work (Sujarwo et al., 2019). These three indicators form a single responsibility that cannot be ignored, the fulfillment of which must be comprehensive.

The challenge faced by the world of higher education is regarding the number and quality of lecturers, the number of students in higher education has increased rapidly (Limbong, 2018), so it requires a large number of lecturers to balance this increase (Handayani, 2015). Therefore, universities are increasing the number of lecturers, but not all prospective lecturers are of good quality. To improve the quality and quantity of lecturers, not all universities have high funding, or good funding management, so that improving the quality and development of lecturers in all universities is not evenly distributed, this is a problem in itself which can hinder improving the quality of education in universities (Goldhaber et al., 2015).

The main task of a lecturer is to carry out the tri dharma of higher education, namely educating/teaching, research, and community service. Based on the main duties of lecturers, it can be used as a parameter to describe the performance and quality of lecturers in certain disciplines (Andoyo et al., 2017). Education and teaching are the main pillars of the tri dharma of higher education. With good education and teaching (Syata et al., 2023), higher education will produce the nation's next generation who have competitiveness and will later make this nation more focused in the global era we are currently facing (Marpaung, 2023). Research is needed to develop knowledge and apply technology. To be able to carry out research, lecturers who have adequate competence are needed. Knowledge developed as a result of education and research should be applied through community service so that society can utilize and enjoy scientific developments and advances.

The higher the level of self-efficacy of a lecturer, the greater the achievement motivation, career development and lecturer performance. A lecturer's performance and career are influenced by the motivation a lecturer has. Lecturer achievement motivation will support good lecturer performance and career development of a lecturer (Retnowati et al., 2021). Santrock explains achievement motivation as a desire to complete something, to achieve a standard of success, and to undertake an effort with the aim of achieving success. The achievement motivation is the tendency to strive for success or obtain highly desired results, the involvement of the ego in a task, the hope for success in carrying out a task expressed by reactions (PO Sari & Wardoyo Putro, 2019).

Within the scope of higher education, a lecturer must have high achievement motivation in order to have maximum academic degree qualifications and academic positions (Maghfirah et al., 2023). Lecturer performance can be carried out well, if the lecturer has academic qualifications, competence, an educator certificate, is physically

and spiritually healthy, and meets other qualifications required by the higher education unit where he is assigned, and has the ability to realize national education goals (Sukanti, 2023). The lecturer's academic qualifications in question are obtained through accredited postgraduate higher education programs according to their field of expertise. Lecturer performance in implementing the tridharma of higher education is influenced by the competence of the lecturer himself. The higher the lecturer's competence, the higher the lecturer's performance.

Several research results state that teacher/lecturer competency tests and teacher/lecturer performance assessments place more emphasis on mastery of pedagogical and academic (professional) competencies (Yahya & Hidayati, 2015). Continuous academic activity efforts are really needed, so that it becomes a tradition and culture among the academic community, both individually and within the campus environment (AC Sari et al., 2023). By implementing management to increase lecturer performance in improving the quality of education through spiritual motivation in learning organizations (Sri Winarsih, 2023b). Knowledge management has a significant effect on job satisfaction. Knowledge management has a significant effect on lecturer performance (Djunaid, 2023). Job satisfaction has a significant effect on lecturer performance (Hasballah, 2021).

From the results of this research, no one has studied it lecturer performance assessment management, lecturer performance in improving the academic quality of higher education, and academic quality resulting from lecturer performance at the PIP Makassar.

In the current reality, several problems have been found, namely related to classroom management, including a lack of familiarity with teaching problems and classroom management problems so that the handling of them is not appropriate, not choosing the right classroom management approach to use, not paying enough attention to the factors that influence classroom management, both internally and externally, and lack of understanding of the indicators of successful implementation of classroom management. Lack of planning of teaching materials carried out by each lecturer because there is no supervision of each lecturer, which makes the learning process less than optimal, lack of evaluation of learning from each lecturer who teaches so that the staff does not know the progress of learning well, problems in the research field: lack of it information on research grants to develop the learning process, the low number of research works from each lecturer, the low number of national and international seminars, the development of national journals has also not been carried out well so that PIP Makassar still has minimal books of lecturers' work. In the field of community service: it has been implemented but has not met the required criteria, such as the results of lecturer research which is applied as community service which can obtain outputs such as improving the quality of life of local communities.

In its implementation, things are often found that suggest that the distribution of these three indicators (tridharma of higher education) does not meet the specified standards, especially when based on measures/tools in the form of Lecturer Performance Loads. Lecturers can fulfill this, but in terms of quality, they are still far from the expected standards or cannot fulfill them at all because they are not involved, especially in research activities and community service.

After paying attention to several problems that were observed, the researcher wanted to deepen the research on "Evaluation of the Performance of engine study program lecturers in Improving academic quality at the Politeknik Ilmu Pelayaran (PIP) Makassar.

This research aims to evaluate the management of lecturer performance appraisals, the extent to which lecturers' performance improves the academic quality of higher education, and the extent to which academic quality results from the performance of lecturers at the Politeknik Ilmu Pelayaran (PIP) Makassar.

## Method

This type of research is qualitative research. Qualitative research is a research method used to examine the condition of natural objects (natural settings) (Creswell, 2014). This qualitative research method provides techniques for obtaining answers or in-depth information about someone's opinions and feelings. In this research, the researcher used a qualitative approach with a case study research type and was descriptive in nature (Sugiyono, 2015). This study took 10 informants in engine study program lecturers at Politeknik Ilmu Pelayaran (PIP) Makassar as can be seen as follows :

No	Names	Functional Position	Structural Position	Status
1	Syah Rizal (SR)	Associate Professor	Head of Laboratory and Workshop Unit	Permanent lecturer
2	Agustina Setyaningsih (AS)	Assistant Professor	-	Permanent lecturer

3	Henny Pasandang Nari (HPN)	Assistant Professor	Head of Research Center	Permanent lecturer
4	Hasiah (HS)	Associate Professor	Head of Functional Lecturer Position	Permanent lecturer
5	Alberto (AB)	Lecturer	Head of Engine Study Program	Permanent lecturer
6	Novianty Palayuka (NP)	Associate Professor	Head of quality assurance unit	Permanent lecturer
7	Tasdik Tona (TT)	Assistant Professor	Head of Library	Permanent lecturer
8	Samsul Bahri (SB)	Assistant Professor	Head of Sports and Arts Unit	Permanent lecturer
9	Mariadi (MR)			Non-Permanent lecturer
10	Syamsul Alam (SA)			Non-Permanent lecturer

Table 1. Informants' Identity

The data used in this research are primary data and secondary data. Primary data is data obtained directly from a source or can be referred to as main data. Meanwhile, secondary data is data collected by researchers from available sources so that researchers can be called second hand (Gunawan, 2013). Whereas, data collection technique used in this research is participant observation technique, namely researchers observe events, happenings, poses, and the like accompanied by a list of what needs to be observed.

Researchers carry out direct observations by bringing observation data that has been compiled previously to check and then match the observed events with the observation data. Observation is a long and planned process of observing and remembering, a process that is structured from life to mental processes (Taylor, S.J., Bogdan, R., & DeVault, 2016). This data collection technique is used for research related to human behavior or attitudes, work processes, and is carried out when the number of respondents is relatively small.

Structured interview techniques are carried out through asking the same questions in the same order to all respondents in order to elicit the same response so as not to cause processing difficulties due to different interpretations. Structured interviews are designed the same as questionnaires, only instead of written questions being asked but oral questions conducted by an interviewer who records the respondent's answers (Mills, GE, & Gay, 2016). Structured interviews are conducted by researchers if the researcher knows clearly and in detail the information needed and has a list of questions that have been determined or prepared in advance which will be conveyed to the respondent. Dand documentation through photos or drawings, as physical evidence of research implementation. The documentation method is a method of collecting qualitative data by viewing or analyzing documents created by the subject himself or by someone else (Cohen et al., 2017). As a way for qualitative researchers to get an overview from the subject's point of view through written media and other documents written or created directly by the subject concerned.

Triangulation uses data reduction. Researchers also use triangulation techniques as a technique to check the validity of the data. Data validity checking technique that uses something else to compare interview results with the research object (Leavy, 2022). Triangulation can be done using different techniques, namely interviews, observations and documents. Apart from being used to check the correctness of the data, this triangulation is also used to enrich the data. Apart from that, triangulation can also be useful for investigating the validity of researchers' interpretations of data, because triangulation is reflective.

Then the data analysis method used is to carry out data reduction, namely data obtained in the field is summarized by selecting the main things and arranged more systematically so that it is easy to control (Norman K. Denzin, 2018). In this case the author uses qualitative data analysis, where the data obtained is analyzed using descriptive methods using inductive thinking, that is, research starts from empirical facts by studying a process, a discovery that occurs, recording, analyzing, interpreting, reporting and draw conclusions from the process.

## Findings and Discussion

### Findings

Based on the data that has been obtained and collected from interviews and documentation in the field, it will then be discussed in accordance with the previously determined research objectives.

1. Lecturer Performance Assessment Management

Lecturer performance is the ability demonstrated by lecturers in carrying out their duties or work related to Education and Teaching, Research and Community Service, and other support, which is carried out through the planning, organizing, implementation and implementation stages, Supervision (controlling).

a. Planning

Good planning involves setting specific goals, appropriate time allocation, efficient use of resources, and regular evaluation to ensure the achievement of desired goals. In this way, lecturers can carry out their duties more effectively and efficiently in all these areas. Based on the results of interviews with SR as informant who said "bahwa dalam sebuah perencanaan yang matang merupakan komponen kunci dalam menjalankan tugas sebagai dosen di berbagai bidang, termasuk pendidikan dan pengajaran, penelitian, pengabdian kepada masyarakat, serta kegiatan penunjang lainnya. Maka dapat dikatakan bahwa dengan perencanaan yang matang, seorang dosen dapat memberikan kontribusi yang lebih besar dan berkualitas dalam segala aspek pekerjaannya, baik dalam bidang pendidikan, penelitian, pengabdian kepada masyarakat, dan kegiatan lainnya, perencanaan yang baik membantu dalam menyusun strategi, mengelola sumber daya, dan mencapai tujuan dengan lebih efisien" " (that careful planning is a key component in carrying out duties as a lecturer in various fields, including education and teaching, research, community service, and other supporting activities. So it can be said that with careful planning, a lecturer can make a greater and more quality contribution in all aspects of his work, both in the fields of education, research, community service and other activities. Good planning helps in formulating strategies and managing resources, and achieve goals more efficiently)" (SR Interview, December 18, 2023).

b. Organizing

Organizing is an important step in carrying out duties as a lecturer in various fields such as Education and Teaching, Research, Community Service, and other supporting activities. The results of the interview with NP stated that "pengorganisasian dalam menjalankan tugas tridharma memungkinkan seorang dosen untuk menjalankan tugas tridharma secara seimbang, mengoptimalkan kontribusi dalam masing-masing bidang, dan memberikan dampak yang lebih besar bagi institusi pendidikan serta masyarakat, karena pengorganisasian yang efektif memungkinkan seorang dosen untuk tidak hanya melaksanakan setiap bagian dari tridharma secara terpisah, tetapi juga untuk mengintegrasikan komponen-komponen ini sehingga mereka saling mendukung dan memberikan nilai tambah satu sama lain" "(organizing in carrying out tridharma duties allows a lecturer to carry out tridharma duties in a balanced manner, optimizing contributions in each field, and having a greater impact on educational institutions and society, because effective organization allows a lecturer not to only to implement each part of the tridharma separately, but also to integrate these components so that they support each other and provide added value to each other)" (NP Interview, 18 December 2023). In this way, a lecturer can maintain a balance between quality teaching, innovative research, and service that benefits society.

c. Implementation

Implementation of a lecturer's performance in the tridharma aspect (education, research and community service) involves the implementation of a previously formulated work plan. Implementation of this work plan helps lecturers to remain focused, organized and effective in carrying out tridharma tasks. From the results of interviews with TT, it was found that "pelaksanaan kinerja sebagai seorang dosen melibatkan serangkaian tugas dan tanggung jawab yang luas, terutama dalam tridharma : pendidikan, penelitian, dan pengabdian kepada masyarakat, dimana dalam pelaksanaan kinerja sebagai seorang dosen memerlukan kemampuan multitasking, manajemen yang baik, komunikasi yang efektif, dan dedikasi untuk memenuhi standar tinggi dalam tridharma". " (implementing performance as a lecturer involves a wide series of duties and responsibilities, especially in the tridharma: education, research, and community service, where carrying out performance as a lecturer requires the ability to multitask, good management, effective communication, and dedication to meeting high standards in the tridharma)" (TT Interview, 29 December 2023).

d. Supervision (Controlling)

Supervision or control of lecturers' performance is very important to ensure that the goals set in the tridharma (education, research and community service) are achieved well. Based on AB as informant states, "pengawasan yang holistik dan responsif dalam kinerja dosen adalah kunci untuk menciptakan lingkungan kerja yang mendukung, memotivasi, dan memfasilitasi pertumbuhan profesional yang berkelanjutan" "(holistic and responsive supervision of lecturer performance is the key to creating a work environment that

supports, motivates and facilitates sustainable professional growth)" (AB Interview, 29 December 2023). This not only benefits individual lecturers, but also improves the overall quality of teaching, research, and service at educational institutions.

## **2. Lecturer Performance in Improving the Academic Quality of Higher Education**

Based on the findings of researchers in the field, lecturer performance in improving academic quality includes three stages including : leadership stage (position, charismatic, visionary, motivation), lecturer performance stage (ability to design learning/RPS, subject mastery, methods, approaches) and educational quality stage (institutional support, evaluation/measurement, adjustments based on feedback).

### **a. Stages of Leadership**

Lecturer leadership is not only related to teaching aspects, but also includes aspects of research, community service, and coaching or motivating students. Having strong leadership among lecturers can form an academic culture that is dynamic, innovative, and oriented towards improving academic quality. As the result of interviews with HPN was obtained by researchers in the field show that "kepemimpinan dosen memiliki dampak yang signifikan dalam meningkatkan kualitas akademik di perguruan tinggi. Dosen yang memiliki kepemimpinan yang kuat dalam semua aspek ini dapat membentuk generasi mahasiswa yang terdidik dengan baik, berpengetahuan luas, dan memiliki kontribusi positif dalam masyarakat. Dosen dengan jabatan yang relevan seperti kepala jurusan, dekan, atau posisi kepemimpinan lainnya memiliki tanggung jawab dalam mengarahkan kebijakan dan pengambilan Keputusan" "(lecturer leadership has a significant impact in improving academic quality in higher education. Lecturers who have strong leadership in all these aspects can form a generation of students who are well educated, knowledgeable, and have a positive contribution to society. "Lecturers with relevant positions such as department heads, deans, or other leadership positions have responsibility for directing policies and decision making)" (HPN Interview, 28 December 2023).

### **b. Stages of Lecturer Performance**

By going through stages such as preparing a quality teaching plan, implementing effective teaching, supervision, evaluation, self-development. Lecturers can play a significant role in creating a productive and innovative academic environment. Data was found from SR as informant in the field shows that "melalui peran dosen dalam memberikan bimbingan, menginspirasi, mendorong kolaborasi, dan menghadirkan tantangan, mereka membentuk fondasi yang kuat bagi pengembangan pengetahuan dan keterampilan mahasiswa" "(through the role of lecturers in providing guidance, inspiring, encouraging collaboration, and presenting challenges, they form a strong foundation for the development of student knowledge and skills)" (SR Interview, 04 January 2024). Through an active role in creating an environment that facilitates innovation and productivity, lecturers can make a major contribution to students' academic and professional development.

### **c. Stages of Education Quality**

The quality of a lecturer's education is measured through a combination of mastery of material, teaching skills, interaction with students, teaching quality, and involvement in scientific development. Based on the results of interviews with MR who stated that "Dosen yang berhasil dalam hal ini mampu menciptakan lingkungan belajar yang memotivasi, membangun pemahaman yang kuat, dan memberikan pengalaman belajar yang bermakna bagi mahasiswa. Kualitas pendidikan seorang dosen tidak hanya tercermin dalam kemampuannya untuk menyampaikan materi secara efektif, tetapi juga dalam kemampuannya untuk menciptakan pengalaman belajar yang bermakna bagi mahasiswa. Kemampuan dosen dalam memberikan pengalaman belajar yang relevan, interaktif, dan inspiratif merupakan inti dari mutu pendidikan yang mereka berikan" "(Lecturers who are successful in this regard are able to create a motivating learning environment, build strong understanding, and provide meaningful learning experiences for students. The quality of a lecturer's education is not only reflected in his ability to deliver material effectively, but also in his ability to create a meaningful learning experience for students)". The ability of lecturers to provide relevant, interactive and inspiring learning experiences is at the heart of the quality of the education they provide" (MR Interview, 04 January 2024).

## **3. Academic Quality Resulting from Lecturer Performance**

The academic quality produced by lecturer performance is often reflected in student achievements, research contributions, and positive influence on the academic community as a whole. Based on data found in the field, the academic quality resulting from the performance of lecturers at PIP Makassar is:

a. Competitive Alumni Graduates

Competitive and competitive graduates or alumni are the result of quality education provided by lecturers. Effective lecturers play an important role in equipping students with the skills, knowledge and mentality needed to compete in the world of work. The quality of graduates often reflects the quality of the education they received from their lecturers. Based on MR as informant's statement, "(dosen berperan penting dalam membentuk alumni/lulusan yang tidak hanya terampil secara akademis, tetapi juga memiliki keterampilan sosial, etika, dan kemampuan adaptasi yang diperlukan dalam dunia profesional yang terus berubah. Dosen memiliki peran penting dalam membekali mahasiswa dengan keterampilan dan pemahaman yang diperlukan untuk sukses dalam karier mereka dan dalam Masyarakat)" "lecturers play an important role in forming alumni/graduates who are not only academically skilled, but also have the social skills, ethics and adaptability needed in an ever-changing professional world. Lecturers have an important role in equipping students with the skills and understanding necessary to be successful in their careers and in society" (MR Interview, 08 January 2024). Lecturers who help students achieve success in the real world can strengthen the reputation of the institution and the quality of the education offered.

b. Research and Community Service Publications

By actively engaging in research and PkM activities, lecturers not only increase their contribution to science, but also support the development of better learning, strengthen academic reputation, and provide direct benefits to society. Based on TT as informant's statement by being actively involved in research and PkM activities, "dosen tidak hanya meningkatkan kontribusi mereka terhadap ilmu pengetahuan, tetapi juga mendukung pengembangan pembelajaran yang lebih baik, memperkuat reputasi akademik, dan memberikan manfaat langsung pada Masyarakat" "(lecturers not only increase their contribution to science, but also support the development of better learning, strengthen academic reputation, and provide direct benefits to society)" (TT Interview, 08 January 2024).

The same statement was expressed by Mrs. HPN (Lecturer in Engine Study Program) who said that: "(Studi yang dilakukan akan sangat menguntungkan jika diterbitkan dalam jurnal nasional atau internasional, karena artikel yang dipublikasikan memberikan sumbangan yang berharga pada literatur ilmiah, membantu mendorong diskusi, pemikiran, berkolaborasi dengan dosen lainya dan pengembangan dalam bidang studi yang bersangkutan. Sebab, dosen yang aktif dalam publikasi artikel Sinta dan SCOPUS, juga memberikan dampak positif pada lembaga tempat mereka mengajar. Hal ini meningkatkan citra perguruan tinggi dan membantu menarik minat mahasiswa maupun calon dosen".) "The studies carried out will be very profitable if published in national or international journals, because the published articles make a valuable contribution to scientific literature, help encourage discussion, thinking, collaboration with other lecturers and development in the field of study concerned. This is because lecturers who are active in publishing Sinta and SCOPUS articles also have a positive impact on the institutions where they teach. This improves the image of higher education and helps attract the interest of students and prospective lecturers." (Interview, December 23, 2023).

Furthermore, the results of the interview with HS stated that "Ini benar, dosen dan ilmuwan adalah orang-orang yang mengubah, mengembangkan, dan menyebarkan seni, ilmu pengetahuan, dan teknologi melalui pendidikan, penelitian, dan pengabdian kepada masyarakat. Publikasi penelitian memungkinkan dosen untuk berkontribusi pada perkembangan ilmu pengetahuan dan mendukung pertumbuhan pengetahuan dalam bidang studi. Ini meningkatkan reputasi akademik lembaga mereka dan membantu memperkuat kontribusi ilmiah. Misalnya saya selama beberapa tahun belakangan ini minimal selalu mempublikasikan artikel saya di Jurnal Nasional Sinta dan SCOPUS".

"This is true, lecturers and scientists are people who change, develop and spread art, science and technology through education, research and community service. Research publications enable lecturers to contribute to the development of science and support the growth of knowledge in the field of study. This enhances their institution's academic reputation and helps strengthen scientific contributions. For example, for the past few years, I have at least always published my articles in the National Journal of Sinta and SCOPUS." (HS Interview, December 18, 2023).

Table. The recapitulation data of the 10 informants' publications of engine lecturers study program at PIP Makassar,

No	Name/Inisial	Scopus Index	GS Index	Recapitulation of Engine Lecturers of PIP Makassar
1	SR	2	18	20
2	AS	2	24	26
3	HP	2	13	15
4	HS	2	23	25
5	AB	0	2	2
6	NP	2	14	16
7	TT	0	8	8
8	SB	0	6	6
9	MR	0	0	0
10	SA	0	0	0

From the recapitulation data of the 10 informants' publications of engine lecturers study program at PIP Makassar, it shows that the publications of engineering lecturers are routine in conducting research and publications, where the lecturers' research publications contribute to the development of science and support the growth of knowledge in the field of study. This increases the academic reputation of their institution and helps strengthen scientific contributions over the past few years. PIP Makassar lecturers have published articles in E-ISSN, Sinta Accredited, International and SCOPUS Indexed Journals.

**Discussion**

Based on the results of research was conducted by researchers, this sub-discussion will outline three main things that are the focus of this research, namely (1) Management of lecturer performance appraisal, (2) lecturer performance in improving the academic quality of higher education, and (3) Academic quality from the performance of lecturers. These three main things are described as follows :

**1. Lecturer Performance Assessment Management**

According to Gary, performance appraisal consists of three steps, namely : defining work, assessing performance, and providing feedback. Views : Lecturer performance assessment consists of several stages. According to Gary, performance appraisal consists of three steps, namely : defining work, assessing performance, and providing feedback (Dessler, 2015).

Moreover, assessing lecturer performance in a formal and structured system is measuring, assessing, and influencing characteristics related to work, behavior, and results to find out how productive they are, and whether they can collaborate with each other or more effectively so that universities gain benefits. And the lecturer's performance. The lecturer's performance illustrates the flexibility of movements, rituals and systematic work sequences in accordance with procedures so that results are obtained that meet the requirements for quality, speed and quantity.

Good performance measures are determined by the achievement of each component in the indicators of teaching, research and community service. The accuracy of fulfilling each component in these indicators depends on the lecturer's understanding and ability to translate their duties and responsibilities into daily work. These three indicators form a single responsibility that cannot be ignored, the fulfillment of which must be comprehensive. Where this indicates a good attitude and work environment that is built by every lecturer in it. In general, the definition of performance refers to the results of lecturers' work in carrying out their assigned duties and responsibilities (Winarsih, 2023a).

The operational definition of lecturer performance is an assessment of the performance of lecturers' functions in supporting the performance of study programs according to the Department of National Education, namely : (1) lecturers as the implementation of education, (2) lecturers as the implementation of research, (3) lecturers as the implementation of community service, (4) lecturers as carrying out supporting tasks (Aisyah, 2019). Based on the findings of researchers in the field, the performance assessment of lecturers at the Makassar Maritime Science Polytechnic, the indicators of teaching, research and community service and the implementation of supporting tasks have four stages, namely planning, organizing, implementing and supervising.

The stages of planning, organizing, implementing and supervising are important aspects in the management of activities such as teaching, research, community service and supporting tasks. By planning well, organizing resources, implementing plans, and carrying out regular evaluations, these activities can be carried out more efficiently and effectively. Applying these principles helps ensure that the goals that have been set can be achieved

well. In line with other study stated that increasing the effectiveness of higher education through a system-based system approach (input-process-output). Development activities such as education and training are carried out to increase lecturer professionalism (Prasetyo, and Ilham, 2022).

## **2. Lecturer Performance in Improving the Academic Quality of Higher Education**

Lecturer performance plays a very important role in improving the academic quality of higher education. They are the main pillars in the education and teaching process, and play a role in research and scientific development. Lecturer performance is a multifaceted concept that includes teaching effectiveness, research productivity, and contribution to the academic community. Several studies have highlighted various dimensions of faculty performance, including teaching effectiveness, research productivity, professional service, and community involvement (Hiswara et al., 2023). In general, the definition of performance refers to the results of lecturers' work in carrying out their assigned duties and responsibilities.

Lecturer performance assessment is a process where universities evaluate lecturer performances. Assessments carried out on lecturers are carried out on lecturers to assess performance and also function to supervise lecturers in carrying out their main duties, namely educational and teaching activities, research and community service, which function as a means to achieve these goals to monitor lecturer performance (HPN interview). These results are in line with other research that has been conducted showing a beneficial correlation between performance and dedication. In the context of higher education, these findings highlight the importance of targeted methods to improve the quality of commitment education, because lecturer dedication is closely related to the quality of teaching, research, and community service. Institutions can have a positive impact on faculty performance and, ultimately, improve educational outcomes by encouraging a sense of dedication among them.

In connection with the performance of lecturers in improving academic quality which is related to the Tri dharma of Higher Education, namely education, research and community service, which directly impacts the academic quality of the institution. So, lecturer performance requires several things such as leadership (structural, charismatic, visionary, motivation, etc.), stages of lecturer performance (ability to design learning/RPS, mastery of subjects, methods, approaches), stages of educational quality (Angela, 2022).

That statement is in accordance with the findings of researchers in the field that the quality of PIP Makassar lecturers' education produced by lecturers is determined by their ability to provide quality teaching, contribute to meaningful research, and active service to the community. Sustainable lecturer performance and commitment to self-development and higher education is the key to ensuring sustainable and high-quality education.

The engine lecturers' of PIP Makassar were effective in providing quality education are those who have good teaching skills, are involved in meaningful research, and are active in activities that have a positive impact on society. By combining quality teaching skills, meaningful contributions to research, and positive impact through community service, lecturers can create a dynamic, relevant, and meaningful learning environment for students. Thus, the overall quality of education produced by lecturers will provide a strong foundation for students' academic and social development as well as the growth of educational institutions.

## **3. Academic Quality Resulting from Lecturer Performance**

The quality of higher education is largely determined by the Human Resources (HR) that the higher education has, in this case the lecturers and students. The role of lecturers is in a very important position, in efforts to realize and improve the quality of higher education. Therefore, a lecturer is required to perform optimally so as to create professional and high quality productivity results. Improving the quality of human resources is a necessity that must be implemented in a planned, directed, intensive, effective, efficient and productive manner in the development process (Winarsih, 2023a).

According to Brodjonegoro, to improve the competitiveness and quality of higher education, it is necessary to strive for higher education performance indicators, which are measured, namely: a) quantity and quality and relevance of graduates, (b) quantity and quality and relevance of research and development results, and (c) quantity and quality and relevance of community service activities where all these activities are related to the performance of lecturers in the Tri dharma of higher education (Purwanto, 2015). The results of the research show that over the last three years lecturer performance scores in the field of research and scientific publications for all position groups have increased, but there are differences in lecturer performance scores in research and scientific publications when viewed from lecturer positions (Retnowati et al., 2018).

Developing students' potential to become quality graduates is the main responsibility of lecturers through transformation, development and dissemination of science and technology to students, in the learning process so that the resulting output can be absorbed in the professional world (Bactiar, 2013). Based on data found in the field

through interviews with informants, it can be said that the success of alumni reflects the quality of the education they received. Lecturers who help students achieve success in the real world can strengthen the reputation of the institution and the quality of the education offered. Quality is something that is very important in human life both individually, in groups, in society, as a nation and state. Academic quality resulting from lecturer performance is the result of various factors involving competence, dedication, and quality of teaching as well as the contribution of lecturers in the academic environment.

To find out the extent to which academic quality results from lecturer performance, it can be seen from the output/results, namely good/quality graduates, the success of alumni reflects the quality of the education they received. Lecturers who help students achieve success in the real world can strengthen the reputation of the institution and the quality of the education offered. Research publications and community service for PIP Makassar engine lecturers, PIP Makassar lecturers routinely carry out research and publications, where research publications enable lecturers to contribute to the development of science and support the growth of knowledge in the field of study. This can improve the academic reputation of the institution/institution and help strengthen scientific contributions. For example, over the past few years, PIP Makassar lecturers have published articles in the National, International and Scopus journals.

Meanwhile, HS as informant thought that lecturers' abilities in publications and PkM not only created a positive impact on their personal careers, but those were also an integral part of their academic responsibilities. A lecturer who is productive in these two aspects not only makes a major contribution to the advancement of science, but also builds a solid reputation in the academic world, maintains relevance, and increases his contribution to society. Based on the informant's statement above, it can be concluded that in the academic environment, article publication is one of the main indicators of a lecturer's productivity and contribution to their field, and collaboration with lecturers outside the PIP Makassar. This is not only important for personal development, but also for the recognition and growth of the institutions where they work.

## Conclusion

The research results show that lecturer performance assessment management has three main tasks, namely education, research and community service. Lecturer performance plays a very important role in improving the academic quality of higher education as the main pillar in the education and teaching process, as well as playing a role in research and scientific development. Stages of lecturer performance (ability to design learning/RPS, mastery of subjects, methods, approaches). And stages of education quality (process, infrastructure, learning media, activities in learning). Therefore, a lecturer is required to perform optimally so as to create professional and high-quality productivity results. The academic quality resulting from lecturer performance can be seen from the output, namely quality graduates, the success of alumni reflects the quality of education received. Research publications and PKM for engine lecturers are routine in conducting research and publications, where research publications enable lecturers to contribute to the development of science and support the growth of knowledge in the field of study. PIP lecturers can collaborate with lecturers outside PIP Makassar.

As a recommendation to permanent lecturers in the Engine study program, it is hoped that they will further improve the learning system and be able to direct cadets to be able to follow the teaching and learning process effectively and efficiently. And it is hoped that permanent lecturers at PIP Makassar can be more active in carrying out research, and PKM needs to be improved in order to get research grants and community service from DIKTI.

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